

# **A PROJECT REPORT**

(18MBAPR407)

On the Topic

**“A Study on Impact of Welfare and Safety Measures on Employees’ Performance  
Silver Sparkle Apparel Ltd. (A Raymond Group of Company), Bangalore”**

By

**Mr. PUNITH RAMAPPA C R**

USN: 1CY18MBA39

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

**Ms. Preksha R Yadav**

Asst Professor, Dept of

Management Studies

CMR Institute of Technology

EXTERNAL GUIDE

**Ms. Lavita**

HR Manager, Silver Sparkle

Apparel Ltd. ( A Raymond

Group of Company)

Bangalore



**DEPARTMENT OF MASTER OF BUSINESS ADMINISTRATION**

**C M R INSTITUTE OF TECHNOLOGY**

#132, AECS Layout, ITPL Main Road, Kundalahalli,

BENGALURU-560037

**June/July 2020**

# **A PROJECT REPORT**

(18MBAPR407)

On the Topic

**“A Study on Impact of Welfare and Safety Measures on Employees’ Performance Silver Sparkle Apparel Ltd. (A Raymond Group of Company), Bangalore”**

By

**Mr. PUNITH RAMAPPA C R**

USN: 1CY18MBA39

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

**Ms. Preksha R Yadav**

Asst Professor, Dept of  
Management Studies

CMR Institute of Technology

EXTERNAL GUIDE

**Ms. Lavita**

HR Manager, Silver Sparkle  
Apparel Ltd. ( A Raymond  
Group of Company)  
Bangalore



**DEPARTMENT OF MASTER OF BUSINESS ADMINISTRATION**

**C M R INSTITUTE OF TECHNOLOGY**

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

**June/July 2020**



A Raymond INITIATIVE

**Silver Spark Apparel Limited**  
(A Raymond Group Company)  
#56 B, Hosakote Industrial Area, Chokkiahally,  
Hobali Kasaba, Hosakote Taluk, Bangalore-562 114,  
INDIA, PHONE:080-2797 1476/346/347  
Telefax : 080-2797 1477  
GST.NO :- 29AACCR1288G127



Date: 06/01/2020

### TO WHOM SO EVER IT MAY CONCERN

This is to certify that, **Mr. Punith Ramappa C R**, student of MBA from CMRIT College Kundalahalli AECS Layout. We are pleased to accept your letter and provide permission for doing Project at our Silver Spark Apparel Ltd (A Raymond Group Company) as part of his 4<sup>th</sup> semester MBA curriculum.

The project duration period is 6 Week.

For Silver Spark Apparel Limited  
For SILVER SPARK APPAREL LTD.

Authorized Signatory  
Authorized Signatory



**CORPORATE OFFICE**  
2nd & 3rd Floor, Prestige Star - 1,  
Major Sandeep Unnikrishanan Road, Near Mother Dairy,  
Yelahanka New Town, Bengaluru - 560 064.  
Tel : (91-80) 67899000 Fax : (91-80) 67899199  
E-mail : silverspark@raymond.in  
www.raymond.in

**REGISTERED OFFICE**  
NEW HIND HOUSE  
NAROTTAM MORARJEE MARG,  
BALLARD ESTATE, MUMBAI-400 001  
TEL : (91-22) 2268 6000  
FAX: (91-22) 2262 0052



102735

CMR INSTITUTE OF TECHNOLOGY, BENGALURU.  
ACCREDITED WITH A+ GRADE BY NAAC

No. 132, AECs Layout  
IT Park Road  
Bengaluru 560037  
T: +91 80 2852 4665/77  
F: +91 80 2852 4630  
E: info@cmrit.ac.in  
www.cmrit.ac.in

## CERTIFICATE

This is to certify that **Mr. Punith Ramappa CR** bearing USN **1CY18MBA39** 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 **“IMPACT OF WELFARE AND SAFETY MEASURES ON EMPLOYEE PERFORMANCE”** is prepared by him under the guidance of **Mrs. Preksha Yadav**, 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  
CMR IT-PG Studies  
Bangalore-560 037

Sanjay Jain

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. PUNITH RAMAPPA C R**, hereby declare that the Project report entitled "**A Study on Impact of Welfare and Safety Measures on Employees' Performance Silver Sparkle Apparel Ltd. (A Raymond Group of Company)**" prepared by me under the guidance of Prof Sandeep Kumar, faculty of MBA Department, CMR Institute of Technology and external assistance **Ms. Lavita, HR Manager at Silver Sparkle Apparel Ltd. (A Raymond Group of Company), Bangalore**. 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: *Bangalore*  
Date: *02/07/2020*

  
(Mr. Punith Ramappa R)  
USN: ICY18MBA39

# **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. Preksha R Yadav**, CMR Institute of Technology, Bangalore, for her valuable guidance and untiring support and cooperation in completing the project work.

I acknowledge the insights provided by my External Guide, **Ms. Lavita**, HR Manager, and Magna InfoTech (A Quess Corp Company) Bangalore 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. Punith Ramappa C R

USN: 1CY18MBA39

# TABLE OF CONTENTS

Chapter No.	CONTENTS	Page No.
	<b>EXECUTIVE SUMMARY</b>	01
<b>1</b>	<b>INTRODUCTION</b> 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.	02-12
<b>2</b>	<b>CONCEPTUAL BACKGROUND AND LITERATURE REVIEW</b> 2.1 Theoretical Background of the Study 2.2 Literature Review	13-16
<b>3</b>	<b>RESEARCH DESIGN</b> 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	17-22
<b>4</b>	<b>DATA ANALYSIS AND INTERPRETATION</b>	23-45
<b>5</b>	<b>SUMMARY OF FINDINGS, SUGGESTIONS AND CONCLUSION</b> 5.1 Findings of the Study 5.2 Suggestions 5.3 Conclusion	46-49
	<b>ANNEXURE</b>	50-53

## LIST OF TABLES

Table No.	TITLE OF TABLES	Page No.
4.1	<b>Table showing whether the employees are aware of welfare and safety measures of employee`s performance</b>	24
4.2	<b>Table showing factors influencing employee welfare measures</b>	26
4.3	<b>Table showing whether the working condition is clean and safety</b>	27
4.4	<b>Table showing opinion about transport facilities</b>	28
4.5	<b>Table representing canteen facilities in organization</b>	30
4.6	<b>Table showing the security facilities imported to employees</b>	31
4.7	<b>Table showing whether the employees have contact with welfare officers</b>	32
4.8	<b>Table shows the employees satisfaction level with the working timing</b>	34
4.9	<b>Table showing leave facilities provided by the organization according to statutory provisions</b>	35
4.10	<b>Table showing whether the company takes safety measures to the employees</b>	36
4.11	<b>Table showing whether the allowances are paid by the company</b>	38
4.12	<b>Table showing whether the work place is regularly cleaned</b>	39
4.13	<b>Table showing the whether the top level management interact employees.</b>	40
4.14	<b>Table showing the welfare measures help in solves the problems faced by employees</b>	42
4.15	<b>Table showing the opinion towards the safety and welfare measures provided</b>	43
4.16	<b>Table showing whether there is correlation between employees performance and impact of employees safety and welfare measures</b>	44



## LIST OF CHARTS

Chart No.	TITLE OF CHARTS	Page No.
4.1	<b>Chart showing whether the employees are aware of welfare and safety measures of employee`s performance</b>	25
4.2	<b>Chart showing factors influencing employee welfare measures</b>	27
4.3	<b>Chart showing whether the working condition is clean and safety</b>	28
4.4	<b>Chart showing opinion about transport facilities</b>	29
4.5	<b>Chart representing canteen facilities in organization</b>	30
4.6	<b>Chart showing the security facilities imported to employees</b>	32
4.7	<b>Chart showing whether the employees have contact with welfare officers</b>	33
4.8	<b>Chart shows the employees satisfaction level with the working timing</b>	34
4.9	<b>Chart showing leave facilities provided by the organization according to statutory provisions</b>	36
4.10	<b>Chart showing whether the company takes safety measures to the employees</b>	37
4.11	<b>Chart showing whether the allowances are paid by the company</b>	38
4.12	<b>Chart showing whether the work place is regularly cleaned</b>	40
4.13	<b>Chart showing the whether the top level management interact employees.</b>	41
4.14	<b>Chart showing the welfare measures help in solves the problems faced by employees</b>	42
4.15	<b>Chart showing the opinion towards the safety and welfare measures provided</b>	44
4.16	<b>Above the shows the do you thing is correlation between employees performance and impact of employee safety and welfare measures</b>	45

## **EXECUTIVE SUMMARY**

I am student of final year **MBA**, In **CMRIT** Bangalore. As a part of the course I am undertaking project work on **“IMPACT OF WELFARE AND SAFETY MEASURES ON EMPLOYEE PERFORMANCE”** .This report also includes the analysis with latest changes happening with technology based with Silver Spark apparel ltd and advantage and disadvantage

Organizational focus on safety of employees can ensure high morale and productivity at the work place. This is due to the perception that the company truly cares about the health and well-being of its employees, thus creating a sense of pride for the organization. Increase productivity as it correlates to safety and morale is a difficult metric to measure, but forward-thinking organizations realize that it does exist and can therefore justify the costs of their safety programs as compared to the productivity benefits that they provide. In contrast measuring productivity as it related to safety, the indirect costs of employee injuries are much more measurable.

### **OBJECTIVES OF THE STUDY**

- To determine the factors influencing safety and welfare measures for employees.
- To know the impact and welfare measures over their performance
- To know the level of employee satisfaction with welfare and security measures provided by the celebration apparel ltd (Raymond group)

### **SCOPE OF STUDY**

- The study to a particular topic
- This project limited to celebration apparel Ltd (Raymond group) only
- The scope is limited to 100 respondents.
- The scope of the study is very useful and this study covered the protection and Welfare initiatives of workers operating within the organization.

**CHAPTER NO - 01**  
**INDUSTRY PROFILE**

## 1.1 INDUSTRY PROFILE

The Raymond Group was founded in 1925, and turned into a global corporation in a few years from an Indian textile firm.

We must take the untrodden path in our attempt to retain consistency and leadership from being the first polywool blend in 1950 to producing the best fitting fabric in the world, the super 230s made of the super fine 11.8 microns.

Today, the Raymond group is combined vertically and horizontally to provide full apparel solutions for our customers. Few companies worldwide have such a diverse product selection of nearly 12,000 worsted varieties that are perfect for customers of all ages, occasion and styles. In Silver Spark Apparel limited nearly 3000 shirts are producing per day. They are aim to expand 6000 shirts per day.

We make the finest fabrics for the world, from linen to linen-mixed worsted.

We also have some of our portfolio's most popular fashion brands; Raymond, Park Avenue, Color plus, Parx, Be;Zapp! And Notting Hill

## 1.2 COMPANY PROFILE

Silver spark Apparel Ltd. Established in July 2005, is a unit of Raymond Group of companies situated about 45 Kms. From Bangalore in Hosakote Industrial Area. The facility has been setup to manufacture high value formal shirts. The company has been set up with technical cooperation with the flex Japanese, one of the biggest manufacturer of formal shirts in Japan. Powered by advanced machinery and cutting edge infrastructure the facility manufacture up to 6000 shirts per a day.

Silver spark Apparel is a art of manufacturing facility powered by advanced machinery and Cutting edge infrastructure with currently an installed capacity to manufacture 6000 shirts per day with 6 lines working and 1 line dedicated to job work. The company currently has a total strength or 1000 people and a total of 639 machines (443 sewing & 196 non- sewing)on the domestic front, currently the facility primarily manufactures Raymond's Own Brand Of Park Avenue and Color Plus shirts whereas on the export front it caters to countries like Japan, Germany, France and U.s amongst other.

Raymond has set up a state-of-the art manufacturing facility of formal shirts through a technical collaboration with Flex Japan, a Japanese shirt manufacturing company plant boasts of state-of-the-art machinery from Pfaff, Duerkopp, and Juki, spreading from Bulmer and cutters from Gerber. The plant produces 1 million dress shirts annually. About 80% of the orders are domestic in-house orders, mainly of Park Avenue and Raymond and only 20% are outside orders.

The Park Avenue orders are done on CM charges and export orders are done mainly on FOB charges. The production line follows a bundle system with an average bundle size of 15 pieces. The production is commenced in parts (cuff, Collar, front, back and sleeves) using a modular system and then there is an assembly line to assemble the parts together.

There are six lines out of which one line is dedicated for job works from Silver Spark. Recently they have started the work to implement a unit production system with overhead conveyors in one of the six assembly lines on an experimental basis.

It is only in the early stages of implementation and unit production system has not yet started. The gross revenue of the company for FY 2014 was Rs. 24.76 crore (Previous Year: Rs.17.44 cores). The company earned a profit after tax of Rs. 1.06 crore (Previous Year: Rs.0.68 crore).

Their formal shirts gained a reputation for being on team with the worlds strongest. This was made possible by the silver spark family and the technical cooperation with flex Japan, one of Japan's largest manufacturers of dress shirts.

## **INFRASTRUCTURE**

The unit is Asia's LARGEST SINGLE FLOOR SUIT MANUFACTURING FABRICATION UNIT IN ASIA. The Raymond Group is fitted with several production units in the industrial area of Bangalore, Hosakote pilagumpe. The Group is all set to create an ever- increasing production unit near Hindupur (near Gauribidanur). This would further boost the group's production capabilities. Offices situated strategically across India are working with a dedication to excellence. Ultramodern technology leads the party ahead of its rivals. It plays a significant role in development of goods of superior quality. The unique blend of emerging technology from around the world has made it possible for the Raymond group to optimize its ability. The latest highlighted- tech machinery, from- design (CAD), Cutting (Digitizers, Plotters & Automated Cutting machines) to Fusing, is used at each point.

**CUTTING** - The cutting section is equipped with the Gerber & morgan spreader and cutter that ensure 100% perfection. It improves turnaround times and expedites the cutting process with minimal waste and cost. The section also has Band knife machine fusing machines. Most modern CAD systems from Gerber,Intellocut and Lectra are employed for computerized precision pattern making, Grading and marking system. The facility also has 5 CNC cutters. Advanced designing system and elaborate matching processes are employed to achieve intricate patterns and sophisticated illustration . Both machine and manual methods are employed for cutting and spreading.

**STITCHING** - With its wide range of advanced machinery & proficient labor capable of producing stylized garments with perfection & fitness. The sewing section has hi-tech infrastructure. The production lines are UPS based. The production lines are fully integrated and operational with various types of powered sewing machines from Brother, Juki, pegasus, pfaff, DA, & special machines like computerized Welt pocketing Machine, Belt loop Attachment Machines, Multi needle Kansai Special Machines & Special sleeve attaching machine.

**FINISHING** - Hi-tech machinery and cutting edge technology facilitate highly quality wrinklefree finishing. Various pressing machines and heat transferring machines are available to ensure improvement in high functional performance of the garment through specialty finishing. There are 13 types of buck pressing machine for perfect finish.

**FINAL INSPECTION** - Silver spark has an efficient final inspection Department equipped with the latest equipment. This section plays the most crucial role in ensuring 100% perfection of all the products. It is inspected that all features demanded by the clients are designed or not. The experts thoroughly check all the products to make sure that the perfect products are delivered to the clients. The products carry the brand image of the company. That's why utmost care has been taken in this section to ensure that all the products are faultless.

## **QUALITY CHECKING AND RELAYING**

Quality checking is an essential process for checking for visual defects in parts concentrated on weaving defects. 100 percent checking is done expect small parts like bone, flap,etc.

## **RELAYING**

Parts which are cut as bigger blocks in pinning are brought here and matched against each other to make sure that the plaid matching is achieved. The plaid matching is essential for standard features of any stripe/ checks garment. As with pinning underneath the needle is placed at the desired location and the sections can be modified according to the necessity of plaid repeat. They are bonded together by means of knotting after the requirements met. Then prepared patterns are placed over the bulk plies and bound through end clips. Care should be taken here to ensure the line of grain stays the same when putting the patterns ready.

The pieces are taken after this for cutting band knife on band knife unit. Band knife machine consists essentially of a revolving knife placed on a motor-driven pulleys. The knife produces a vibrating movement that enables process cutting. Hand gloves are mandatory while this system is being worked. In order to bring the parts to the required dimensions, the larger blocks are trimmed at ends / edges. Even knots are made on this machine as needed.

## **FUSING**

Fusing process is one of the most important process in cutting department. Fusing materials are essentially provide strength, stiffness and stability to the garment and adds to the presentation of the garment. There are various types of fusing depending on the application. The most three parameter of fusing are:

\*Temperature.

\*Pressure.

\*Fusing time.

## **COMPETITORS**



1. GOKULDAS EXPORTS.
2. K.MOHAN EXPORTS.
3. SHAI EXPORT PRODUCT LTD.
4. ARVIND EXPORT.
5. DINESH EXPORT.

## **VISION AND MISION**

### **A) The Vision**

The Raymond Company has been committed to supplying high quality products and superior service to their customers. Believe in the individual, and that shared values and common purpose provide the basis of teamwork. Value the franchisers and share with the principles the objectives of enhancing the image and success of the products. Believe in conducting the business activities with integrity. Believe in optimizing the profitability in a manner consistent with the values.

At Raymond, build relationship with customer by providing solutions to their challenges. Work proactively to accomplish this through dedication, integrity and team building. Continually develop and strengthen these qualities by investing in our people.

### **B) The Mission**

- a) To provide the customer with product and service those are recognized the best
- b) A strategic plan matched to long term goals
- c) To help create financial independence

Raymond mission is to became the preferred specialty contractor in each of our market areas while enhancing the employees quality of life and achieving consistent operation profit that exceed industry standard.

## **3 KEY PLAYERS IN INDUSTRY**

- Louis Philippe
- Sara Groups
- Black Berry
- Blue threads
- Planet Fashion

## **PRODUCT PROFILE:**

### **Leaping into the Global Arena**

Incorporated in 1825, Raymond is the leading, integrated producer of worsted suiting fabric worldwide, with a production of 42 million meters of wool & fiber-blended fabrics.

A fashion leader and men's apparel industry. The Raymond company is organized horizontally and vertically in India with a turnover of USD 600 million and provides end-to-end fabric and design solutions. The company has six state-of-the-art fashion plants and four apparel factories. In India and Europe, supported by world-class R&D designs supported by Italian designers who put together the collection twice a year, Raymond has always focused on innovation and technological upgrades which have provided path-breaking fabric solutions for customers around the world.

From pure wool to wool blended with exotic fibres like Cashmere, Mohair or Angora and Casein or the ultimate in fine pure wool-Super 240s crafted out of 11.6 micron wool Raymond has always provided customers with world-class products. The company exports its suiting fabric to more than 5 countries, including USA, Canada, Europe, Japan and the Middle East.

The Raymond Group has already established its presence in the global arena with collaborations with leading European producers of fine shirting fabrics and denim specialties. The Company also had business interests in ready-made wear designers'

apparel, cosmetics & toiletries, files and equipment for engineering. Prophylactics and operations by air charter.

### **Worsted suiting**

Raymond, built with 42 million meters of wool and fixed-mixed fabrics, is the leading integrated producer of worsted suiting fabric in the world this has four plants based in the Maharashtra, Gujarat and Madhya Pradesh. The company is exporting to over 50 countries including the United States, Canada, Europe, and Japan and the Middle East.

Raymond, an Indian textile industry innovator, has built a tradition of in-house R&D expertise. This has led to path-breaking developments of new products that are today the corner stones of the worsted suiting industry in India. The group has mastered the art of using suiting technology wool from super 80s to super 240s and spinning counts as fine as 2160Nm. They are blended with super fine polyester and other natural fabrics such as Cashmere, Angora Alpaca, Silk, and Linen and so on.

### **Denim**

Raymond has entered into a 50:50 JV production and marketing partnership with UCO NV of Belgium a leading manufacturer of speciality denim from a multinational group denim that combines the Raymond and UCO Denim denim business with its headquarters in Belgium. Specialty denim fabrics The JV has a total capacity of 80 million meters per year, with production facilities spread over three continents- the US, Europe and Asia, as well as a large global distribution network.

### **Shirting**

In partnership with Gruppo Zambaiti one of the top three Italian high-fashion textile majors in the world, Raymond has established a green field facility for the cotton shirting fabrics

manufacturer. Raymond Zambaiti Ltd, a joint venture firm, blends Raymond experience in the textile industry, less cost manufacturing and distribution technology with Italian artistic strengths. Styling know-how in production, efficiency finishing and lead times.

### **SWOT ANALYSIS:**

Swot analysis of celebration apparel Ltd (Raymond group) provide a requisite swot of the enterprise's task.

#### **Strength:**

- a) High technology base.
- b) Single product position.
- c) Great distributions network platform and single marketing platform.
- d) Existing network for distribution of sale.
- e) Research and development.
- f) Enabled distribution and sales network.
- g) Domestic market.
- h) Tax advantages.

#### **Weakness:**

- a) Consumer unhappiness about any commodity.
- b) The company has faced many difficulties in procurement of ram material, and it also ends up being distributed at the co-ordination of various departments.
- c) Manufacturing costs are high.

#### **Opportunities:**

- a) The organization has set a mission to expand around the country as well as globally.
- b) Increasing profitability by reducing costs.
- c) Reduced growth rate.

- d) Income level at a constant increase.
- e) New goods, new services.
- f) The company develops innovative techniques to extend the product line.

**Threats:**

- a) Environmental policies may have a bigger effect.
- b) Rising the prices of raw materials will increase the cost of the production process.
- c) Lack of policy benefits from the government due to shifts in political parties.
- d) Rapid technological changes can affect production processes.
- e) Raise in labour costs.
- f) Changes in tax.
- g) Increasing costs.

**CHAPTER-2**  
**CONCEPTUAL BACKGROUND AND REVIEW**  
**LITERATURE**

## REVIEW AND LITERATURE

P.Anju (2016) in the study identified that the rate of absenteeism had been reduced to a great extent by providing housing, health and care for the children, canteen, learning and training facilities and carrying out welfare activities. He also stated that this principle to successfully carry out the work welfare activities is nothing but an extension of democratic values in an industrialized society.

Mr. Ramana T. Ventata (2015) finds that the welfare facilities are provided to the employees to keep the motivation levels high. He states that the intramural and extramural welfare measures offered to the employees have improved their rate of satisfaction towards job.

Dr. P. Venugopal and T. Bhaskar (2011) found that employees are satisfied with welfare measures such as recreational, medical, educational, housing, transportation, sanitation, safety. The employees are also satisfied towards statutory welfare measures such as Workmen Compensation, ESI, Sickness, P.F and Maternity benefits. These measures have an impact on the quality of work life and also on the smooth relationship between employer and employee which leads towards the attainment of organization goals.

Dr. Usha Tiwari (2014) conducted a study on the employees' welfare facilities and its impact on employees. It was also further reiterated that the management should provide facilities to all employees in such way that employees become satisfied on the welfare facilities which in turn leads to increase in productivity in terms of quality and quantity.

Dr.P. Bhujanga Rao (2017) state that welfare measure is a process of recognizing the unique place of the worker in the society and doing good for them, retaining and motivating employees and building up the local reputation of the company.

Mr Ayesha M (2017) conducted a study on role of welfare measures and its impact on employee productivity with the aim to find out the role of welfare measures and its impact by applying t- test, f-test. So far as sample is concerned, there were 1650 employees were selected out of the 2100. For interpretation of data they used t-test, f-test. The female employees were less satisfied with recreational facilities rather than male.

Mendis M (2016) studied on welfare facilities and job satisfaction with the objectives of to examine the welfare facilities and its impact on job satisfaction at operational level of employees in Sri Lanka by interviewing 100 employee. He also conducted that by increasing welfare facilities organization can improve the job satisfaction.

Dr. Venkata rao P (2015) conducted a survey on employee welfare is the key: an insight after interviewing 60 respondents and found that welfare measures were considered as critical indicator which may influence the employee performance.

Kasenga F (2015) conducted a study on staff motivation and welfare in Adventist health facilities in Malawi they did a qualitative research study by group discussion with health care workers and supportive staff and finally concluded that Adventist health facilities need to be revised, training programs for further development must be programmed, they must be programmed, they must increase the communication between management and the health care staff through schedule routine meetings.

Dr Lalitha K (2014) did a research study on employee welfare measures he wants to study the welfare facilities provided to the employee and also conclude that employees happiness on welfare facilities will increase the productivity.

Rama Satyanarayana and Jayaprakash reddy (2012) found satisfaction of maximum employees concerning the welfare measure in cement division KCP Ltd. They conducted the research to find out the satisfaction level and employee welfare measure.

Vijaya Banu and Ashifa (2011) worked in public sector transportation's welfare measures they analyzed different dimension of labour welfare measures perceived to workers. They also emphasized the awareness of labour about welfare measures, their satisfaction level and its technique of improvement.

Swapna (2011) carried out a research collieries company limited where the special attention has been given on social responsibility of the business by linking labour welfare and ethical consideration.



Boselie P (2010) studied on high performance work practices in the health care sector aiming to check the commitment and behaviour in health care sector when their work performance practices are high.

McIntyre H (2010) conducted a survey on Implementation of the European working time directive in an NHS trust, impact on patient care and junior doctor welfare they did a retrospective observational survey in single district general hospital on non elective medical admission.

Gosliner W (2010) conducted a study on impact of a worksite wellness program on the nutrition and physical activity environment of child care centres, the purpose of the study was to test that wellness program implementation for the staff affects the nutrition and physical activity.

Courtney Coile and Johnathan Gruber (2007) examined and established that “forward looking incentive measures for social security are significant determinants of retirements”.

Alison Earle and Jody Heymann (2006) carried out a research on about workers availing time off if workers themselves or any members of their family fall sick. The study also surveyed and went for analysis about paid leave for health needs of the workers self or adult family member children.

Karl Aiginger (2005) reexamined the labour market regulations and its comparative effect. He concluded that the main reason for low growth in Europe is the flexibility labour market, which is linked with welfare cost.

Goetzel R (2002) did a research on the long term impact of Johnson & Johnson's health & wellness program on employee health risks they mainly did a study because they believed that corporate health promotion and disease prevention program can improve the employee's risk profile.

**CHAPTER-3**  
**RESEARCH DESIGN**

### **3.1) STATEMENT OF THE PROBLEM**

Human resources are the most important resource of the organization. Here it is the duty of the management to look after the welfare measures of the employees. If the employees are happy with the provided steps toward welfare, the production will increase.

### **3.2) NEED FOR THE STUDY**

Organizational focus on safety of employees can ensure high morale and productivity at the work place. This is due to the perception that the company truly cares about the health and well-being of its employees, thus creating a sense of pride for the organization. Increase productivity as it correlates to safety and morale is a difficult metric to measure, but forward-thinking organizations realize that it does exist and can therefore justify the costs of their safety programs as compared to the productivity benefits that they provide. In contrast measuring productivity as it related to safety, the indirect costs of employee injuries are much more measurable.

### **3.3) OBJECTIVES OF THE STUDY:**

- A). To determine the factors influencing safety and welfare measures for employees.
- B). To know the impact and welfare measures over their performance
- C). To know the level of employee satisfaction with welfare and security measures  
Provided by the Silver Spark apparel ltd (Raymond group)

### **3.4) SCOPE OF THE STUDY:**

- A) The study to a particular topic
- B) This project limited to celebration apparel Ltd (Raymond group) only
- C) The scope is limited to 100 respondents.
- D) The scope of the study is very useful and this study covered the protection and Welfare initiatives of workers operating within the organization.

### **3.5) RESEARCH METHODOLOGY:**

Study design is arrangement or data collection and analysis in a manner. The research design adopted for this study is descriptive research. The describe the features of population or presentation of answer for the questions like where when and how relating to a particular field. The study will show the sale of affairs as it exists. This type of study helps to know the port and o predict the future.

#### **Primary data:**

The primary data are those that are first collected for the study by means of a structured questionnaire using a direct personal interview method will be used to collected data from users.

- A) Interview with employee.
- B) Using questionnaire
- C) interview with staff
- D) Sample size 100 staff

#### **Secondary data:**

Secondary data are the data already obtained and processed for the general purpose of their company by some other entity.

The data is used as the conclusions of the referee and compare. In this case, it is a source of research and review coverage from the internet, books journals, human resource, magazines, news reports, appropriation manuals, and circulars released.

- 1) Internet.
- 2) Books.
- 3) Journal.
- 4) Issued circular.

### **3.5) SAMPLING DESIGNS:**

Sampling methods: The non-probability sampling method will take in which convenience sampling to technique will use in the study.

### **3.6) DATA COLLECTION:**

The data were gathered from two sources

### **3.7) METHOD OF ANALYSIS**

- a) Tabulate the collected data.
- b) Pie or bar charts are used for the representation.
- c) Interpretation is to be made.
- d) Conclusion will be drawn and appropriate suggestions will be made.

### **3.8) HYPOTHESES:**

- Welfare and safety measure do not have significant impact den satisfaction of workers.
- Employees' welfare and safety measures significant impact on employee's satisfaction.

### **3.9 OPERATIONAL DEFINITIONS:**

#### **Employee definition:**

An individual who works part-time or full-time under an employment contract, whether oral written express is implied, and has acknowledged writings and duties, and is also called a worker.

## **ORGANIZATION:**

Social unit of people that is structured and managed to meet a need or to pursue collective goals. All organizations have a management structure that determines relationships between the different activities and the members, and subdivides and assigns roles, responsibilities, and authority to carry out different tasks. Organizations are open systems- they affect and are affected by their environment.

## **MEANING OF WELFARE**

Welfare implies fare or responsibility large. It is a methodical period, also alludes to the material, psychological, ethical and excited success of a individual. The period safety is a relation plan, relation into moment in time and room. It inside this approach, fluctuate each at present and next, area to region with as of kingdom to nation.

## **SAFETY:**

Administrative centre protection means having an atmosphere free from damage and hazards. Proper processes and procedures will enable employees to work with this without worrying about safety.

## **SAFETY Officer:**

The safety officer in a company or organization is the person who is responsible for the people who work or visit there, a person responsible for ensuring safety regulation are adhered to, and for assessing unsafe situation or hazards in a place or at an event, etc.

### **3.10) LIMITATIONS OF THE STUDY:**

- 1) Is research limited so Silver spark Apparel Ltd (Raymond group) Industry only.
- 2) The sample size was only limited so 100 participants.
- 3) The time he works is 4 weeks.

**CHAPTER-4**  
**ANALYSIS AND INTERPRETATION**



**Table No – 4.1**

1) Table showing are you aware of welfare and safety measures of employee`s performance?

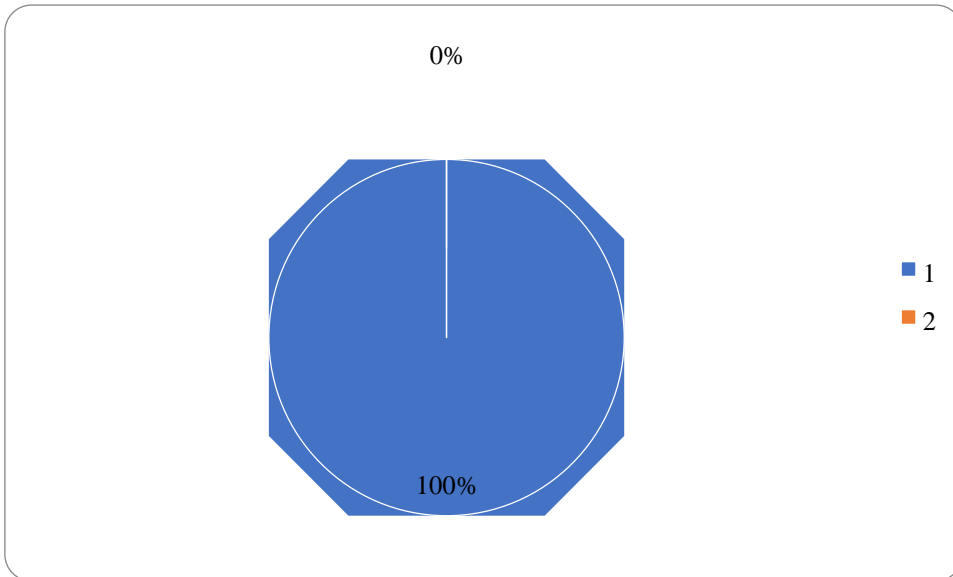
SL NO.	Choice	Number of Respondent	Percentage
1	Yes	100	100
2	No	0	0
	Total	<b>100</b>	<b>100</b>

**ANALYSIS:**

By the above table we can analyze that among total respondents 100 employees responded that they are aware of company`s security and interests measures & policies. No one attains into the organization to say that they don`t know about safety and welfare measures.

**Chart No -4.1**

Graph showing are you aware of welfare and safety measures of employees' Performance



**INTERPRETATION**

In the above graph we could able to understand that every employee in the organization knows about safety and welfare measures. The majority number of respondents given 100% they are aware

**Table No -4.2**

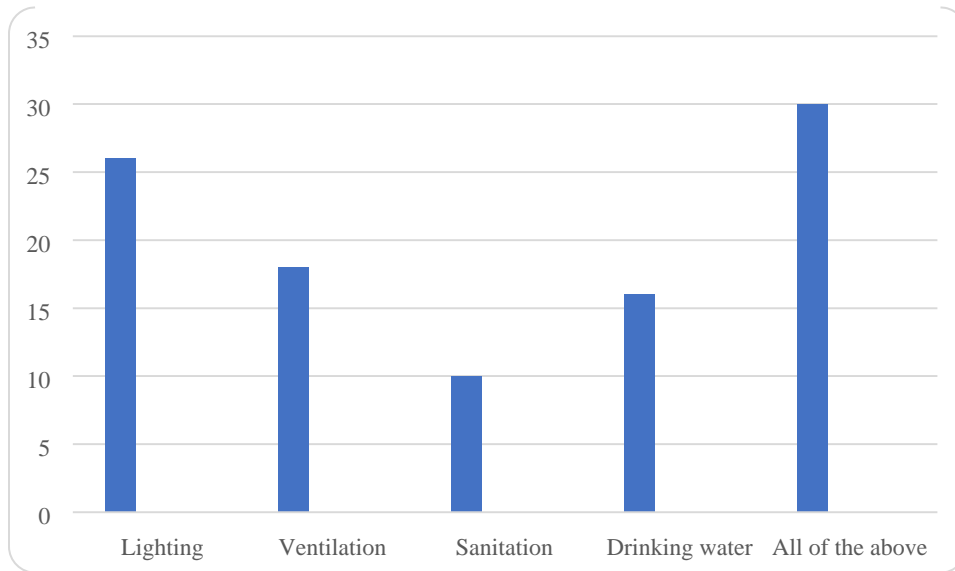
2) Which of the following factors influencing employee welfare measures

SI NO	factors	No of Respondent	Percentage
1	Lighting	26	26
2	Ventilation	18	18
3	Sanitation	10	10
4	Drinking water	16	16
5	All of the above	30	30
	<b>TOTAL</b>	<b>100</b>	<b>100</b>

### **ANALYSIS**

From the table, it is demonstrated that, 26% of the workers reacted for lighting, 18% of respondents responded as ventilation, 10% respondents responded sanitation, 16 %employees respondents responded drinking water, 30% members responded of all the above.

Chart No - 4.2



### INTERPRITETION

The above chart shows that 30% of employees are satisfied with the all welfare facilities

Table No -4.3

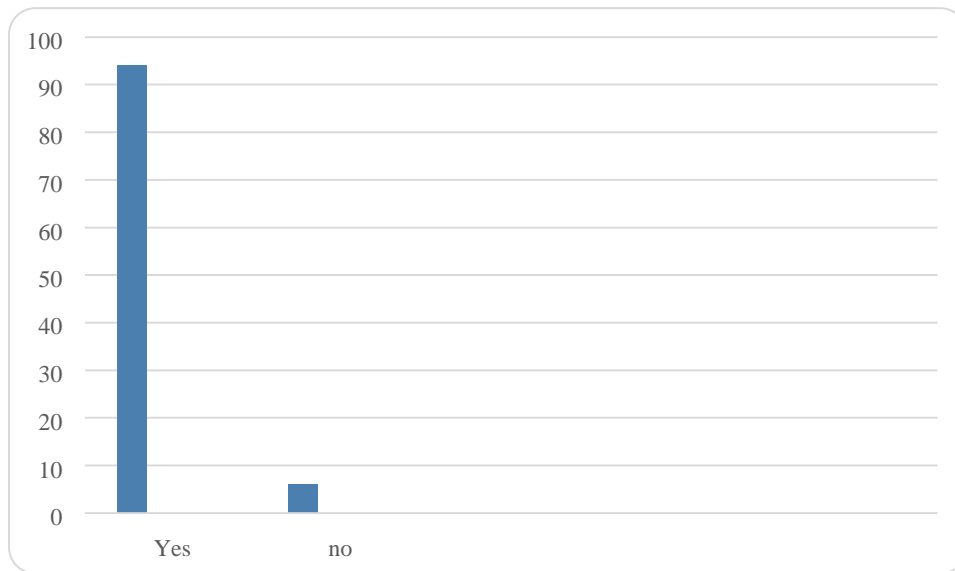
3) Table showing whether the working condition is clean and safety

SI.NO	factors	No of respondents	Percentage
1	Yes	94	94
2	No	6	6
	<b>Total</b>	<b>100</b>	<b>100</b>

## ANALYSIS

Above the chart 94% members among the 100% respondents are given the working condition clean and safety, reaming 6 %members they respondents given no the working condition not clean and safety.

**Chart No-4.3**



## INTERPRETATION

From the above diagrams we can decipher that 94% representatives are profoundly fulfilled working condition clean and safety, when working condition good employees can be do the work better and good.

Table No-4.4

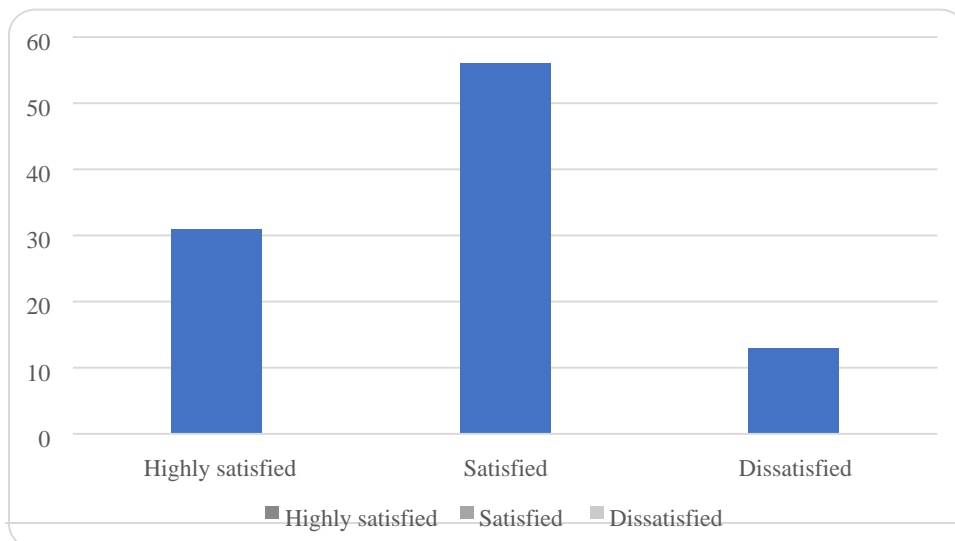
#### 4) Table showings options about transport facilities

SINO	Choices	No Of Respondents	Percentage
1	Highly satisfied	31	31
2	Satisfied	56	56
3	Dissatisfied	13	13
	<b>TOTAL</b>	<b>100</b>	<b>100</b>

#### ANALYSIS

Since the over table we can study so as to out of 100 %respondents 31% of the respondents are saying that they provided transport facilities is greatly fulfilled. 56% of the respondents are saying fulfilled and remaining 13% of the respondents are maxim we are dissatisfied with the transport facilities.

#### Chart No-4.4



## INTERPRETATION

From the top of chart show the 56% of employees are the satisfied with transport facility

Table No-4.5

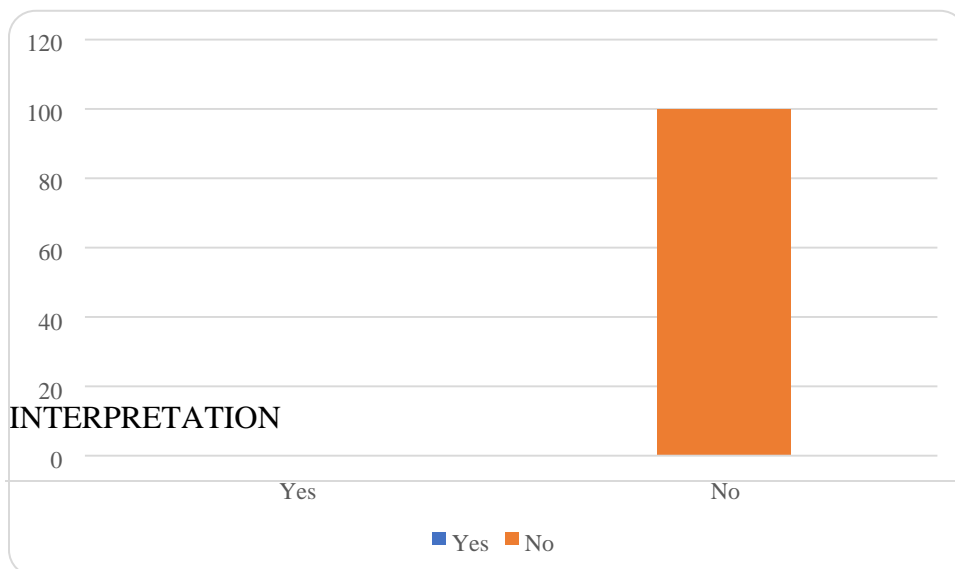
5) Do you have canteen facilities in your organization

SL NO	Choices	No Of Respondents	Percentage
1	Yes	100	100
2	No	0	0
	<b>Total</b>	<b>100</b>	<b>100</b>

## ANALYSIS

The table describes 100% respondents; all are saying company is not providing canteen facilities to the employees.

Chart No -4.5



The above table explained that, out of 100% respondents, all are saying the company was provided canteen facility in a company.

Table No- 4.6

6) Table presentation how is security imported to employees

SI NO	Choices	No Of Respondents	Percentage
1	POSTERS	34	34
2	SLOGANS	18	18
3	SAFETY FILMS	22	22
4	SIGN BOARDS	26	26
	<b>Total</b>	<b>100</b>	<b>100</b>

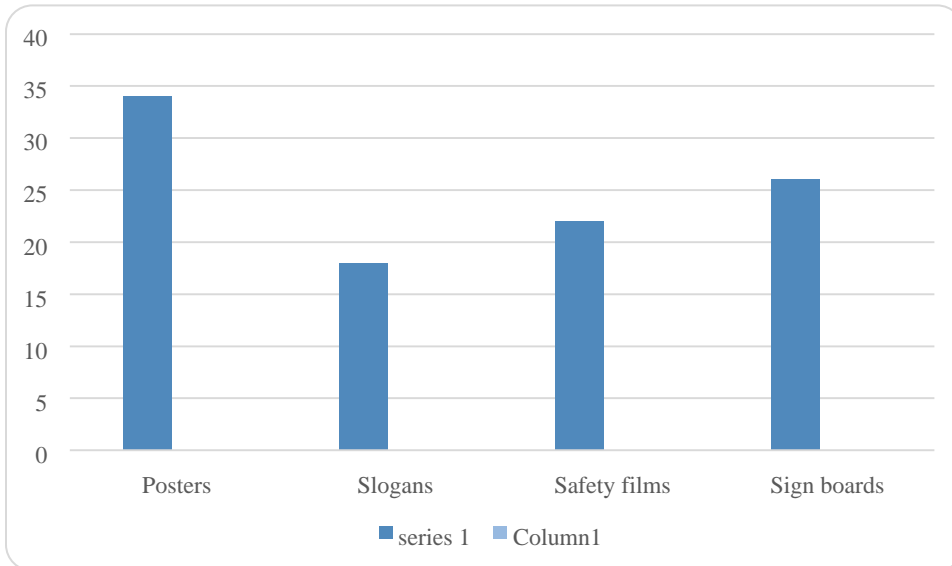
### ANALYSIS

From the top of chart analyzed away of 100%, Respondents 34% employees felt safety important to employees, 18% individuals gives slogans, 22% employees given safety films, 26 %employees respondents sign boards.

Chart No -4.6



Graph showing how is safety imported to employees



**ANALYSIS:-**

By the above chart is explain that 34% of employees are satisfied with the posters

**Table No-4.7**

7) Table showing have you contact with welfare officers

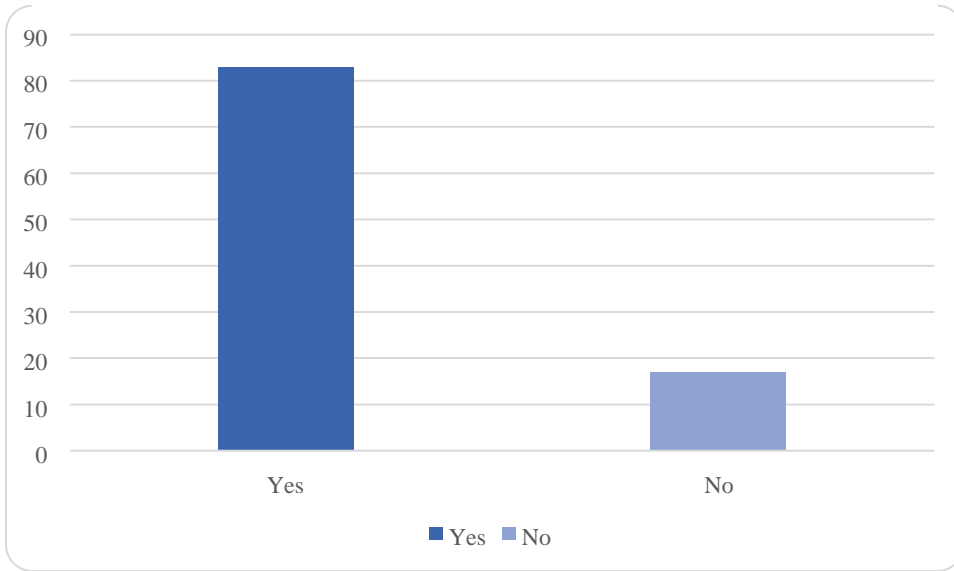
SI.NO	Options	No.Of Respondents	Percentage
1	Yes	83	83
2	No	17	17
	<b>Total</b>	<b>100</b>	<b>100</b>

**ANALYSIS**

From the above table, how many employees contact with welfareofficers.83% employee’s respondents to that they are contact with the welfare officers and 17% employees out of 100 % members in the organization they cannot be contact with the welfare officers

Graph-7

Graph showing the employees contact with welfare officers



**INTERPRETATION**

From the above graphs we can concluded that, most of the employees' states that the company can be meet the welfare officers, some members never contact with the welfare officers.

Table No-4.8

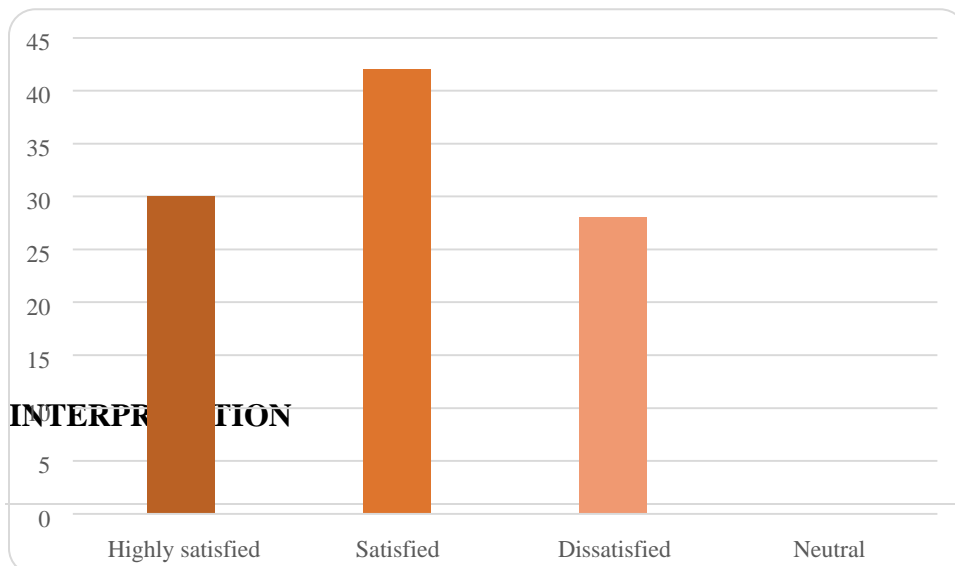
8) Table shows employees satisfied with the working timing

SI.NO	Options	No. Of Respondents	PERCENTAGE
1	Highly satisfied	30	30
2	Satisfied	42	42
3	Dissatisfied	28	28
4	Neutral	–	–
	<b>Total</b>	<b>100</b>	<b>100</b>

#### ANALYSIS

From the on top of chart it is demonstrate that, 30% of the Respondents of highly fulfilled, and 42% of the respondents of happy with the employees working timings, 22% of employees respondents to dissatisfied with the working timing, no one selected neutral

Chart No - 4.8



INTERPRETATION

From the above chart it can be gathered that greater part of the respondents feels so many members satisfied with organization working timing, some members can be highly satisfied with working timings, remaining employees' given not satisfied with timings. No one given neutral answer

**Table No -4.9**

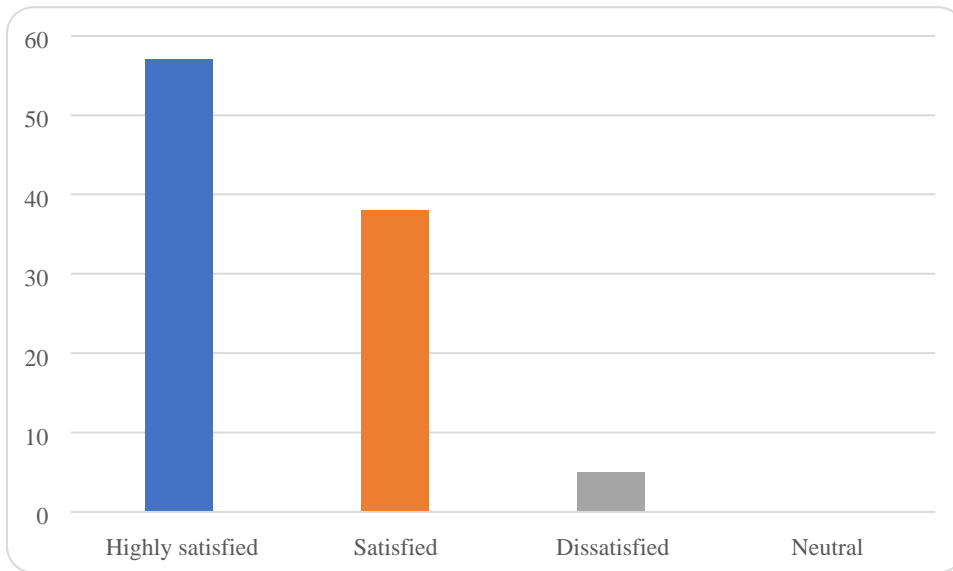
9) Table showing the organization provides leave facilities according to statutory provisions

SI No	Option	No. Of Respondents	Percentage
1	Highly satisfied	57	57
2	Satisfied	38	38
3	Dissatisfied	5	5
4	Neutral	00	00
	<b>TOTAL</b>	<b>100</b>	<b>100</b>

**ANALYSIS**

From the above table 57% members given respondents to highly satisfied about organization provides leave facilities to the employees, and 38% employees responded to satisfied the statutory provisions and remaining 5% employees responded to dissatisfied with organization leaves facilities.

Chart No -4.9



### INTERPRETATION

From the above the graph shows to most of the 57% of employees responded to highly satisfied the organization leave facilities to statutory provisions.

**Table No- 4.10**

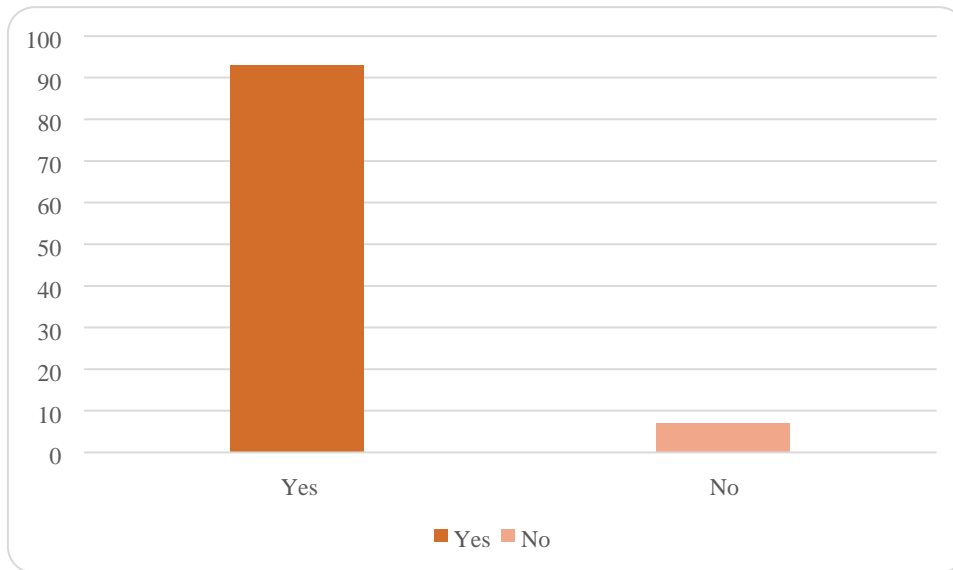
10).Table showing does the company take safety measures for employee's safety

SI NO	Options	No. Of Respondents	Percentage
1	Yes	93	93
2	No	7	7
	<b>Total</b>	<b>100</b>	<b>100</b>

### INTERPRETATION

From the above diagram demonstrates that number of representative's respondents is yes company can take safety measures in the organization some members cannot be taken safety measures in the organization.

**Chart No-4.10**



**ANANYSIS**

In the above table is showing that 93% employees respondents to company can be taken welfare measures remaining 7% employees say that not taken safety measures.

**Table No-4.11**

11).Table shows what the allowances are paid by your company

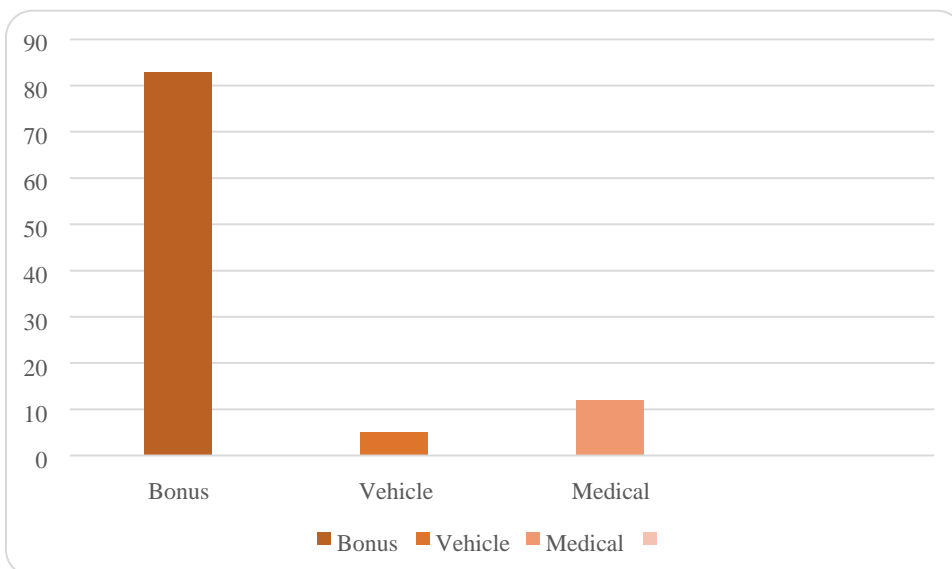
SI.NO	Options	No. Of Respondents	Percentage
1	Bonus	83	83
2	Vehicle	5	5
3	Medical	12	12
	<b>Total</b>	<b>100</b>	<b>100</b>

**ANALYSIS:-**

Above the chart Show that company can be providing allowance to the employees.  
The 83% of employee's respondents to bonus allowance

**Chart No -4.11**

Graph shows company can providing allowance to the employees



## INTERPRETATION

Graph shows that 83% of employee says that company providing bonus to the employees

### Table No -4.12

12) Table shows is the work place regularly cleaned

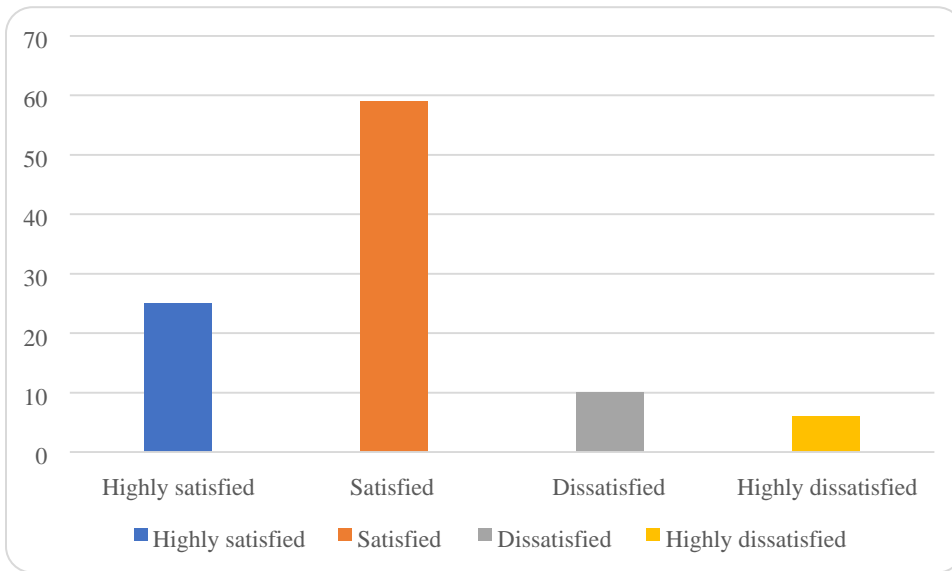
SI.NO	Options	No. Of Respondents	Percentage
1	Highly Satisfied	25	25
2	Satisfied	59	59
3	Dissatisfied	10	10
4	Highly dissatisfied	06	06
	<b>Total</b>	<b>100</b>	<b>100</b>

## ANALYSIS

From the on top of table demonstrates that among 100 %%employees 25% members highly satisfied working place clean and 59 %employees respondents to satisfied with working place clean, 10% members cannot be satisfied with organization working condition, remaining members says they are highly dissatisfied.

### Chart No-4.12





## INTERPRETATION

The graph shows that working place regularly cleaned 59% of employees are satisfied

**Table No - 4.13**

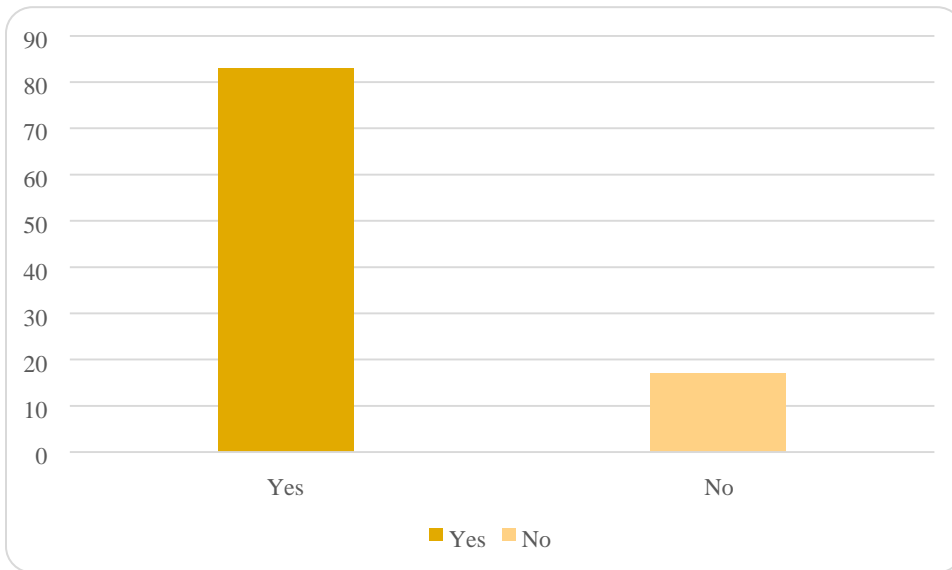
13).Table shows the top managers interact with you

Sl.NO	Option	No. Of Respondents	Percentage
1	Yes	83	83
2	No	17	17
	<b>Total</b>	<b>100</b>	<b>100</b>

## ANALYSIS

The on top of chart shows that out of 100% Respondents, 83% of the top managers interact with the employees, remaining 17 % employees saying not interact.

**Chart No -4.13**



### **INTERPRETATION**

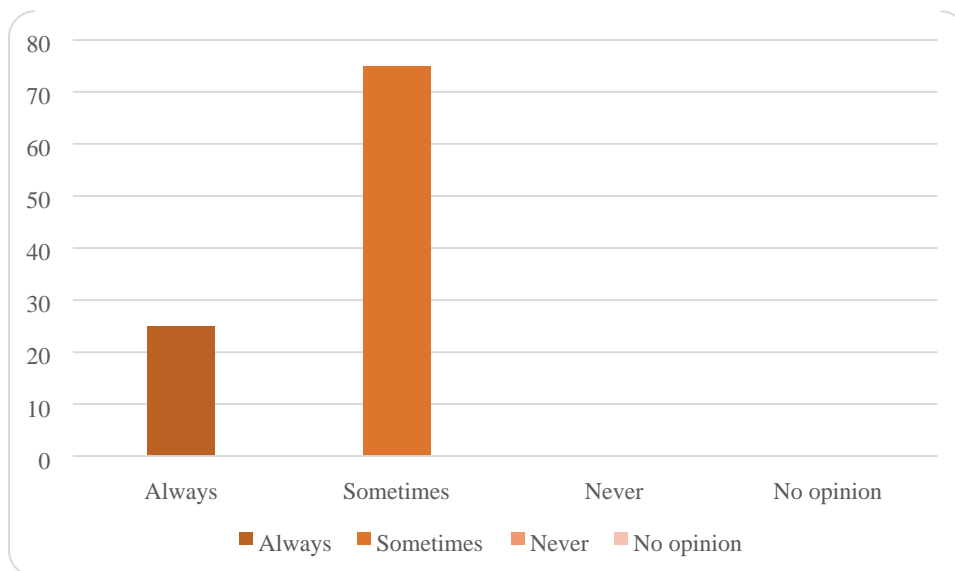
Graph shows the top manager can be meet with employees, 83% of employees saying YES

**Table No-4.14**

14) Table shows do the welfare measures help in solves the problems faced by employees

SL.NO	Options	No. Of Respondents	Percentage
1	Always	25	25
2	Sometimes	75	75
3	Never	0	0
4	No opinion	0	0
	<b>Total</b>	<b>100</b>	<b>100</b>

**Chart No- 4.14**



### **INTERPRETATION**

From the above chart shows that welfare measure help in solve the problems faced by the employees 75% employees saying some time.

**Table No-4.15**

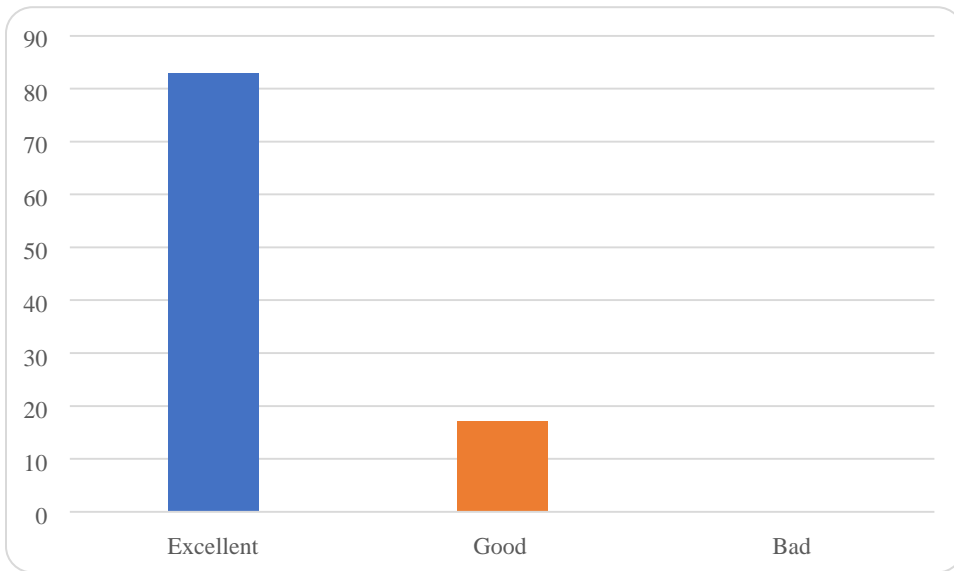
15)The table Showing the opinion towards the safety and welfare measures provided.

SI.NO	Option	No. Of Respondents	Percentage
1	Excellent	83	83
2	Good	17	17
3	Bad	0	0
	<b>Total</b>	<b>100</b>	<b>100</b>

**ANALYSIS**

Table shows above 83% employees' respondents to excellent opinion towards the safety and wellbeing actions provide in the business, and remaining 17% employees says good opinion given to the safety and welfare measures.

**Chart No -4.15**



### INTERPRETATION

The Graph shows that safety and measures provided to employees, the 83% employees are saying excellent.

### Table No -4.16

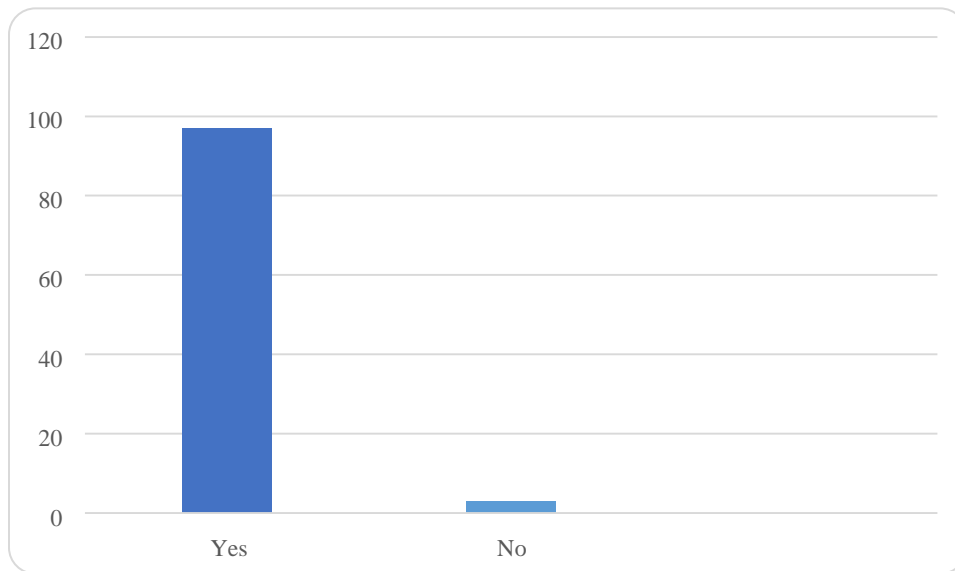
Above the table shows the do you thing is correlation between employees performance and impact of employees safety and welfare measures

SL NO	Options	No. Of Respondents	Percentage
1	Yes	97	97
2	No	3	3
	Total	100	100

## **ANALYSIS**

By the above graph demonstrates to out of 100% Respondents, 97 % of the employees can be says about correlation between employees performance and impact of employees safety and welfare measures, 3% respondents no correlation about safety and welfare.

**Chart No -4.16**



## **INTERPRETATION**

Above the graph shows the 97% of employee's response given to there is correlation between employee's performance and impact of employees' safety and welfare measures.

**CHAPTER-5**  
**FINDINGS, CONCLUSION AND SUGGESTION**

**Summary of finding conclusion and suggestion:**

1. 100% of the employees in Silver Spark Apparel Ltd (Raymond group) industries limited are of safety and welfare measure.
2. 100% employee's awareness about employee performance welfare and safety measures.
3. Company can be providing working condition 26% employees agree the lighting facility in the organization 18% members ventilation ,10% employees agrees the sanitation and 16% employees Drinking water providing in the working place in the organization, most of the 30% employees given the providing all facilities to the employees.
4. In Silver spark Apparel Ltd (Raymond group) industry employee's sys about 94% members can be responded lo working condition is clean and safety.
5. 31% employees can be highly satisfied about transport facilities and 36% employees can says the satisfied.
6. 34% employees says safety imported to employees' and 18% members given to slogans, 22% employees safety films, 26% members given the sign boards.
7. 100% satisfied with the locker facilities.
8. Majority peoples can contact welfare officers.
9. 30% & 42% employee could be highly & satisfied with the organization timing.
10. Under statutory provisions, a maximum number of people can be highly satisfied about leave facility provided by organization and satisfied with in the organization.
11. 93% employees can be felt about organization can be take about employees safety.



12. 345 employees gives posters of safety imported to employees and other 18% employees slogans, 22% employees safety films, the remaining 26% say it is imported to employees about sign boards.
13. 50% employees satisfied with lockers facilities provided in the organization to employees and 28% employees can be satisfied with the 30% of employees are highly satisfied with the organization's working hours and 42% of members feel very satisfied with the organization's timing.
14. Most employee say that the organization can give employees bonus.
15. Too many members who are extremely satisfied and pleased with the company can be cleaned regularly.
16. Top management can be interacting with 83% employees in the organization.
17. All most of the employees says about welfare measures helps in solving the problems faced by employees
18. 83% & 17% employee's opinion about safety and welfare measures provided good and excellent.
19. 97% members can be says the correlatives between about employees performance and effect of safety and welfare programs for the employees.

## **SUGGESTONS**

- Organization can still more provide all facilities to the employees like canteen facilities.

- In organization can maintain proper timings for employees that can be followed as the time management in the organization.
- Company can be take proper study measures about employees.
- It would be really appreciable if the top manager communicate and treat them equally with all the numbers in the organization.

## **CONCLUSION**

In the present study, the impact of welfare and safety measures on employee's performance of the Silver spark Apparel Ltd (Raymond group) industry limited has been studied and awareness of the employees has been examined. Since the employees of the celebration Apparel Ltd (Raymond group) industry limited are aware of welfare and safety measures, this study provides the people concerned to take some optimistic measures in order to improve worker welfare and safety standards, still more to a greater extent.

The organization encourage employees in such a way that it outcome in better profit of the organization. The employer can find out the employee needs and accomplish them to some extent, taking suitable care of welfare and safety measures. The effective and productive health and safety facilities create workers to do the good and better work, which contributes to organizational performance.

## **ANNEXURE**

### **PART-A**

Name of the respondent:

Age:

A) 20-30 (     )

B) 30-40 (     )

C) 40-50 (     )

Gender:

A) Female (     )

B) Male (     )

Qualification:

Experience:

A) Less than 1 year (     )

B) 1-5 years (     )

C) 6-10 years (     )

D) 10 years and above (     )

Marital status:

A) Married (     )

B) Unmarried (     )

Nature of the job:

A) Finance (     )

B) Payroll (     )

C) Training (     )

D) Recruitment (     )

## PART-B

- 1) Are you aware of workers health and safety measures?
  - a) YES (     )
  - b) NO (     )
- 2) Which of the following factors influence employee welfare measures?
  - a) Lighting (     )
  - b) Ventilation (     )
  - c) Sanitation (     )
  - d) Drinking Water (     )
  - e) All of the above (     )
- 3)What working environment is safe and clean?
  - a) Yes (     )
  - b) No (     )
- 4)What is your opinion about Transport facilities?
  - a) Highly satisfied
  - b) Satisfied
  - c) Dissatisfied
- 5)Does your organization have canteen facilities?
  - a) Yes (     )
  - b) No (     )
- 6)How is safety imparted to employees?
  - a) Posters (     )
  - b) Slogans (     )
  - c) Safety films (     )
  - d) Sign boards (     )
- 7)The employees contact with welfare officers?
  - a) Yes (     )
  - b) No (     )
- 8) Are you satisfied with the work timings?

- a) Highly satisfied (     )
  - b) Satisfied (     )
  - c) Dissatisfied (     )
  - d) Neutral (     )
- 9) The company, according to constitutional guidelines, offers leave facility?
- a) Highly satisfied (     )
  - b) Satisfied (     )
  - c) Dissatisfied (     )
  - d) Neutral (     )
- 10) Is the company taking safety measures for the safety of its employees?
- a) Yes (     )
  - b) No (     )
- 11) What are the allowances paid by your company ?
- a) Bonus (     )
  - b) Vehicle (     )
  - c) Medical (     )
- 12) Is the work place regularly cleaned?
- a) Highly satisfied (     )
  - b) Satisfied (     )
  - c) Dissatisfied (     )
  - d) Highly Dissatisfied (     )
- 13) The top managers interact with you?
- a) Yes (     )
  - b) No (     )
- 14) Do you think that the welfare measures have an impact over the employees performance ?
- a) Always (     )
  - b) Sometimes (     )
  - c) Never (     )
  - d) No opinion (     )

15) Opinion towards the safety and welfare measures provided?

- a) Excellent (     )
- b) Good (     )
- c) Bad (     )

16) Do you think is correlation between employees performance and impact of employees safety and welfare measure?

- a) Yes (     )
- b) No (     )**











