

**A PROJECT REPORT
(18MBAPR407)**

On the Topic
**A Study on Impact of Quality of Work Life of Employees at
Celebrations Apparel Limited**

By
Ms. Durga S
USN: 1CR18MBA14
MBA 4th Semester

Submitted to VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELGAVI In
partial fulfillment of the requirement for the award of the degree of
MASTER OF BUSINESS ADMINISTRATION



Under the guidance of

INTERNAL GUIDE

Mr. Kathari Santosh

Asst Professor, Dept of MBA

CMRIT Bangalore

EXTERNAL GUIDE

Ms. Lavitha

Welfare officer, Celebration apparel

Bangalore



**DEPARTMENT OF MASTER OF BUSINESS ADMINISTRATION
CMR INSTITUTE OF TECHNOLOGY,**

#132, AECS Layout, IT Park Road, Bangalore-560037

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CERTIFICATE

This is to certify that **Ms. Durga S** bearing USN **ICR18MBA14** 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 **"A STUDY ON IMPACT OF QUALITY OF WORK LIFE OF EMPLOYEES AT CELEBRATIONS APPAREL LIMITED"** is prepared by her under the guidance of **Mr Kathari Santosh**, Assistant Professor, in partial fulfilment of the requirements for the award of the degree of Master of Business Administration of Visvesvaraya Technological University, Belagavi in Karnataka.


Signature of Internal Guide


Signature of HoD
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Signature of Principal
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Evaluators

1) Name of external evaluator

Signature with Date

2) _____
Name of internal evaluator

CERTIFICATE BY THE COMPANY



Ref,

Date: 14.02.2020

TO WHOM IT MAY CONCERN

This is to certify that Ms. DURGA S a student of Master of Business Administration of CMRIT bearing an USN 1CR18MBA14 , has successfully completed 6 weeks i.e from 04-01-2020 to 15-02-2020 internship programme at the organization. During the period of her internship programme with us she was found punctual, hardworking, discipline and inquisitive.

We wish her every success in her life.


For Celebrations Apparel Limited
For CELEBRATIONS APPAREL LTD.
Authorized Signatory
[Signature]

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DECLARATION

I, Ms. Durga S hereby declare that the Project report entitled "**A Study on Impact of Quality of Work Life of Employees at Celebrations Apparel Limited**" prepared by me under the guidance of **Mr. Santosh kathari**, faculty of MBA Department, CMR Institute of Technology and external assistance by Ms. Lavitha, Welfare Officer at Celebrations Apparel Ltd. 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: 27/06/2020



Signature of the Student
USN: 1CR18MBA14

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Mr. Durga S

USN: 1CR18MBA14

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EXECUTIVE SUMMARY

Project is a mandatory report prepared by a VTU MBA student for the successful completion of MBA program. This internship is about organizational study. Project commencing from 4/01/2020 to 15/02/2020 with the object on learning the theoretical concepts at work place and understand corporate culture, managing resources and achieve company goal at Celebrations Apparel Ltd.

“A STUDY ON IMPACT OF QUALITY OF WORK LIFE AT CELEBRATIONS APPAREL LTD.

Nature of occupation existence in an association is major for the soft operation and accomplishment of its representatives.

The work life evening out ought to be kept up plausibly to guarantee that all agents are operation at their hit the highest point possible & at no cost from pressure. The Quality of Work Life can effect such things as specialist's timings, his or her work yield, his or her accessible leaves. To navigate any impediment between the agent's disappointments and to make a work life balance, it winds up being particularly essential to have a sensible work life.

- To know the activity fulfillment of dimension of the specialists in quality worklife.
- To realize the worker can keep up work lifebalance.
- To know the administration of the active changes andexchanges.
- To investigate the variables influence the excellence of employment existence of the representatives employment life in the association.
- To propose reasonable measures for improving excellence of employment existence.
- Understand issues identifying with excellence of employment existence by representatives.

RESEARCH DESIGN

This chapter contains objectives, needs, scope, research methodology, limitations and chapter scheme.

DATA ANALYSIS AND INTERPRETATION

This chapter contains examination and elucidation given on respondents collected information through the topic. So finally, the study concludes that there has been reasonably favor able nature of connection between the representatives and absolute workplace to satisfy the employee needs.

CHAPTER - 1

1.1 INTRODUCTION

INDUSTRY PROFILE

Project is a mandatory report prepared by a VTU MBA student for the successful completion of degree program. The internship is about organizational study. Project commencing from 4/01/2020 to 15/02/2020 with the object of to learn on the theoretical concepts at work place and understand corporate culture, managing resources and achieve company goal at Celebrations Apparel Ltd.

India is amidst an incredible social, political and financial change as far back as changes was presented in different circles of movement. The Nation has more not worthy certainty to go up against the opposition from created nations and has pulled in worldwide financial specialists in steadily expanding assets.

The fabric business is individual of the most seasoned ventures in India. The division has made noteworthy commitments as far as outside trade income and work and is one of the backbones of the economy. Indian fabric manufacturing involves an imperative place in the monetary existence of India. The Indian fabric manufacturing is one of the major on the planet with a monstrous simple materials and material produce base. They incorporate Jute and the cotton cultivators, the craftsman and the weavers are engaged with the composed, and in adding Decentralized and in the relatives' unit area extend to the entire country.

Our country is to a great level reliant on the material assemble and replace development to other important ventures. Approximately 27% of the distant employment income is by good quality of fair of material and attire alone. The material and dress part contribute approximately 14% to the current age group and the GDP is 3% of the country. Approximately the combined extract income is 8% increment is contributed by material business. For such coverage, the 21% of collective work produced in India with that of Material Business. Approximately thirty five (35) million persons were specially utilize in material assemblework.

Winding work including the manual labor drew in could be spoken to be approximately another 60 million.

Fabric and apparel sends out record for 33% of the collective estimation of fare from the country. There are 1227 material factories with a revolving limit of approximately 29 million shafts. At the same time as yarn is for the most part delivered in the firms, organizations, texture has been created at the power linger and also in the handloom division too.

INTERNATIONAL BUSINESS

Everything starts with a little yet critical request from Fiji for Rs. 7000 worth of Raymond textures, today Raymond is the biggest exporter of bested texture and ready-to-wear pieces of clothes above than fifty eight nations as well as Australia, Canada, USA, the European. Raymond as won many fare a ward including grant from legislature of India. The fare has been expanding step by step. The organization sends out 55% of its creation to around nations around the globe.

RAYMOND EXPORT MARKET

Europeans association Turkey, Poland, Egypt. Centre East, Mauritius, USA, Colombia, Hong Kong, Korea, Philippines, Indonesia, Bangladesh, Sri Lanka, Nepal and Pakistan.

Exported goods:

1. Fabrics
2. Blankets
3. Garments

COMPANY PROFILE

Celebrations Apparel Ltd. Established in July 2005, s a unit of Raymond Group of companies

situated about 45 km from Bangalore in Hoskote industrial area. The facility has been set up to manufacture high value formal shirts. The company has been set up with specialized coordinated effort with flex Japan, one of the biggest makers formal shirts in Japan.

Celebrations Apparel is a state of art manufacturing facility powered by advance 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 of 1300 people and a total of 639 machines (443 sewing & 196 non-sewing).

NATURE OF BUSINESS

It has set up a condition of craftsmanship fabricating office of formal shirts through a specialized joint effort Japan, a Japanese shirt producing organization. The plant glows of condition of the s\art apparatus from Dewdrop, and Juki, spreading from Bulmer and cutters from Gerber. The plant produces 1 million shirts every year.

About 80% of orders domestic in-house orders, mainly of Park Avenue and Raymond 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 flows in 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 there is an assembly line to assemble the parts together. There are 6 lines out of which 1 line is dedicated to job works from silver spark? Recently they have stated the work to implement a unit production system with overhead conveyers in one of the six assembly lines on experimental basis. It is only in the early state of implementation and unit production system has not yet started. The revenue of the year 2014 was Rs. 221008425/-. Their formal shirts have earned the notoriety of being at standard with the world's ideal. This can have influenced conceivable to festivity family to and its specialized coordinated effort with flex Japan.

PROMOTERS

1. JK Investors (Bombay) Limited.
2. Asha Devi Singhania.

3. Vijay Path Singhanian.
4. JK Helen Curtis Limited.
5. JK Investo Trade (India) Limited.
6. Shephali A Ruia.
7. Gautham Hari Singhanian.
8. JK Sports Foundation.
9. SMT Sunitadevi Singhanian Hospital Trust.
10. Advait Krishna Ruia.
11. Rtwik A. Ruia.
12. Polar Investo Limited.

VISION

The Raymond Company has been resolved to supply excellent items better administration than their client. Have faith in the mutual qualities and normal purposes give the fundamental of cooperation. Esteem the franchisers and offer with the standard and destinations of upgrading the picture and achievement of the items. Have faith in leading the exercises with trustworthiness. Have confidence in gainfulness in mama way steady with theesteem.

MISSION

- To furnish the clients with items and administrations those are perceived as the best.
- To be real player in allmarket.
- To execute representative preparing and advancement that gives self- awareness to every one of the workers and empower them to make an important commitment to the organization.
- Create a situation that regards, incorporates and balances the need of our workers coming about on inventive fervour, genuine duties and sprightly collaboration.
- Institutes a culture of operational development that outcome in significant and practical approaches to remain in front of pack.

QUALITY POLICY

- Company believes that quality is not negotiable right of customers and we promises to build quality in one product and services.
- Company believes that quality is moving target and we to pursue that target on continual basis.
- Company believes that quality can improve only through continual improvement of the processes and their commitment implementation.

PRODUCTS

Celebration Apparel Company manufactures the formal shirts, different brands of celebration apparel ltd.

MANZONI:

It is the luxury lifestyle brand. It is the leading manufacturers of the formal and the sportswear which are the inclusive of formal shirts, the suits, the trousers, leather accessories and the ties. Its best and exclusive design provide customers in the best international styles and contemporary luxury styles. Here this brand is getting raw material from all over the globe like threads, interlinings, superfine wools, silk etc.

PARK AVENUE:

This brand was started in the year 1986, in today's world Park Avenue is India's most attracted formalwear brand. It offers innovative and stylish wardrobe solution for the gentlemen for all their stylish dressings be it is a leisure, evening, professional travelwear.

COLLAR PLUS:

It is one of the most respectable and most admired and most attracted brand of India. Which was the manufacturers of casual wear. Which offers customers a range of casual shirts trousers knits. Its constantly focuses on innovation of processes and technology which offers and attract a novel word to the buyers.

PARX:

It is manufacturing of stylish semi formal and casual clothes which is mostly attracting the age group between 22-30 years old. It is a casual premium lifestyle brand. This brand has been established in the year 1999 to develop the smart and the fashionable clothing segment.

NOTTING HILL:

The brand reflects originality of styles of today's young generation fashion. It was mostly focused on men's suits shirts jeans and t-shirts. And also hand keys and socks.

RAYMOND'S:

From 93 years, Raymond's has described as a one among the most world premium manufacturers of the suiting's and fabric in the pure grade wool, in the mean while offer has been awarded from the Europe. They also offer occasional fabrics a Raymond is measured as one of the world's premium manufacturers of suiting fabrics in the fine grade wool; they also offer suiting and trouser fabric for all occasion and needs. There all have more than 30,000 outlets with in the domestic range for the distribution of fabrics and sell all over wide range of fabric material.

RAYMOND PREMIUM APPAREL:

It is an excellent formal wear brand which is situated to offer great articles of clothing with faultless fits welcoming styles to the worldwide.

INFRASTRUCTURE FACILITIES

1. Celebrations apparel ltd provides transportation facilities to their workers.
2. Celebration apparel ltd provides good canteen facilities to their employees.
3. .Celebration apparel ltd provides first aid and ambulance facilities.
4. Celebration apparel ltd also provides the separate dress code at the timing of working.
5. Celebration apparel gives more importance to workers welfare.
6. Celebration apparel provides parking facilities.

COMPETITORS

The celebration apparel ltd have including more competitors those are:

- Aravind mills pvtltd.
- Louis philippeltd.
- Zodiac clothing pvtltd.
- Rodman technologies pvtltd.

SWOT

STRENGTHS

- Strong brandimage
- Qualityproducts
- Excellent distributionnetwork
- Motivatedemployees
- Locationfacilities
- Out sourcingsupport
- Good human assets like talentedemployees

WEAKNESS

- Global passageway is obliged when appeared differently in relation to two or three other overallbrand
- Presence of Indian and worldwide brands offers moreover offering to customers along these lines high brandtrading
- Strongcompetitors

OPPORTUNITIES

- Export incentives
- Growth of consumerism
- Large growing switching
- Manufacturing sector is on growing path

THREATS

- Change in customers habit weekly
- All critical players in the business a fighting with each other on minimal effort just as better quality

FUTURE GROWTH

- As per the data previously the percentage level of change in export trade is 20% and the domestic trade was 80%. Again, for the financial year 2019-2020 CELEBRATIONS APPAREL LTD will be having the percentage change in the trade and here the change will be like 50% export and 50% change in the domestic trade.
- Here comes for the future growth and Celebrations apparel limited estimated the growth up to the mark and that was from 50% to 80% and they want the domestic trade for the percentage of 20%.
- Here at CELEBRATIONS APPAREL LTD they are mainly focusing on Export rather than the Domestic trade. They have a huge idea and plans for the growth of the industry. Here they increase the capacity of the factory and even they are mainly focusing on the manpower. Manpower is the main pillar for any industry but especially in the manufacturing sector. So here at CELEBRATIONS APPAREL LTD also they are mainly focused on manpower at operator level increment with that production will get increased. And again, they are focusing on merchandising staff manpower increment. With the help of increasing the manpower in the merchandising staff it will help for the factory to attract the exporters. It can help in increasing the export level of the company manufactured shirts.
- The main thing of focusing on the Export business is to increase the profit level of the company. It doesn't mean that CELEBRATIONS APPAREL LTD was not getting sufficient profits while doing domestic business. As compared to domestic, foreign trade will acquire more attention of the foreign people and it will build the capital (benefits) of the organization.

FINANCIAL STATEMENT

The main intention to show the balance sheet interpretation is to determine the association financial power and economic efficiency. As per the balance sheet , information has research with the help comparison of 2018&19 year balance sheet to knowing the performance of the association from the past two years.

- From the table information shows the association reseve fund has raised from 3068.04 crores to 4041.13cores in last year.

- From the above information can say the association total current asset have been improved from 69827.28crores to 93687.13corers.

- From the above information of the table shows association is in profits 7800.69crores to 1004239crores.

CHAPTER 2

CONCEPTUAL BACKGROUND AND LITERATURE REVIEW

THEORETICAL BACKGROUND

This section fills in as a presentation & gives the essential hypothetical structure to creating legitimate planned of the area under discussion. excellence of employment existence is a generally new idea related is characterized as the wide idea of personal satisfaction, which alludes to the occasionally considered as a sub-idea of the life incorporates factor, for example, salary, wellbeing, social relationship, and different factors, for example, bliss and full fiber. Nature of work life form the primary topic of the current examination meaning, definition, extent of the employment existence different levels which are embraced for exploration process spoken about toward the finish of the section.

The enthusiasm as developed effectiveness through HR has its establishment in the mid 19 century with F.W Taylor making consistent organization speculation and making another care concerning HR. Going before the methodology of consistent organization, HR were considered as an irrelevant direction of age with concerning ework from first light to sunset. The working condition was given lacking thought. The work was prodded through trap of currency. The intelligent organization concentrated generally on departments of work, chain of significance, close supervision and the board gauges. These have no vulnerability passed on a couple of points of interest to understanding human direct at employment and the best way to deal with develop their movement fulfillment, balance with the relationship to work for improved efficiency through occupation and specialist fulfillment. To accomplish these double goals, particular systems have be made and associated for improved of nature of operational presence of employees.

MEANING ON QUALITY OF WORK LIFE

Nature of employee Life suggests the favorableness or unfavourableness of an employment area of the overall public operational in an affiliation. The season of intelligent organization which concentrating exclusively on assurance and adequacy, has encountered a dynamic modify.

Quality of Work Life upgrades to characterized a few action which happens at each dimension of an association, which looks for more prominent authoritative adequacy through the declaration of human nobility and development. A procedure in which investors in the association the board, associations and workers. Figure out how to function better to decide for themselves what activities, change and improvement are attractive and useful to accomplish the double and concurrent objectives of an developed personal satisfaction at employment for all individuals from the association and more noteworthy viability for organization & associations.

DEFINITION ON QUALITY OF WORK LIFE

Richard and J. Loy define Quality of Work Life means “It refers to which the employees of the organization are able to fulfill there important personnel needs through their experience from the industry”.

THEORIES OF MOTIVATION AND QUALITY OF WORK LIFE

Straw, R.J., and C.C. Heckscher, (1984) “Which refers to Quality of Work Life started that in an affiliation, employees are solid, obligation and prepared for manufacture productive duty, employees should have a respectability and admiration. The part that are critical to an individual's employee Life consolidates the errand, Celebrations Apparel Ltd employee surroundings, communal situation within the attachment, association structure and affiliation between the presence work. The Quality of Work Life involves chance for dynamic consideration in get-together working game-plans or basic reasoning that are of shared favorable circumstances to delegates and supervisors subject to work the board investment. Individuals additionally think about nature of working life as a more of strategies, for illustration, self-ruling employment gathering, employment improvement, and towering organization went for increasing the fulfillment and competence of the association and a situation in which this dedication can thrive.

SPECIFIC ISSUES IN QUALITY OF WORK LIFE

Worker's guild guarantees that they are in charge of progress in different offices to laborers while the board assumes acknowledgment for improved compensations, advantages and offices. In any case, HR administrator has explicit issues in Quality of Work Life other than typical wages, compensations, incidental advantages and so forth and takes lead in giving them to keep up higher request Quality of WorkLife.

Klott, mundick and Schuster suggested 11 major excellence of employment Life.

THEY ARE:

STABILITY OF EMPLOYMENT:

Great pay still overwhelms the greater part of alternate factors in representative fulfillment. Soundness can be given by improving the offices to human asset advancement.

PROFESSIONAL STRESS:

Stress is a state of weight on ones feelings, point of view by physical conditions. Stress is prohibited by the idea of employment, operational situation, operational hours, setback in the employment routine, laborers capacity and environment manage with the activity necessities.

ORGANIZATIONAL HEALTH AND PROGRAMMES:

Hierarchical wellbeing and intend to teaching representatives about medical issues, methods for keeping up and improving of wellbeing and so on successful execution of these programmes results in decrease in truancy, hospitalization, incapacity, unreasonable occupation turnover and unexpected passing. This program ought to likewise cover unwinding, mental work out, starve yourself manage and so on.

CHOICE WORK SCHEDULE:

Elective employment routine counting work at home, adaptable operational hours, stunted hours, diminished employment week, low maintenance business which might be presented for expediency and solace of the laborers as the employment routine which offer the person the relaxation time, adaptable long stretches of employment is favored.

PARTICIPATE MANAGEMENT AND CONTROL OF WORK:

Worker's organization and labourers trust that specialists support and basic leadership develop Quality of employment Life. Specialists likewise sense that they have command more than their employment, utilize their abilities and influence a genuine commitment to the activity on the off chance that they too can take an interest in the imaginative and basic leadership process.

RECOGNITION:

Recognizing employees as a person as opposed to as a worker builds the Quality of Work Life. Partake the executives, granting the compensating frameworks, praising the representatives for their accomplishment, work advancement, offering renowned assignments

to the occupations, giving all around outfitted and fair work places, offering enrollment in club or affiliation, demonstrating vehicles, offering get-away outing are a few way to perceive the representatives.

CONGENIAL WORKER-SUPERVISOR RELATIONS:

Agreeable manager specialist connection give the labourer a feeling of common affiliation, accomplishments of employment outcome and so forth this is swing prompts better Quality of employment Life.

ADEQUACY OF RESOURCES:

Resource must coordinate with expressed targets; normally, representatives can't most likely accomplish the goals. These outcomes in worker disappointment and lower Quality of WorkLife.

SENIORITY AND MERIT IN PROMOTIONS:

Rank is commonly in use the reason for advancement if there should be an occurrence of working representatives. Authority is considered has the reason for headway for organizational employee while situation cum merit is favoured for advancement of ecclesiastical employees. The incomplete occasion strategies and exercises tought to be reasonable and just to guarantee higher Quality of WorkLife.

EMPLOYEES ON PERMANENT BASIS:

Work of specialist on relaxed, impermanent trial premise gives them a emotion of frailty. Then again, work on changeless premise gives them security and prompts higher request Quality of Work Life.

NATURE AND SCOPE

- In Quality of Work Life to know the acknowledgment of work life of representatives in theassociation.

- The commitment of employees improves individuals work life in organization.
- Quality of work life influences on giving good Training to facilitators
- Conducting focus groups to improve Quality of worklife.
- Quality of work life implements to Analyse information from focusgroup.
- Identify and implement improvement opportunity of employees in workplace.
- Implementing Flexible work hours to improve Quality of Work Life of employees.
- The Quality of Work Life dependence to work.

IMPACTS AND OUTCOMES

To assess the consequence of Quality of Work Life programs isn't exceptionally simple. One indicators of the impact of these programs is the ultimate increase in productivity. Which is reflect in the balance sheet of organization over the years, levels of satisfaction among the customers etc. other indication of the effectiveness are dressing turnover of the employees, sound physical health, decrease in strike hours etc.

Examples of several types of innovations implemented as part of Quality of Work Lifeprogramme.

- Work groups, where the disengagement of labourer completing one errand more than once by gatherings of specialists in charge of an assortment of assignments.
- Quality circles, a Japanese system in which specialists meet to tackle work issues particularly those identified with improving the nature of their item.
- Worker cooperation in the plan of employment and in choice about their everyday worklife.
- More adaptable work booking and employments assignments so that, for instance, two wedded people can both work and still, deal with a family and youngsters.
- More adaptable pay designs with the goal that specialists can get a greater amount of the advantage they want and can take an interest in cost sparing and friends benefit.
- Less supervision, under which creation abounds help select and train new part, conjecture therapeutic and labour necessities and assess their own execution.
- More thoughtfulness regarding want and support of the plant and work place, just as to wellbeing and security risk.

- In house preparing programs free educational cost for advanced education or a firm approach advancing from inside.
- New firms of association the board collaboration and expanded inclusion of associations in anticipating nature of working life programs.

PROBLEMS

- Poor reward and recognition
- Dead-end jobs
- No job security
- Negative attitude

OBJECTIVES

- Increment in person profitability, responsibility & duty.
- Better collaboration & correspondence.
- Developing the confidence of workers.
- To lessens association anxiety.
- To develop bond both on off the activity.
- To develop the wellbeing operational condition.
- To give sufficient individual asset creatingprogram.
- To develop representative fulfilment.
- To fortify work place knowledge.
- Improved oversee continuing modify & exchange.

LITERATURE REVIEW

Kameswara Rao and Venugopal(2018)

Spread out their observations concerning Quality of Work Life in India they recommended on four pieces of excellence of employment living and named as "impeccable workplace", "care and autonomy", "nature of occupation", and "breathing life into conceivable outcomes and accomplices". Specialists saw a high bore employment living as one in which there was no adversarial impacts no very close life and such a excellence of employment living would in like way show up as nonattendance of wrong work requests. One may see a low excellence of employment living as one in which there is a fabulously unenthusiastic future workplace.

Malarkodi et al, (2017)

Research is basic imagining the different parameters decide Quality of Work Life among the resources. Unmistakable research plan and advantageous inspecting technique received for this examination. 200 example sizes from the all out populace picked for the investigation. Employees have communicated their assessment that the administration needs to make fundamental strides for organizing legitimate remaining burden models to be offered to resources.

Abdul Kadir Mohamud Dahie et al. (2017)

Used helpful inspecting to gather 95 surveys from college of Somalia in Mogadishu, Somalia. These respondents were furnished a survey with three principle build which estimating general prosperity, vocation and employment fulfillment and work conditions. In any case, the investigation discovered general well-start, profession and employment fulfillment just as great working condition work environment have critical effect on Quality of Work Life.

Debasis Pani (2015)

The investigation uncovers that open door for development and security factor have bigger effect on in general Quality of Work Life experience. In their research tried to see how different free factors like nature of occupation, feeling of anxiety, work autonomy, professional stability, vocation prospects, wellbeing and conditions, open door for development and security and all out life space decidedly impact the needy factor that is experience of faculties working in various private organizations.

Tanushree Bhatnagar and Harvinder Soni (2015)

In their examination on the effect of nature of working life on employment fulfilment has been considered dependent on the statistic factors of sexual orientation, age and work involvement. The method of the study id descriptive research and survey was conducted among 100 school teachers in Udaipur city. Results shows that their connection among excellence of employment living and job fullfilmanet.

Jain Bindu and Swami Yashik (2014)

In their study divulged that quality of working life educational segment is stumpy level. An arranged changed in the workplace is necessary to get better nature of working life in scholastic area. Preparing, upgrade of work, workshops for information improvement and self-improvement, significant investment in basic leadership, adjustment in advancement conspire and so forth are a portion of the routes through which we can improve nature of working life improved personal satisfaction. Nature of working existence of instructors at scholarly segment is beneath fulfilment and required consideration and execution of successful estimation to progressit.

Sankar and Mohan raj (2013)

The investigation on excellence of employment living of specialists in the business of sago and starch producing from custard in Tamilnadu. Tamilnadu is the most astounding maker of sago in India and accordingly sago generation is larger part industry in this locale. The leave work life condition and the connection between excellence of employment living and the wellbeing and the workplace of the specialists in this industry have been assessed in the examination it was noticed that the labourers displayed high work culture and had a decent Quality of Work Life in this industry.

R. Jayan (2012)

The examination on direct holding on for efficiency, as improved nature of working life will at last lead to higher creation and occupation fulfilment. excellence of employment living of academicians, especially in the individual specialized establishment, isn't in a superior condition. Factor, for example, compensation and wages business between same qualified workers, headway open door for development is low, pay and professional stability issues are seriously influencing the association with organization and academicians, disappointment in regards to leave adaptability and soforth.

Normala & Daud (2010)

In their examination inquiring about "the association connecting excellence of employment living and various levelled obligation among delegates in firm" says that the excellence of employment living of laborers is an imperative idea for managers enthused about developing agents' movement fulfillment & obligation.

Hosseini & Jorjatki (2010)

The investigation vocation fulfilment, profession accomplishment and vocation balance. He thinks about likewise a huge variable to accomplish phenomenal nature of working life yet nature of working life or the nature of work structure as a show up surrounded by the majority communicating strategy creation motivation and is a important method to have employment enhancement. Which has its basic establishments in staff and chiefs' mindset to motivation grouping that is more respect for sensible pay, advancement opportunity and continuing with progression improve staff's execution which in this manner grows nature of working presence of social security delegate in Tehran.

Layer et al. (2009)

Set out to discover the connection between human execution in assembling segment and subjective requests of the laborer and saw excellence of employment living at characteristics. The consequences of the investigation demonstrated that human execution was the after-effects of the consolidated and uncorrelated impact of subjective precious stones and nature of work traits at specialists. The fundamental ramifications of this exploration was that a specialist seen Quality of Work Life traits can be combined with the subjective interest related an assembling errand to enhance the labourersentertainers.

Rethinam (2008)¹²

Comprised of a few interrelated variables that need observant consideration to conceptualize and quantify. It is connected with employment fulfillment, job addition, inspiration, productivity, comfort and prosperity, owner constancy, skill development & agreement in the midst of job and non-work existence and, he finished up as nature of working life from the point of view of IT experts is testing both to the people and association.

Saraji and Dargahi (2006)

Office wide program assigned to improve worker fulfilment, reinforcing working environment knowing and supporting representative could be wise to oversee, modify & exchange by directed engaging and reasonable investigation. Nature of working life projects will benefits together workers and the executive, by usually captivating mind of commerce connected issues, construction teamwork, improving workplace, transformation activities cautiously and politely supervision human asset outcome and settlement as per the investigation of Che Rose et al. (2006A).

Worrall and Cooper (2006)

Beginning late point by point that a stumpy component of well-start at work is assessed to cost around 5% to 10% of unpleasant countryside thing for each year yet nature of employment living as a hypothetical make remnants passably uncharted and mysterious with in the genuine cerebrum investigate break down making.

The huge piece of a great many people's leaves will be used up at employment. A great many people perceive the significance of spelling admirably, and effectively attempt to appreciate

the recreation time that they can grab. Be that as it may, all too regularly, individuals will in general consider work to be something they simply need to endure, or notwithstanding something they don't expect to appreciate.

Bearfield (2003)

Utilized 16 inquiries to look at Quality of Work Life, and recognized causes of disappointment in experts, middle of the road administrative deals and a few labourers, showing that diverse concerns may need to be tended to for various gatherings.

Ellis and Pompli (2002)

Some have argued that the nature of employment existence can vary between expert meetings. For example, some variables that add to work frustration and the nature of work life in medicine are distinguished caretakers including: deprived working condition, Aggression, Lack of inclusion in basic leadership, Lack of chance to adapt new abilities, Poor association with managers

Sirgy et al. (2001)

He portrays the nature of the operational existence as meeting the core needs of property, exercises and workplace enthusiasm through results. In supporting this paradigm, the need for physicians' imagery is important in developing and encompassing safety, cash-related and relations, community, esteem, visual, information and emotion, while the centrality of non-work perspectives tends to play out. A much broader idea of the excellence of employment existence, quite than the idea that it revolves around the excellence of employment existence.

Danna and Griffna (2000)

The excellence of employment existence is authentically not a unitary thought, yet has been seen as melding a dynamic arrangement of up and coming that not simply join work based components, for instance, work satisfaction with pay and relationship with the accomplices, yet furthermore factor that generally reproduce existence fulfillment and common suppositions of flourishing. Even more starting late, business related weight and the association among work and non-work lifezones.

Datta (1999)¹⁹

In contrast, the human qualities approach states that the quality of work life implies people's personal satisfaction with their work associations, advertising, training, culture, religious, magnificent or whatever they are. The present society is a hierarchical society. A person spends a small part of their life in companionship. Thus, the importance of the excellence of employment existence cannot be denied.

Cunningham et.al. (1990)

The excellence of employment existence in their examination: The human qualities approach suggests that, in the opposite sense, the excellence of employment existence refers to the personal satisfaction of their work associations advertising, training, culture, religious, altruistic or whatever. Today's society is a hierarchical society. A person spends most of their life in companionship. Hereafter, the importance of the excellence of employment existence cannot be denied.

CHAPTER 3

RESEARCH DESIGN

STATEMENT OF THE PROBLEM

The work life evening out ought to be kept up plausibly to guarantee that all agents are running at their peak potential and free from pressure. The Quality of Work Life can effect such things as specialist's timings, his or her work yield, his or her accessible leaves. To navigate any impediment between the agent's disappointment and to make a work life balance, it winds up being particularly essential to have a sensible work life.

3.2 NEED FOR THE STUDY

- To know the activity fulfilment of dimension of the specialists in quality worklife
- To know the specialist conduct and their conclusion about the organization.
- To realize the worker can keep up work lifebalance.
- To accomplish the excellence of employment existence of the labourers.
- To know the administration of the active changes and exchanges.

3.3 OBJECTIVES FOR THE STUDY

- To investigate the variables influence the excellence of employment existence of the representatives employment existence in the association.
- To examine the connection between components influencing the excellence of employment existence and fulfilment dimension of the legislature in privately owned business.
- To propose reasonable measures for improving excellence of employment existence.
- Understand issues identifying with excellence of employment existence by representatives.

SCOPE OF THE STUDY

The extent of the investigation to be limited to Celebrations Apparel Ltd, Hoskote. The investigation to be directed to know the nature of work life among the workers in Celebration Apparel Ltd is 1300 workers and including staff members. The number of sample size will be taken 100 only.

The study has been done with the purpose of getting to cover all the production based department like cutting, sewing, stitching, assembly, finishing, quality of departments and the finding of the study can be generalized to whole of the organization.

- The excellence of employment existence is a multi-dimensional viewpoint. The labourers anticipated that following needs should be satisfied.
- Compensation for the work ought to be reasonable and sensible.
- The association ought to be dealt with wellbeing and security of the representative.

RESEARCH METHODOLOGY

The term philosophy alludes to the procedure, standards and methodology by which one can approach issues and look for answers. It is the art of discovering. It aims at giving a brief introduction and description of the motivation of the methods and tools of data collection.

A research design is an important part of any study because it is a blue print as how the study should be conducted.

SAMPLE SIZE

The test population selected is 100 respondents

DATA COLLECTION

PRIMARY DATA

Primary source includes personal interview, discussions with the operating personnel and questionnaire to the employee in the company.

SECONDARY DATA

Secondary data source include refers to text books, journals, magazines, digest, annual report, articles in newspapers, college library and various websites.

3.6 HYPOTHESES

H₀: There is no Impact on Quality of Work Life of representatives in organization.

H₁: There is an Impact on Quality of Work Life of representatives in association.

3.7 LIMITATIONS OF THE STUDY

- The information was not gathered from every one of the specialists as a result of absence of time.
- The study is restricted to 100 employees only.
- The study focused only on excellence of employment existence.
- Since the researcher has undertaken the study for the academic purpose, the research covered only in Celebration Apparel Ltd.

3.8 CHAPTER SCHEME

INTRODUCTION

This chapter prefaces to the study of industry profile, company profile, vision mission and product profile.

CONCEPTUAL BACKGROUND AND LITERATURE REVIEW

This chapter deals with some brief introduction on chosen topic and literature review about the topic by authors with reference to Quality of Work Life.

Research design

This chapter contains objectives, needs, scope, research methodology, limitations and chapter scheme.

DATA ANALYSIS AND INTERPRETATION

This chapter contains examination and elucidation given on respondents collected information through the topic.

FINDINGS SUGGESTIONS AND CONCLUSION

This section alludes to discoveries, recommendations and end dependent on study.

ANNEXURE

This part consists of additional data that is used for the study in forms of tables, pictures etc.

BIBLIOGRAPHY

This chapter consists of sources and references from where the data is been collected for the research study.

CHAPTER: 4

ANALYSIS AND INTEPRETAION

Analysis and interpretation is a main step in research, it helps researcher to presenting collected data into logical and sequential manner, which helps to understand easily.

Examination and understanding are focal strides in the exploration procedure includes separating existing complex factor into straightforward parts and assembling the part in new course of action with the end goal of translation. In this way, the objective of examination is to abridge the information so that they give answer to the inquiries that the exploration translates.

Elucidation is vital to the examination for guest methods for research discoveries, through translation the significance and usage turns out to be clear.

Examination it isn't finished strategy for elucidation and translation can't continue without investigation deliberately, to arrive discoveries through understanding. These are two strategies to investigate gathered information one strategy through graphical figure portrayal and the other through table.

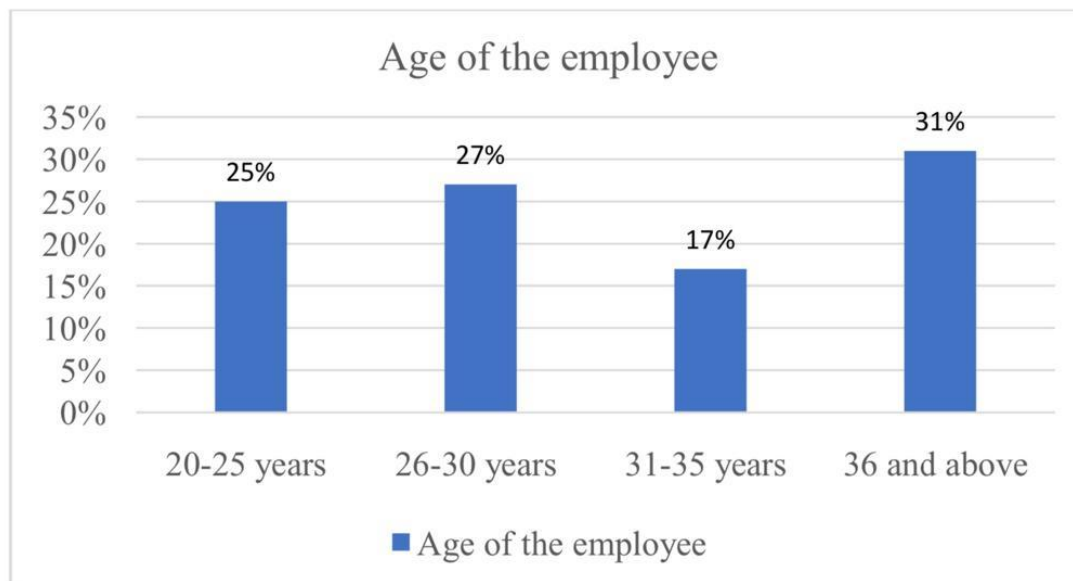
Table 4.1 Age categorization in the survey undertaken

| Sl. No | Particular | No of respondents | Percentage |
|--------|--------------|-------------------|------------|
| 1 | 20-25 years | 25 | 25% |
| 2 | 26-30 years | 27 | 27% |
| 3 | 31-35 years | 17 | 17% |
| 4 | 36 and above | 31 | 31% |
| Total | | 100 | 100% |

ANALYSIS

From the above table out of the total number of employees surveyed 27% of employees are between 26-30 years, 25% of employees are between 20-25 years, 31% of employees are between 36years and above, and 17% of employees are between 31- 35years.

Figure 4.1



Interpretation

From the above surveyed study shows that maximum number of employees are in age gathering of 36 years and above.

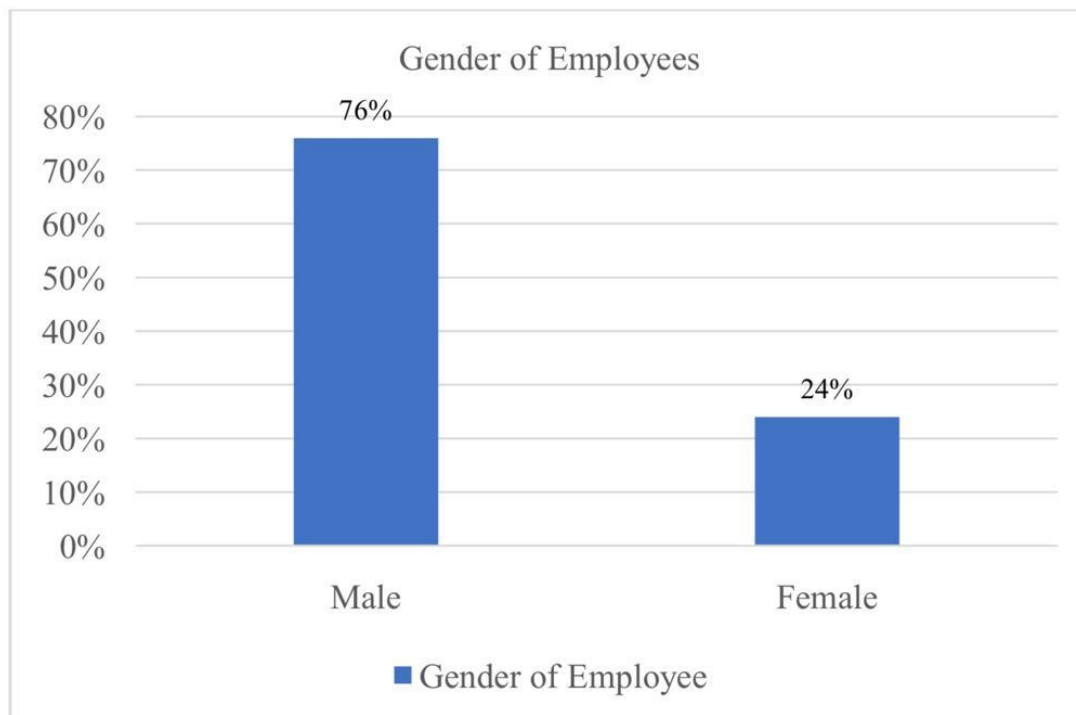
Table 4.2 Gender of Employees

| Sl. No | Particular | No of respondents | Percentage |
|--------|------------|-------------------|------------|
| 1 | Male | 76 | 76% |
| 2 | Female | 24 | 24% |
| Total | | 100 | 100% |

Analysis

From the above table we can see that out of the all-out respondents 76% of the workers are male and 24% of the representatives are female.

Figure 4.2



Interpretation

From the above samples it can be concluded that maximum male employees are working in organization.

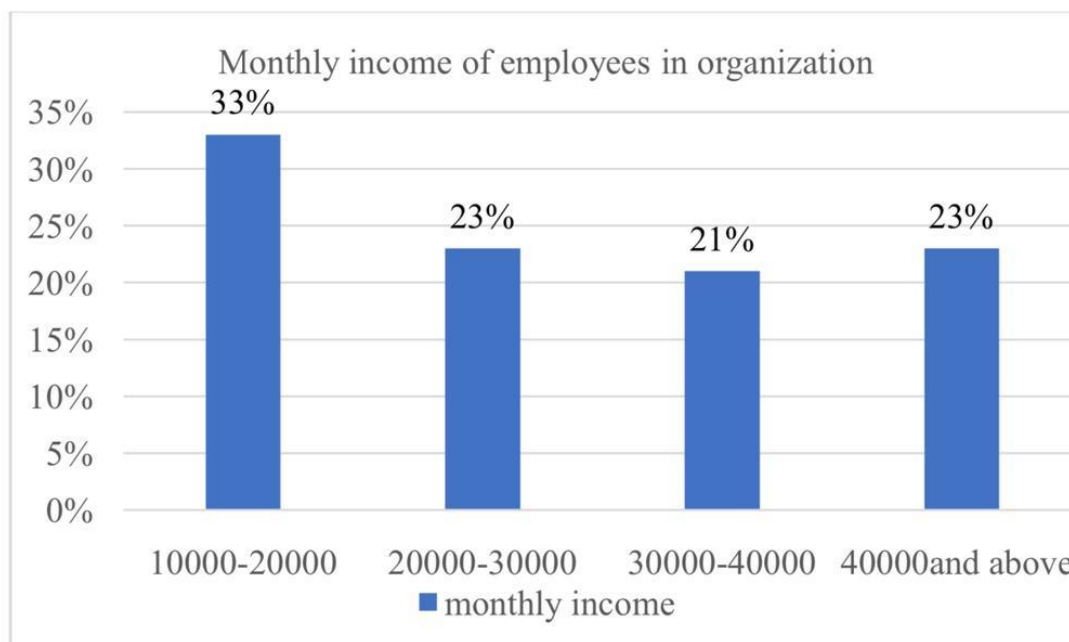
Table 4.3 Monthly Incomes of Employees in Organization

| Sl. No | Particular | No of respondents | Percentage |
|--------|----------------|-------------------|------------|
| 1 | 10000-20000 | 33 | 33% |
| 2 | 20000-30000 | 23 | 23% |
| 3 | 30000-40000 | 21 | 21% |
| 4 | 40000and above | 23 | 23% |
| Total | | 100 | 100% |

Analysis

From the above table we can break down that 33% of representatives monthly income is 10 to 20 thousand, 23% of employee’s monthly income is 20 to 30 thousand and 40 thousand and above, 21% of employees earn 30 to 40 thousand.

Figure 4.3



Interpretation

From the above graph it can be said that maximum number of the employees earn 10 to 20 thousand in organization

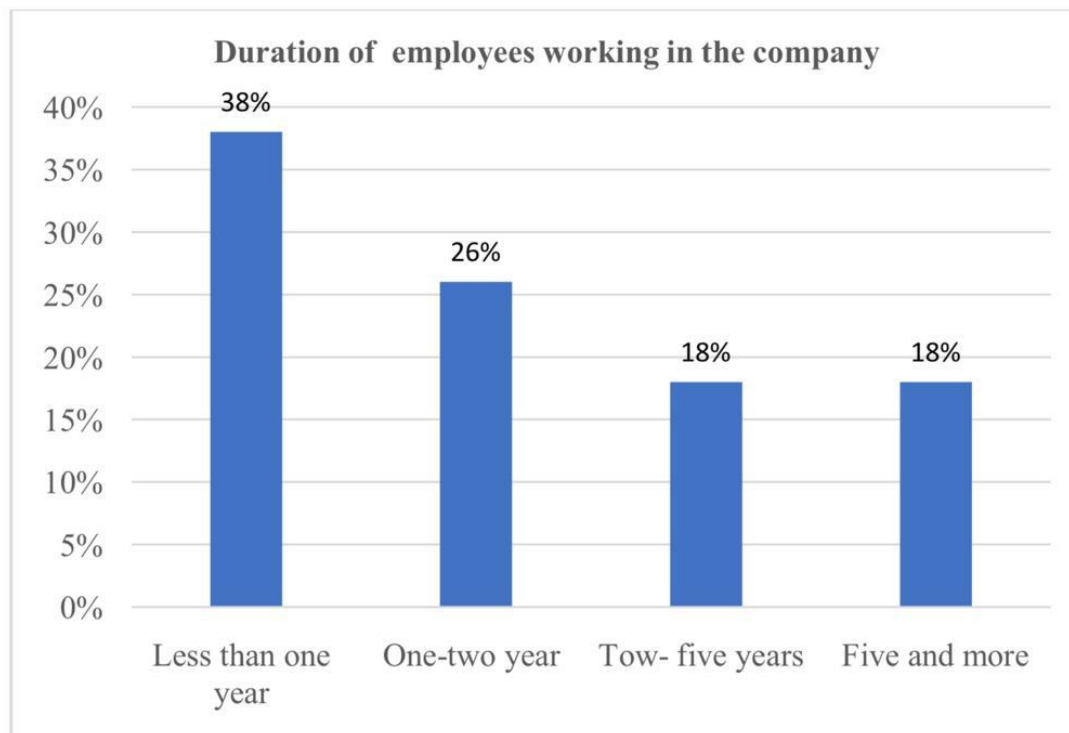
Table 4.4 Duration of employees who have been working for the company

| Sl. No | Particular | No of respondents | Percentage |
|--------|--------------------|-------------------|------------|
| 1 | Less than one year | 38 | 38% |
| 2 | One-two year | 26 | 26% |
| 3 | Two- five years | 18 | 18% |
| 4 | Five and more | 18 | 18% |
| Total | | 100 | 100% |

Analysis

From the above table demonstrates that to what extent representatives have been working for the organization 38% are short of what one year, 26% are one-two years, 18% are two-five years and 18% are five and more years.

Figure 4.4



Interpretation

From the above analysis it can be concluded that maximum numbers of employees have been working for less than one year in the organization.

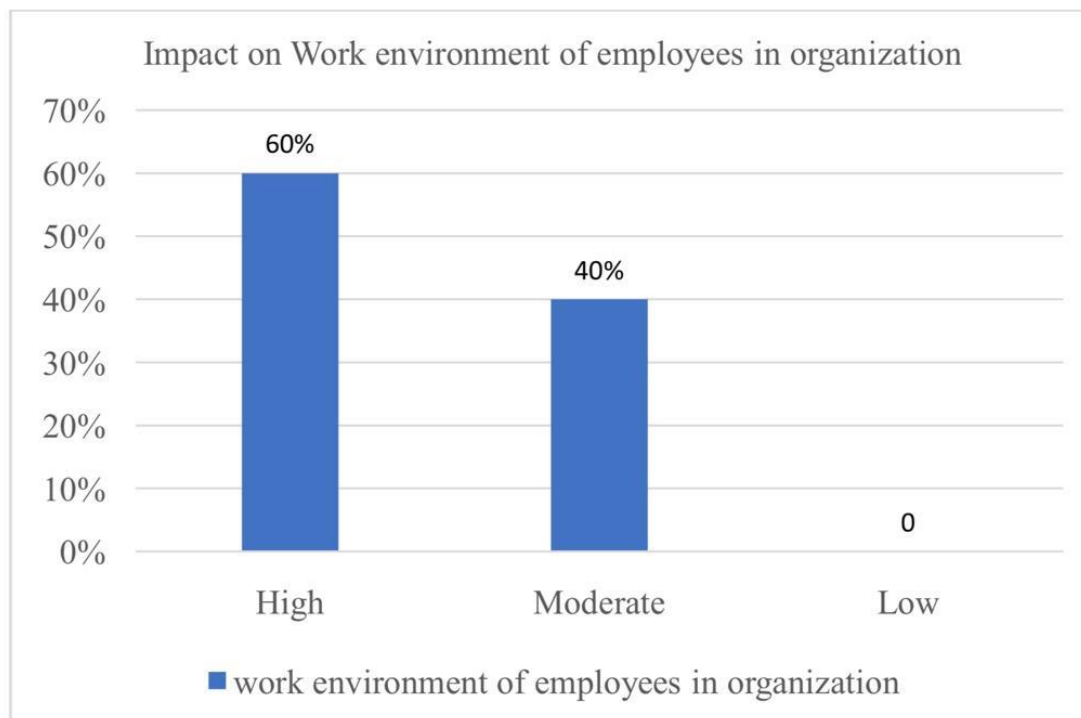
Table 4.5 impact on work environment of employees in organization

| Sl. No | Particular | No of respondents | Percentage |
|--------|------------|-------------------|------------|
| 1 | High | 60 | 60% |
| 2 | Moderate | 40 | 40% |
| 3 | Low | - | - |
| Total | | 100% | 100% |

Analysis

Out of total respondents 60% of the employees are high in working environment of an organization, 40% of employees are in moderate working environment and no one has chosen low working environment in the organization

Figure 4.5



Interpretation

From the above graph it is found that maximum number of employees has chosen high work environment of employees in organization.

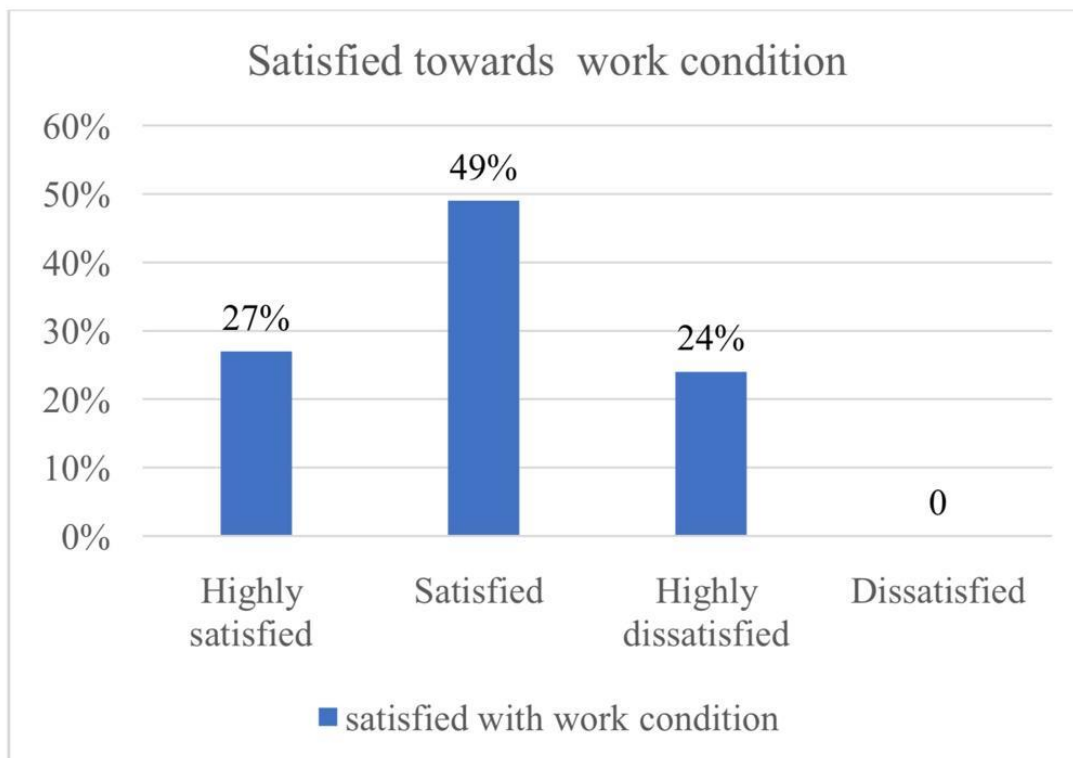
Table 4.6 Employees satisfaction towards working conditions

| Sl. No | Particular | No of respondents | Percentage |
|--------|---------------------|-------------------|------------|
| 1 | Highly satisfied | 27 | 27% |
| 2 | Satisfied | 49 | 49% |
| 3 | Highly dissatisfied | 24 | 24% |
| 4 | Dissatisfied | - | - |
| Total | | 100% | 100% |

Analysis

From the above table we can distinguish that 49% of representatives are happy with working conditions, 27% of workers are very fulfilled, 24% of representatives are disappointed and nobody are dissatisfied.

Figure 4.6



Interpretation

From the above graph we can analyse that maximum number of respondents are satisfied with work conditions in company.

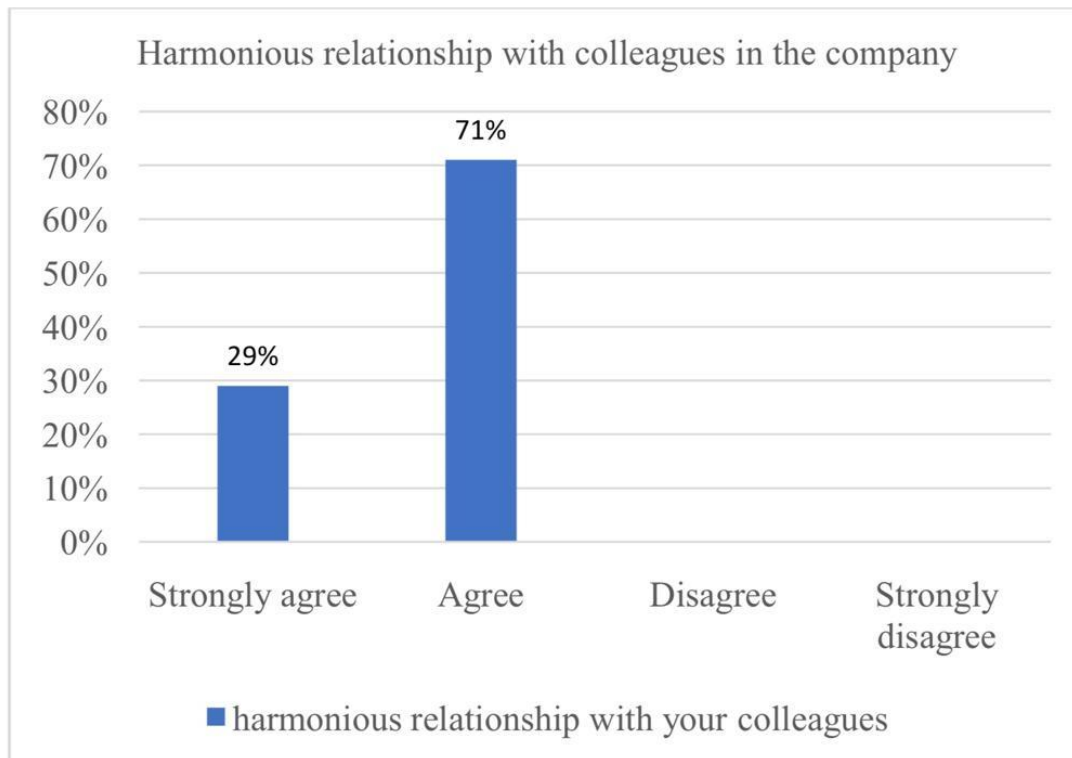
Table 4.7 Harmonious relationship with colleagues in the company

| Sl. No | Particular | No ofrespondents | Percentage |
|--------|------------------|------------------|------------|
| 1 | Strongly agree | 29 | 29% |
| 2 | Agree | 71 | 71% |
| 3 | Disagree | - | - |
| 4 | Stronglydisagree | - | - |
| Total | | 100 | 100% |

Analysis

Out of total respondents 71% of employees agree to harmonious relationship with colleagues in company and 29% of them strongly agree.

Figure 4.7



Interpretation

In the above sample shown maximum number of employees are agree to harmonious relationship with colleagues in organization.

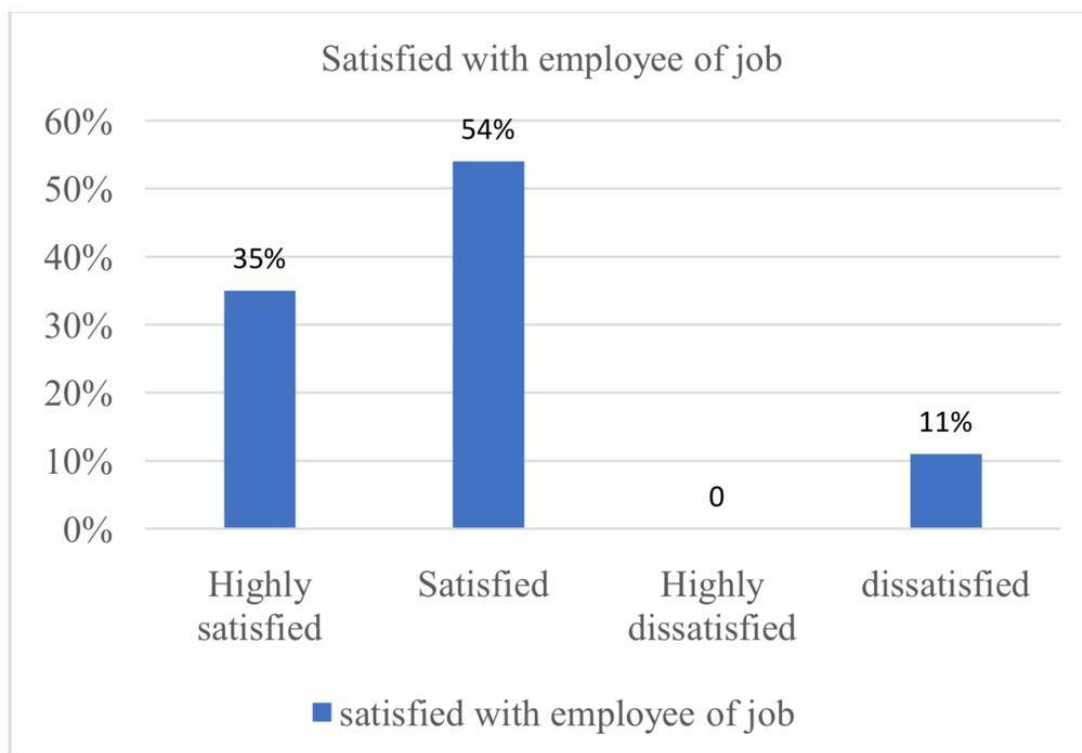
Table 4.8 Satisfaction of Employee's job

| Sl. No | Particular | No of respondents | Percentage |
|--------|--------------------|-------------------|------------|
| 1 | Highly satisfied | 35 | 35% |
| 2 | Satisfied | 54 | 54% |
| 3 | Highlydissatisfied | - | - |
| 4 | Dissatisfied | 11 | 11% |
| Total | | 100 | 100% |

Analysis

From the table 54% of workers are happy with their activity, 35% are profoundly fulfilled, 11% of representatives are disappointed of their activity in organization and no one are exceedingly disappointed for their activity.

Figure 4.8



Interpretation

In the organization maximum number of the employees are satisfied with job.

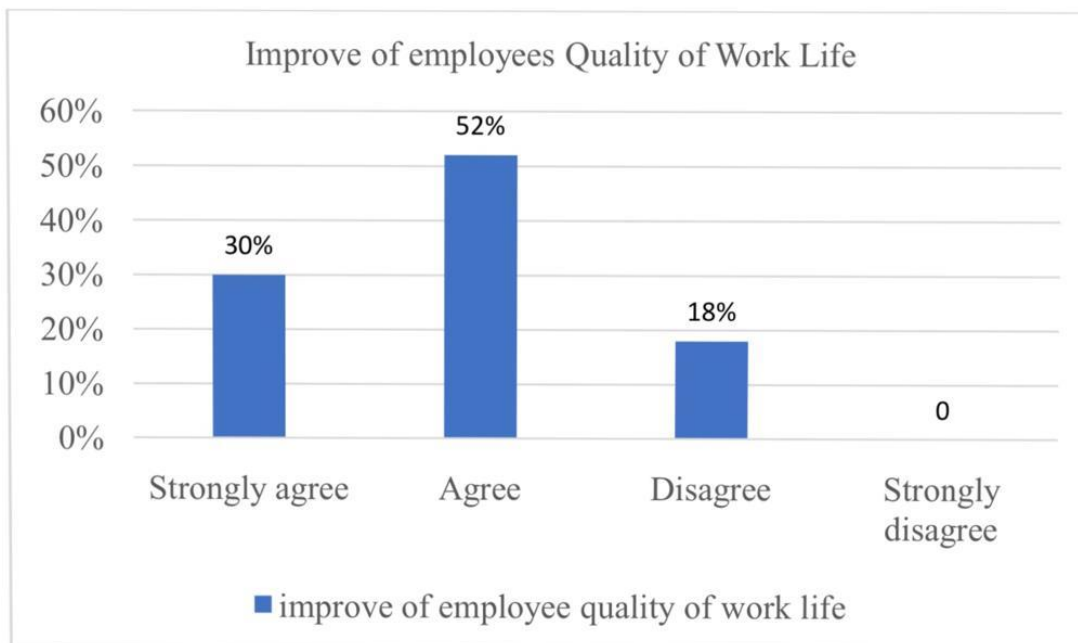
Table 4.9 Improve of employee Quality of WorkLife

| Sl. No | Particular | No of respondents | Percentage |
|--------|-------------------|-------------------|------------|
| 1 | Strongly agree | 30 | 30% |
| 2 | Agree | 52 | 52% |
| 3 | Disagree | 18 | 18% |
| 4 | Strongly disagree | - | - |
| Total | | 100 | 100% |

Analysis

From the above table demonstrates that improvement of worker Quality of Work Life pursues as 52% of representatives are consenting to adapt new things/improve Quality of Work Life , 30% of workers are firmly concur and 18% of workers are differ and nobody has unequivocally oppose this idea

Figure 4.9



Interpretation

From the above graph it is analysed that maximum number of employees have chosen for learning new things / improve Quality of Work Life in organization.

Table 4.10 Leaves provided in organization for employees

| Sl. No | Particular | No ofrespondents | Percentage |
|--------|------------|------------------|------------|
| 1 | Excellent | 45 | 45% |
| 2 | Good | 38 | 38% |
| 3 | Average | 18 | 18% |
| 4 | Poor | - | - |
| Total | | 100 | 100% |

Analysis

From the above table we can analyse that 45% of employees feel its excellent, 38% feel it's good and 18% feel its average regarding the leaves provided in organization.

Figure 4.10



Interpretation

From the above shown graph maximum number of employees are chosen for excellent perception of leaves provided in the organization.

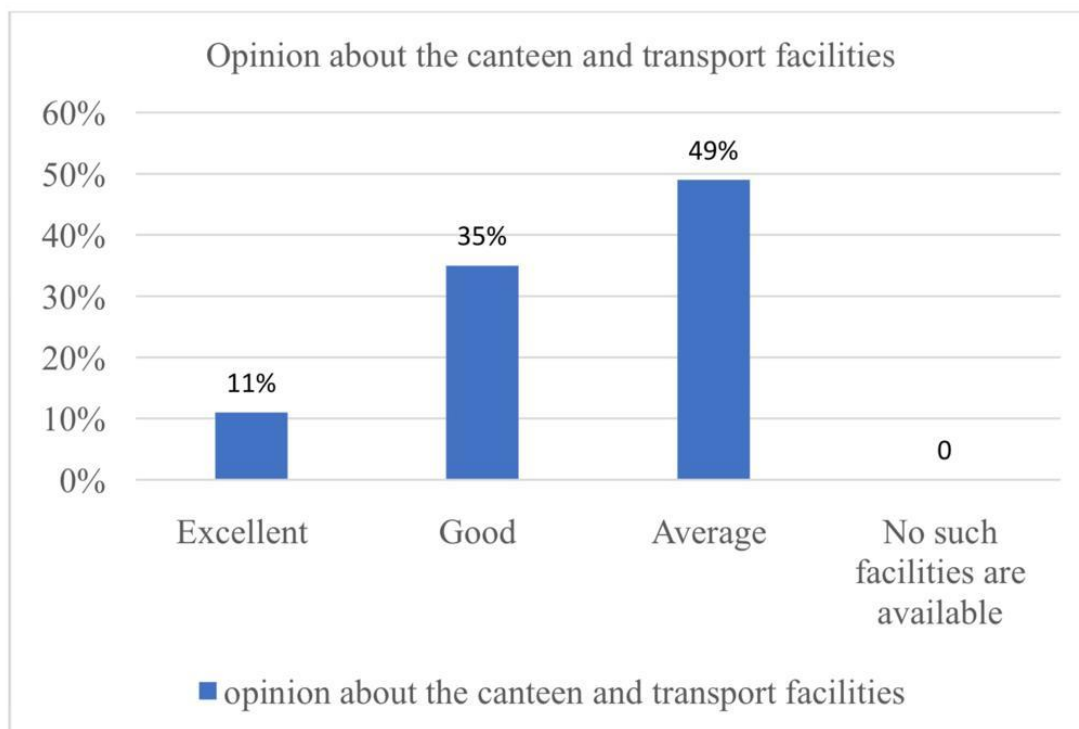
Table 4.11 Opinion on canteen and transport facilities in organization

| Sl. No | Particular | No of respondents | Percentage |
|--------|----------------------------------|-------------------|------------|
| 1 | Excellent | 11 | 11% |
| 2 | Good | 35 | 35% |
| 3 | Average | 49 | 49% |
| 4 | No such facilities are available | - | - |
| Total | | 100 | 100% |

Analysis

From the above table we can examine that 49% of workers feel its average, 39% of employees feel its good, and 11% of employees feel its excellent regarding the canteen and transportation facilities available in organization

Figure 4.11



Interpretation

Out of all respondent's maximum number of employees have chosen average opinion about the canteen and transport facilities.

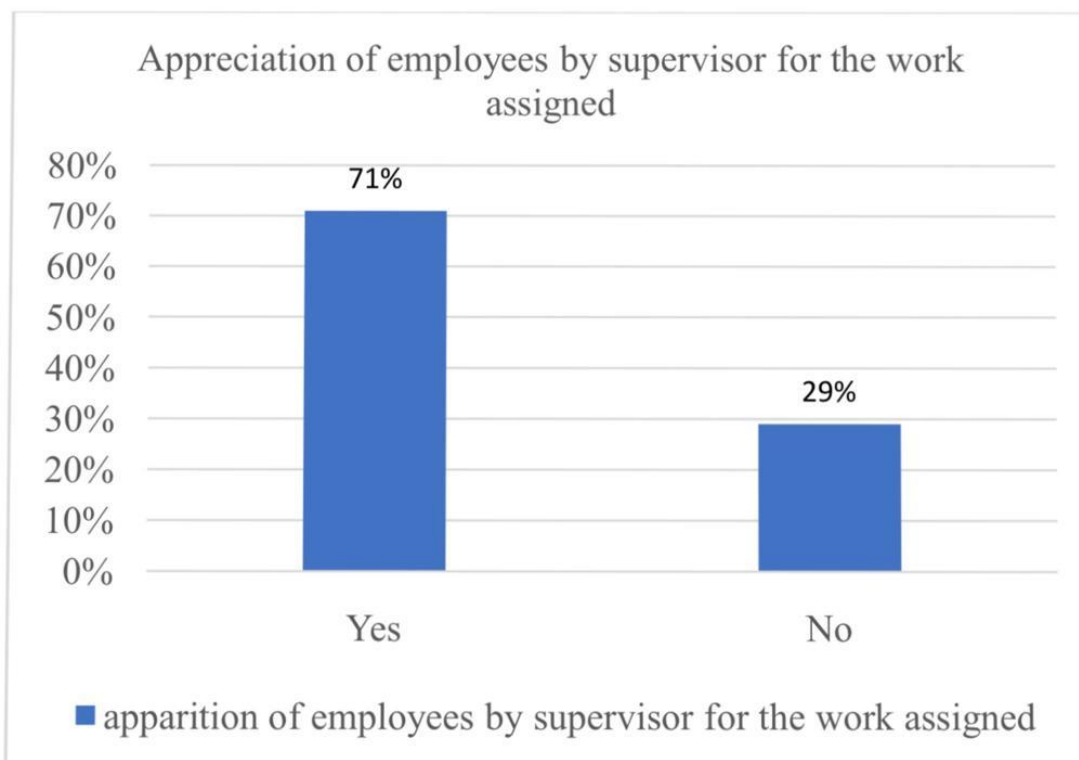
Table 4.12 Appreciation of employees by supervisor for the work assigned

| Sl. No | Particulars | No of respondent | Percentage |
|--------|-------------|------------------|------------|
| 1 | Yes | 71 | 71% |
| 2 | No | 29 | 29% |
| Total | | 100 | 100% |

Analysis

From the above table we can found that appreciation of employees by supervisor for the work assigned 71% of employees is responded as yes and 29% are responded as no.

Figure 4.12



Interpretation

From the above chart we can dissect that most extreme number of representatives are appreciated by supervisor for work assigned.

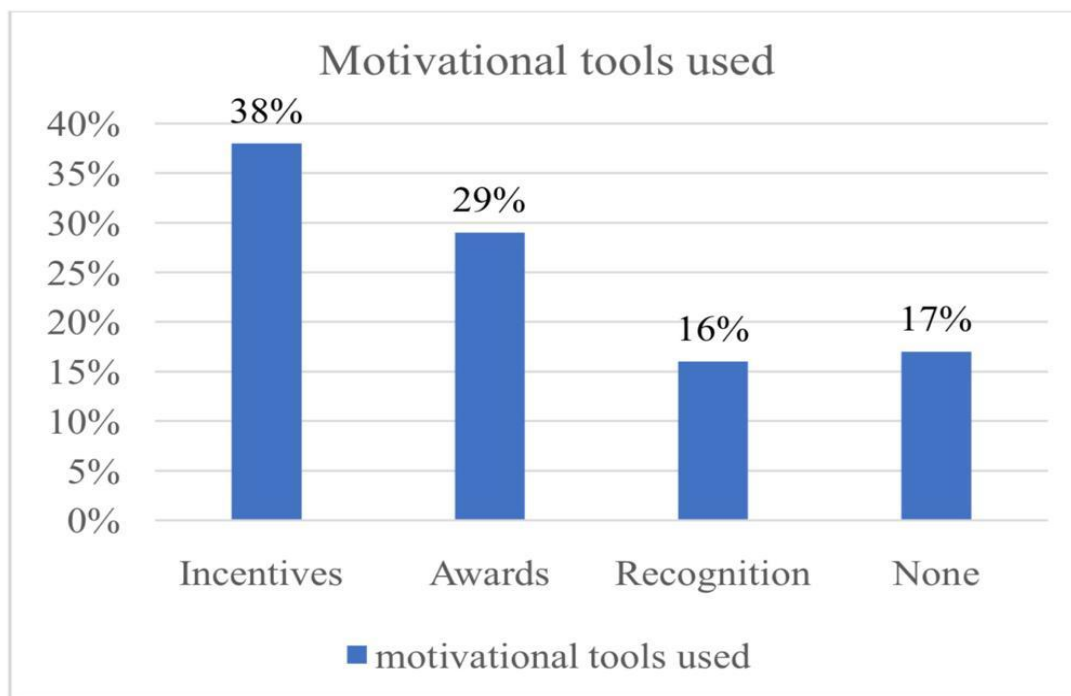
Table 4.13 Motivational tools used by the company

| Sl. No | Particular | No of respondents | Percentage |
|--------|-------------|-------------------|------------|
| 1 | Incentives | 38 | 38% |
| 2 | Awards | 29 | 29% |
| 3 | Recognition | 16 | 16% |
| 4 | None | 17 | 17% |
| Total | | 100 | 100% |

Analysis

From the above table we can identify that 38% of employees have chosen incentives as motivational tools, 29% of employees are chosen for awards, 17% of employees are responded for none and 16% of them are responded for recognition

Figure 4.13



Interpretation

Out of all respondent's maximum employees are chosen for incentives as motivational tools used in organization.

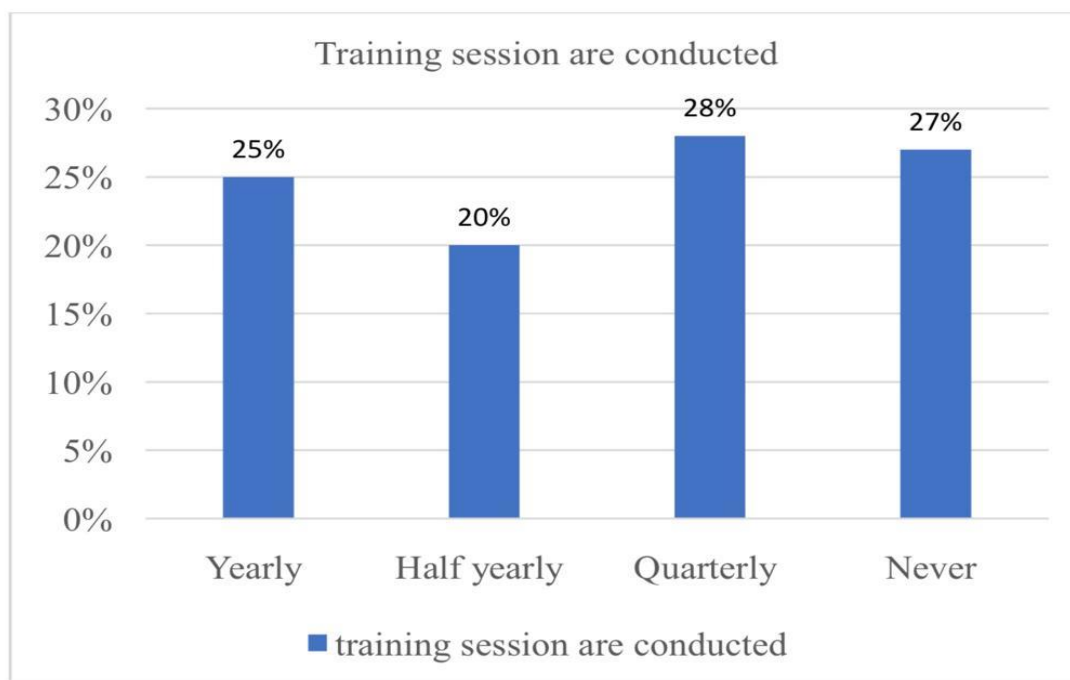
Table 4.14 Training session are conducted in company

| Sl. No | Particular | No ofrespondents | Percentage |
|--------|-------------|------------------|------------|
| 1 | Yearly | 25 | 25% |
| 2 | Half yearly | 20 | 20% |
| 3 | Quarterly | 28 | 28% |
| 4 | Never | 27 | 27% |
| Total | | 100 | 100% |

Analysis

From the above table we can identify that 28% of employees are chosen quarterly training sessions are conducted in the company, 27% are chosen for never, 25% are chosen for yearly and 20% of them are chosen for half yearly.

Figure 4.14



Interpretation

From the above graph we can analyze that maximum number of employees are chosen for quarterly training sessions are conducted in the organization.

Table 4.15 Kind of training is needed to employee's level

| Sl. No | Particular | No ofrespondents | Percentage |
|--------|----------------------------------|------------------|------------|
| 1 | Technical skills | 18 | 18% |
| 2 | Personality development sessions | 25 | 25% |
| 3 | Both | 40 | 40% |
| 4 | None | 17 | 17% |
| Total | | 100 | 100% |

Analysis

From the above table we can identify that 40% of employees are chosen for both technical skills and personality development sessions, 25% of them are chosen for personality development sessions, 18% of them are chosen for technical skills and 17% of them are chosen for none.

Figure 4.15



Interpretation

Out of all respondent's maximum number of employees are chosen for both technical skills and personality development sessions.

CHAPTER-5

FINDINGS, SUGGESTIONS AND CONCLUSIONS

FINDINGS

- Majority of the respondent are male in the organisation.
- Majority of the respondent has a place with the age gathering of 26– 30 years.
- Majority respondents are completed their PUC education.
- Majority of respondents are having monthly income of 10000-20000.
- Majority 38% of respondents have been working for Celebrations Apparel Ltd.
- Majority of respondents has a moderate impact on work environment.
- Majority of employees satisfied with working conditions provided in company.
- Majority of respondents are agreed to harmonies relationship with colleagues in the company.
- Majority of respondents are happy with their activity.
- Majority of respondents are agreed to learn new things in organization.
- Majority of respondents are excellently responded with perception of leaves provided in organization.
- Majority of employees responded as good appreciation by supervisor in organization.
- In the company most of employees choose incentives as motivational tools.
- The maximum employees are chosen quarterly training sessions with both technical skills and personality development sessions in organization.

SUGGESTIONS

- Quality of Work Life depends upon the earth of the work place. Thusly, there is a need of improving the working environment Quality of Work Life depends upon the earth of the work place. Along these lines, there is a need of improving the workingenvironment.
- Quality of Work Life can be increased through enhancement in satisfaction towards job and by increasing the morale ofemployee.
- There is a need to provide training to employees to make them understand their responsibilities towards the company which will improve the Quality of Work Life.
- There is a need for providing training in terms of technical skills and personality development skills which will enhance Quality of WorkLife.
- Employees can be provided more awards and recognition for improvement on Quality of WorkLife.
- The employees can be provided with more learning facilities to improve their Quality of Work Life which will have an implication on overall organizationaldevelopment.
- The employees can provide more of interactive sessions to build a better relationship amongthemselves.
- There is a need to improve the condition of canteen in theorganization.
- Employee revealed that they have the willingness to have higher responsibility, so the organization should focus on the delegation of authority to bring out the hidden talent among theemployee.
- The organization should provide / enhance the working conditions of the company for improving Quality of WorkLife.

CONCLUSION

The term nature of work life is well accepted fact, that an employee spends one third of his life at work place. Whatever he does at his workplace, he carries it back to home and the situation prevailing at his home affects his performance at work. By increasing the quality of work life, it can further lead to organizational effectiveness, organizational commitment, job satisfaction, providing employee motivation which turn would lead to increased productivity and profit. It also over importance for suitable working conditions which will influence the workplace.

The concept quality of work life is gaining more importance. It views an individual work life experience as a very important factor it impacts on his life in the family and society. When an individual finds a stay in a company its comfortable, he enjoysdoing work. This would help the individual personally in meeting his personal goals and as well as organization.

A glad and solid worker will give better turn over and use sound judgment and add to the authoritative objectives. A guaranteed decent nature of work life won't just draw in youthful and new ability, yet additionally hold the current experienceability.

The study showed that there has been a good working environment in the organization, which gives good scope for learning and growth of the employees and the motivation, favourable environment influences greater productivity in the organization.

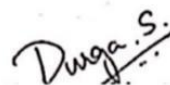
So finally, the study concludes that there has been reasonably favourable nature of connection between the representatives and absolute workplace to satisfy the employeeneeds.

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ACTIVITY CHART

| Sl. No. | Activity | Activity Details | Duration |
|---------|------------|---|------------------------------------|
| 1 | Activity-1 | Understanding Structure, Culture and functions of the organization/identification of business problem from the Industry from the literature study | Week-1 04-01-2020 To 14-01-2020 |
| 2 | Activity-2 | Discussionwiththeguideforfinalizationof researchdesignandinstrumentandpresentingthesametotheguide. | Week-2 15-01-2020 To 22-01-2020 |
| 3 | Activity-3 | Collection of data, editing of the collected data, coding, tabulating and presenting to the guide for suggestions for analysis. | Week-3 23-01-2020 To 29-01-2020 |
| 4 | Activity-4 | Analysis and finalization of report and making presentation to the guide | Week-4 30-01-2020 To 06-02-2020 |
| 5 | Activity-5 | Submission of final Report to the University before one week of the commencement of theory examination | Week-5 07-02-2020 To 14-02-2020 |



Signature of the Student