

ಐಎಸ್ಒ 22000:2005 ದೃಢೀಕೃತ ಸಂಸ್ಥೆ
ISO 22000:2005 Certified Dairy



ಮನ್ಮುಲ್
MANMUL



ಮಂಡ್ಯ ಜಿಲ್ಲಾ ಸಹಕಾರ ಹಾಲು ಉತ್ಪಾದಕರ ಸಂಘಗಳ ಒಕ್ಕೂಟ ನಿಯಮಿತ
THE MANDYA DIST. CO-OPERATIVE MILK PRODUCER'S SOCIETIES UNION LIMITED

No. MMU/Admn/542/2018-19

Date: 14-05-2018

TO WHOM SO EVER IT MAY CONCERN

This is to Certify that Ms. Anusha Preeti Mathias (USN:1AZ16MBA12) MBA Student of Acharya Institute of Technology, Soldevanahalli, Bengaluru has successfully carried out the Project work on “Employee Welfare” in our Organisation for the period commencing from 15-01-2018 to 24-03-2018.

This Certificate is issued purely for Academic purposes only.

**Deputy Manager (ADMN)
Mandya Dist Co-Op Milk Union**



ACHARYA INSTITUTE OF TECHNOLOGY

(Affiliated to Visvesvaraya Technological University, Belagavi, Approved by AICTE, New Delhi and Accredited by NBA and NAAC)

Date: 19/05/2018

CERTIFICATE

This is to certify that **Ms. Anusha Preeti Mathias** bearing USN **1AZ16MBA12** is a bonafide student of Master of Business Administration course of the Institute 2016-18 batch, affiliated to Visvesvaraya Technological University, Belagavi. Project report on “**A Study on Employee Welfare Measures Provided at Mandya Dist Co-operative Milk Producers Societies Union Limited Mandya**” is prepared by her under the guidance of **Prof. Bhanu Krishna V** in partial fulfillment of the requirements for the award of the degree of Master of Business Administration, Visvesvaraya Technological University, Belagavi, Karnataka.

Signature of Internal Guide

Signature of HOD

Head of the Department
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ACHARYA

DECLARATION

I **Anusha Preeti Mathias**, hereby declare that the Project report entitled A case study on "Employee welfare measures provided at Mandya dist co-operative milk producers societies union limited, Mandya prepared by me under the guidance of **Mr. Bhanukrishna V** faculty of M.B.A Department Acharya Institute of Technology and external assistance by **Mr. Shyam** HR senior manager at MUNMUL . 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, Belgaum. I have undergone a summer project for a period of 10 weeks. I further declare that this Project is based on the original study undertaken by me and has not been submitted for the award of any degree/diploma from any other University / Institution.

Place: 26/05/2018
Date: Bangalore

Anusha Preeti Mathias

Anusha Preeti Mathias

ACKNOWLEDGEMENT

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I would also like to thank my project external guide **Mr. Shyam** from the MANMUL Company and all the people who provided me with the facilities being required and conducive conditions for my MBA project.

Thank you,

TABLE OF CONTENTS

CHAPTER NO	TITLES	PAGE NO
1	INTRODUCTION	1
1.1	INDUSTRY PROFILE	1
1.2	COMPANY PROFILE	2
	a. Promoters	2
	b. Nature of the business carried	3
	c. Vision, Mission and Quality policy	3
	d. Products/Service profile	4
	e. Area of Operation	6
	f. Infrastructure facilities	7
	g. Competitors information	8
	h. SWOT analysis	8
	i. Achievements	9
	j. Future growth and prospects	10
	k. Financial statement	11
2	Theoretical background of the study	
	A. Meaning	15
	B. Nature	15
	C. Scope	15
	D. Important	15
	E. Types of employee welfare	15
	F. Concepts	16
2.1	Literature review	16
3	Research design	
3.1	Statement of the problem	20
3.2	Need for the study	20
3.3	Objectives	20
3.4	Scope of the study	20
3.5	Research methodology	20
3.5.1	Sampling design	20
3.5.2	Collection of data	21
3.9	Statistical tool	21
3.10	Financial tool	21
3.12	Limitation	21
4	Analysis and interpretation	21
4.1	Data analysis	22
4.2	Part A demographic information	23
4.3	Part B Analysis and interpretation of employee welfare information	27
5	Finding , conclusion and suggestions	49
	Bibliography	51
	Annexure	53

List of tables

Sl no	Titles	Page no
1.2a	Promoters	3
1.2f	Infrastructure facility	7
1.2k	Profit and loss account of 1-apr-2016 to 31-mar-2017	11
1.2k	Balance sheet	12
1.2k	Profit and loss account of 1-Apr-2015 & 31-Mar-2016	13
1.2k	Balance sheet	14
4.2.1	Gender position	23
4.2.3	Age gender	24
4.2.4	Marital status	25
4.2.5	Qualification	26
4.3.1	Number of years working in MANMUL	27
4.3.2	Working environment	28
4.3.3	Medical benefits	29
4.3.4	Maternity leave	30
4.3.5	Working hours	31
4.3.6	Conveyance allowance	32
4.3.7	Overtime allowance	33
4.3.8	Leave policy	34
4.3.9	Regular increment	35
4.3.10	Canteen service	36
4.3.11	Rest room and lunch room facility	37
4.3.12	Crèche	38
4.3.13	Security facility	39
4.3.14	Hygienic condition	40
4.3.15	Welfare facility	41
4.3.16	Educational facility	42
4.3.17	Management interaction with employees	43
4.3.18	Sitting arrangements	44
4.3.19	Sufficient number of toilets	45

4.3.20	Employee welfare	46
4.4	Hypothesis	47

List of Charts

Sl no	Titles	Page no
4.2.1	Gender position	23
4.2.3	Age gender	24
4.2.4	Marital status	25
4.2.5	Qualification	26
4.3.1	Number of years working in MANMUL	27
4.3.2	Working environment	28
4.3.3	Medical benefits	29
4.3.4	Maternity leave	30
4.3.5	Working hours	31
4.3.6	Conveyance allowance	32
4.3.7	Overtime allowance	33
4.3.8	Leave policy	34
4.3.9	Regular increment	35
4.3.10	Canteen service	36
4.3.11	Rest room and lunch room facility	37
4.3.12	Crèche	38
4.3.13	Security facility	39
4.3.14	Hygienic condition	40
4.3.15	Welfare facility	41
4.3.16	Educational facility	42
4.3.17	Management interaction with employees	43
4.3.18	Sitting arrangements	44
4.3.19	Sufficient number of toilets	45
4.3.20	Employee welfare	46
4.4	Hypothesis	47

Executive summary

The research topic “ A study on Employee welfare” which is conducted at MANMUL , Mandya . Employee welfare is a facility given to the employees of the organisation to motivate them to give their best to the organization . Welfare facility is given to both within and outside the establishment .

MANMUL Ltd formally known has Mandya milk union . It was registered in the year 1987 . It is a product dairy , Gejjalagere . It was named Mysore dairy in earlier days . After the registration in the year of 1987 the product dairy , Gejjalagere was handed over to Mandya milk union .

The study is conducted with the objective to analyse the employee welfare measures in the organisation , To make the management feel the employees are satisfied and motivated with the employee welfare activities , To improve good industrial relations and to reduce disputes among employees ,To improve intellectual condition of living of the workers .

The research methodology used here is primary and secondary data and the study is empirical in nature . The examination was completed for a time for 10 weeks. The task was attempted from 15-1-2018 to 24-3-2018 . The information relating to a time of 3 monetary years (2015-2016, 2016-2018) was drawn from the yearly income and use spending estimation report of the organization .

The limitation of this study are , Time period : As there was less time period dept study was not possible , Lack of information : Some workers were not willing to provide the information , Personal prejudice and bias: The changes of personnel prejudice and bias were larger among the respondents .

After the completion of the research some negative points has been found that the employees of MANMUL feeling difficulty with the transport facility because it is mid in the rural area .

To conclude, Employee welfare plays an important role in the organisation . It also improves the productivity of the company when organization provides welfare facilities to the employees which encourages them to give their best to the organisation.

Employee welfare is a part of expectation that employees have and it represent the organization. Employee welfare measure is one of the important measure compare to any other measures when these measure are not provide by the organization the employees self interest and motivation will decline automatically.

Thus i can say that the satisfaction of employees’ welfare facility is important because it increases the efficient and effort working of the organization.

The study clearly shows that the factor influencing the satisfaction with the welfare measure will be based on information collected from the employees. The facilities provided by the organisation will be considered as the welfare measures. It is found that employee's satisfaction with the welfare measures is not dependent either on age or their length of service in the organisation.

INTRODUCTION ABOUT EMPLOYEE WELFARE

Employee welfare is a facility given to the employees of the organisation to motivate them to give their best to the organization . Welfare facility is given both within and outside the establishment .

(A) Welfare amenities within the MANMUL establishments :

- ❖ Hygiene bathing and washing facility
- ❖ Creches are given to the female employees to take care of their new born baby .
- ❖ Spacious and hygienic rest shelters and canteen .
- ❖ Provision of hygienic portable water .
- ❖ Timely health service , even considering occupation safety .
- ❖ Benevolent health services provided with appropriate occupational safety .
- ❖ Arrangement for the welfare of .employees from the administrative side .
- ❖ Adequate facilities to prevent and overcome the fatigue factor caused by welfare .
- ❖ Provision of free , comfortable and durable uniform and protective clothing .
- ❖ Allowance to work in suitable and friendly shifts .

(B) Welfare outside the MANMUL Establishment :

- ❖ Provision of maternity benefits to the female staff .
- ❖ Provision of social insurance measures such as gratuity , pension , and provident funds
- ❖ Provision of benevolent funds
- ❖ Provision of suitable medical facilities
- ❖ Provision of education facilities for employees children .
- ❖ Provision recreational facilities for both indoor and outdoor .
- ❖ Benefit of holiday's together with family member
- ❖ Provision of vocational training to increase the proficiency of employees .
- ❖ Many more programmes are serving the women and children

1.1 INDUSTRY PROFILE

A milk dairy just as MANMUL milk dairy is a place of processing milk and converting them in other forms of nutritional and hygienic milk products. It involves in the process of procuring and processing raw milk to be consumed, butter , cheese , yogurt , condensed milk , skimmed milk , and skimmed milk powder . This involves complex and mechanised processers such as chilling, pasteurising, homogenization .

Our country India' s milk dairy industry is a vital producer of a protein rich essential food item but is also one of the largest employers in India both in the semi and urban sector taken as a whole . Indian dairy products are under contentious price monitoring on their dairy product both nationally and internationally to avoid curb dumping .

In every perspective our Indian dairy sector is presently experiencing an upheaval with challenging launches of new products , brands that are reposition

and the entry of newer players may be by better investment or technology both . This survey will prompt several global players to enter and test the Indian market .

Three tier model :

- **Primary village co-operative society :** This model helps in making plans to offer deplete just to the overall population . Each dairy has worn-out gathering centre where people take deplete every day . Each part's deplete is strive for quality . This moreover goes about as a vital association for various proficiency update and progression programming designer's of farmers .
- **District union :** A District Cooperative Milk Producers' Union is controlled by the dairy pleasant social requests . It is a union of fundamental town co-specialist social requests inside a district . The union buys each one of the social requests' deplete, by then systems and markets fluid deplete and things .
- **The state Federation :** The milk markets' union in a state organization which is a top showcasing body is in charge of advertising of milk and milk results of part union.

1.2 COMPANY PROFILE :

Mandya local co-agent milk union constrained, enlisted in the year 1987 purview of Mandya District just it secured 7 Taluks, It is one of the main milk union in the province of Karnataka . It was enrolment aimed the year 1987; preceding enlisted Mysore and Tumkur milk union to secure milk from Mandya area dairy co-agent social orders . At the season of enlisted the union acquisition of milk was 99000 liter for every day through 410 dairy co-agent social orders now the union is getting 7.05 lakh liter for every day through 1162 dairy co-agent society.

In 1988 union began promoting around 500 liters for every day which progressively stretched out to around 15000 liters . There came an aid through the approach drain promoting in Blagaluru city from 1993 .

The union embraced crafted by association of milk co-agent in 'AMUL Patterns' with the primary goal of financial reorganization of the agriculturists in the provincial regions through dairying as principle auxiliary occupation . The union has 1162 working dairy co-agent social orders of which 508 are ladies social orders . The union as built up 242 ladies dairy co-agent social orders under STEP program of legislature of India .

a. Promoters : Promoters of the MANMUL have a distinct advantage by the Co-operative by-law that 80% of the reserve fund of the member shall be invested in the union share .

PRESIDENT, VISE PRESIDENT & DIRECTORS AT MANMUL:

Shri. Ramakrishna	President
Shri. G. E. Ravikumar	Vice President
Board Of Directors	
Shri. Bettaswamy Gowda	
Shri. B. Boregowda	
Shri. B. Chandra	
Shri. S.P. Mahesh	
Shri. U. C. Shivakumar	
Shri. K. M. Umesh	
Shri. V. M. Vishwanath	
Shri. S. Ambarish	
Shri. K. Ravi	
Shri D. T. Krishnegowda	
Shri. Lingaraju	
Dr. Suresh Babu – MANAGING DIRECTOR	

b. Nature of the business carried :

Core function of MANMUL dairy is procurement of milk by the formers entire the district through DSC . Then processing and converts the raw milk into different products like Toned milk , Homogenized milk , Curd , Butter milk , Peda , Butter , Flavour Milk, Burfi , Khova , Peda , Ghee ., ect Packaging , Storing , and Marketing the milk and milk products . MANMUL markets its product under the Brand name ‘NANDINI’.

c. Vision , Mission and Quality Policy:

❖ Vision Statement

The vision of MANMUL are as follows :

- To assure quality products from the producer to the consumer .
- To fulfil the vision and objective of the white revolution .
- To maintain a diversity in manufacturing the products .
- To improve the standard of living of farmers , employees and all persons .

❖ Mission Statement

The mission of MANMUL are as follows :

- To procure raw milk from the local farmers at a very fair price or at even subsidised rate
- To process the procured milk by pasteurization in healthy and hygienic condition.
- To supply the processed milk hygienically to the customer at a reasonable price in time.
- To develop a good infrastructure facility for the entire process , procure, pasteurize and transport .

❖ Quality Policy


The quality policy of MANMUL are as follows :

- Agreement with statutory and regulatory requirements .
- Healthy communication with all the parties especially in the food chain .
- Adopting different scientific method of processing .
- Training of employees Co-operative societies .


d. Product profile :

The product profile of MANMUL is explained through picture under :

Nandini Toned Milk

	Name : Nandini toned milk Content : 3.1% fat Availability : 520 ml and 1 liter packet
-------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------

Nandini Homogenized Toned Milk

	Name : Nandini homogenized toned milk Content : 3.1 fat Availability : 250 ml and 500 ml packet
-------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------

Nandini Homogenized Cow Milk



Name : Nandini homogenized cow milk

Content : 3.6% fat

Availability : 250 ml and 515 ml packet

Nandini Shubam Milk



Name : Nandini toned milk

Content : 3.1% fat

Availability : 515 ml and 1 liter packet

Nandini Curd



Name : Nandini curd

Content : 3.1% fat

Availability : ml 250 and 1 liter packet

Nandini Spiced Buttermilk




Name : Nandini spiced butter milk


Content : 3.1% fat

Availability : 200 ml packet


GoodLife Milk

	Name : Nandini good life Content : 3 % fat Availability : 500 ml packet
-----------------------------------------------------------------------------------	-------------------------------------------------------------------------------


Paneer

	Name : Nandini paneer Content : 3.1% fat Availability : 200 grams packet
-----------------------------------------------------------------------------------	--------------------------------------------------------------------------------

Khova

	Name : Nandini khova Availability : 200 grams
------------------------------------------------------------------------------------	--------------------------------------------------

Nandini Peda Kesar

	Name : Nandini Peda Availability : 250 grams
-------------------------------------------------------------------------------------	-------------------------------------------------

e . Area of operation

Area of operation is done in Mandya but also some of the district in Bangalore which is both in Urban and in rural . It operates in 502 distribution centre and it also maintains 2 milk parlours .

AREA OF OPERATION		
Part of Bangalore Rural		
Part of Bangalore Rural		
Mandya District		
❖ No . of Milk Distribution Routes	-	80
❖ No . Milk Retailers	-	987
❖ No . of Milk Parlours	-	30
❖ Union Avg . Sachets Milk sales litre ./ day	-	2.54 LL
❖ Unions Avg . curd Sales/ kg./day	-	32314
❖ Union Avg . Bulk Milk Sales litre ./day	-	1.75LL

f. Infrastructure facilities :

The infrastructure facilities at MANMUL are

Land	Consisting 47 acres .
Building	Administration and manufacturing blogs with high-tech facility
Machinery	Latest tetra pack , IDMC,HMT machines are installed with huge indigenous machines .
Labour force	All employees have a technical and admission qualification and experience
Comports	With LAN , networking and internet facility
Power and water	24 hours supply of electricity and water

✚ Milk procurement

- Milk was collected by local farmers .
- It will be collected through dairy cooperative society

✚ Transportation

- They have procurement vehicle .
- Milk tankers

Milk processing

- Milk postures
- Cream separator

Packaging

- Machine for milk packaging
- Machine for curd packing

Engineering

- Equipment of reformation
- Boiling equipment

Marketing distribution network

- Agents
- Parlours

Distribution transport

- Trucks
- Mobile van

g. Competitors information : Competitors for MANMUL are as follows

- 1. Dodla :** The company procure and sells milk and milk products across 66 place in India . Dodla is an ISO 22000:2005 and iso 50001:2011 certified organization .
- 2. Jersey :** The company has excellent infrastructure at strategic lolcation comprising of 34 milk chilling centres , 84 bulk milk cooling units ect
- 3. Thirumala :** “Thirumala private limited” is established in the year 1998 , and earn the prestigious certificate from ISO 9001:2000 and ISO 22000:2005 . Moreover , it has ISI licence and agmark Licence , and it has a markets in various cities like Andhra Pradesh , Tamil nadu and Karnataka .

h, SWOT analysis :

Strength:

- It has a trust household name ‘NANDINI’.
- Though it has the least margin between procurement price and sale price it has maintained a fair position financially .
- It does timely payment to producers .
- The products are delivered in time even in any climate 365 days of the year even in days where there is erratic power supply or the power supply goes blank or availability of sufficient water for its processing .

Weakness :

- It replacement policy in weak .
- Flexibility in operational decision making is lacking .
- Reward for good performance is lacking .
- As MANMUL a district is rich in perennial greens which helps to feed cattels of industries .

Opportunities :

- MANMUL has dominated the Bangalore milk market which can be easily expanded to 1.5 lakh litres in just a couple of seasons .
- It provides reasonable price for its units compare to any other milk union .
- Due to its geographical location MANMUL can have perennial supplies of milk during the couple of seasons as it can procure the needed supply of milk from the surplus produce of its neighbouring states Kerala and Tamilnadu .

Threats :

- After liberalization the dairy industries got less barriers which results in entry of number of dairy industries in to market .
- MANMUL may not be in the position to take on major companies like Reliance and ITC who are planning to enter the milk market .
- Even the established companies like AMUL, AAVIN, and Vijaya are posing it a threat especially in the products like butter , ghee ect as they have already made a name in reaching and satisfying millions of families in Karnataka .

i. Achievement/Award :

MANMUL is a customer based company established with the sole aim of providing quality and healthy milk products to its customers and in improving the standard of living of the rural people in and out of Mandya district in particular .

- Minimum consistency in growth 5% to 10% every year.
- Average 50MT Ghee Supplied to Tirupathi Temple per month.
- First time in Dairy industry Permit the International Export license in South India.
- Milk Producer Kalyana trust started.
- Janshree Bhema Yojane started.

AWARDS

- 2004-05 - Prestigious ISO 22000-2005 certification is obtained.
- 2007-08 - Prestigious ISO 9001-2008 certification is obtained.
- 2016-17 -MANMUL has got QUALITY MARK award for the good quality product .

j. Future growth and prospects :

The main goal of the MANMUL Union is to make the milk producers themselves own manage , and organize the institution and thus eliminate the middlemen . By employing professional this can be achieved resulting in achieve in dynamic increase of sale of its products and to ensure maximum returns to the milk producers who are the back bone of MANMUL . As per March 2017 the sale of milk is 4.29 lacks per day (2.54 lack litres in sachets and 1.75 lack litres in other bulky forms) This results in the annual turnover of RS 961 single handed .

FUTURE PLANNING

1. To increase the activation of more co operative societies .
2. To rapidly increase the amount of procurement from the present amount to 7.0 lack litres per day .
3. Introduce new products.
4. To increase the number of bulk milk coolers in its establishment .
5. To modernise its main dairy by using advanced equipments .
6. Using the helping hand of NDDB it has to extend the plant and improve its efficiency.
7. To increase the capacity of the plant from the present 4 LLPD and 5 LLPD .
8. Increasing the Nagamangala Chilling Plant from 0.60 LLPD to 1 LLPD.
9. Marketing quality improvement.
10. To increasing the export of milk and milk products to other state and countries.

k. Financial statement :

MANDYA MILK UNION LTD

PRODUCTION DAIRY

Profit & loss a/c

1-apr-2016 to 31-mar-2017

Particulars	Amount	particulars	Amount
Opening stock	53,64,27,841.11	Sales accounts	
Purchase A/c	8,06,58,33,899.8	Marketing sales	6,33,810.00
Direct expenses	64,54,32,183.46	Milk products	8,534,035,392.1
		P & I sales	1,07,84,36,731.1
		Store sales	60,45,047.26
		Closing stocks	34,68,62,833.10
Gross profit c/o	71,83,50,457.12		
	9,96,60,44,381.5		9,96,60,44,381.5
Indirect expenses	71,92,04,478.44	Gross profit b/f	74,83,50,457.12
Net profit	4,01,74,116.53	Indirect income	4,10,28,137.85
TOTAL	75,93,78,594.97	TOTAL	75,93,78,594.97

MANDYA MILK UNION LTD

PRODUCTION DAIRY

BALANCE SHEET

1-Apr-2016 to 31-mar-2017

Liabilities	Amount	Assets	Amount
Capital account	1,05,60,08,675.93	Fixed assets	94,08,31,500.63
Loans (liability)	25,42,22,195.50	Investments	1,98,05,000,00
Current liability	1,02,97,78,000.77	Current assets	1,89,14,52,060.3
Branch / divisions		Misc. Expenses (asset)	7,60,000.00
Audit recoveries (L)	1,71,002,74	Audit recoveries (A)	2,07,550.52
Other funds			
Building fund	37,03,994.79		
Charity fund	31,36,205.30		
Depreciation fund	45,70,59,956.69		
Research & development fund	25,49,151.23		
Trading fluctuation fund	35,86,492.32		
Co-operative fund	22,39,205.30		
Brought forward	2,81,28,81,994.94	Brought forward	2,85,30,56,111.47
Profit & loss account			
Opening balance	3,06,64,787,01		
Current period	4,01,74,116.53		
Less: transferred	3,06,64,787.01		
Total	2,85,30,56,111.47	Total	2,85,30,56,111.47

Profit and Loss account
1-Apr-2015 & 31-Mar-2016

Particulars	Amount	Particulars	Amount
Opening stock	35,42,10,729.45	Sales account	8,03,35,10,978.0
Purchase account		Marketing sales	10,26,270.00
Pur of gen stores	1,84,28,909.15	Milk	5,25,04,71,545.41
Pur of milk product	5,53,18,683.80	Milk products	1,90,25,49,048.90
Pur of packing items	32,62,68,638.73	P & L sales	87,41,80,142.01
Pur of P&I items	83,61,61,411.74	Store sales	52,83,971.71
Pur of processing items	9,68,57,010.87		
Ineligible input VAT	4,93,014.81		
Pur of raw milk MPCS	5,82,69,09,052.12		
	7,16,04,36,901.22		
Direct expenses		Closing stock	53,64,27,841.11
P & L expenses	8,89,38,708.52		
Processing and manufacturing expenses	33,71,07,687.27		
Transportation exp.	16,62,78,359.00		
	59,23,24,754.79		
Gross profit c/d	46,29,66,433.68		
	8,56,99,38,819.14		8,56,99,38,819.14
		Gross profit b/d	46,29,66,433.68
Indirect expenses	47,76,98,685.84		
Administrative expenses	4,22,78,665.75		
Interest & bank charges	3,66,12,929.87		
Selling & distribution exp	13,26,94,445.92		
Staff expenses	18,62,90,104.71		

Taxes and insurance	2,52,92,666.36		
Depreciation	5,45,29,873.23		
Net profit	3,06,64,787.01		
Total	50,83,63,472.85	Total	50,83,63,472.85

Balance sheet
1-Apr-2015 & 31-Mar-2016

Liabilities	Amount	Assets	Amount
Capital assets	70,37,58,229.21	Fixed assets	36,35,83,026.23
Loans(liability)	54,27,03,580.00	Investment	1,3512,000.00
Current liability	80,31,05,927.87	Current assets	1,71,47,78,364.27
Audit objections	1,71,002.74	Miscellaneous expenses	6,00,000.00
Other funds	1,22,77,414.19	Audit recoveries	2,07,550.52
Profit & loss A/C			
Opening balance	53,24,023.19		
Current period	3,06,64,787.01		
Less: transferred	(53,24,023.19)		
	3,06,64,787.01		
Total	2,09,26,80,941.02	Total	2,09,26,80,941.02

2.1 Theoretical background of the study :

a. Meaning : Employee welfare is a facility given to the employees of the organisation to motivate them to give their best to the organization . Welfare facility is given both within and outside the establishment. This welfare factor aids in keeping the motivation and morale of the employees for a longer duration of time .

b. Nature :

- ❖ Employees welfare shall be updated time to time according to needs of workers.
- ❖ Employee welfare provides various facilities like regular wages and other economic benefits .
- ❖ It helps in improving standard of living of the employees .
- ❖ Employers , government , NGOs ect introduce Labour welfare measure .
- ❖ Employee welfare measures is very important measures than any other measures in the organization .

c. Scope :

The study on “Employee welfare Measures in MANMUL has through light to the organization the main advantage of this analytical study a favorable helps the top management to bring an improvement in their welfare measure . This questionnaire is prepared in such a scientific manner that by taking into consideration the entire organization and its employees .

d. Importance :

- ❖ Employee welfares is quite expensive but it benefits both employers as well as employee .
- ❖ Employee welfare increases the productivity of the organization .
- ❖ It reduces the employee turnover .
- ❖ Other form of welfare will aid the employee of financial burdens while welfare activities break the monotony of work .

e. Types of employee welfare

Employee welfare is categorized into two type they are :

(C)Welfare amenities within the MANMUL establishments :

- ❖ Hygiene bathing and washing facility
- ❖ Creches are given to the female employees to take care of their new born baby .
- ❖ Spacious and hygienic rest shelters and canteen .
- ❖ Provision of hygienic portable water .
- ❖ Benevolent health services provided with appropriate occupational safety .
- ❖ Arrangement for the welfare of .employees from the administrative side .
- ❖ Adequate facilities to prevent and overcome the caused by welfare .
- ❖ Provision of free , comfortable and durable uniform and protective clothing .
- ❖ Allowance to work in suitable and friendly shifts .

(D) Welfare outside the MANMUL Establishment :

- ❖ Provision of maternity benefits to the female staff .
- ❖ Provision of social insurance measures such as gratuity , pension , and provident funds
- ❖ Provision of benevolent funds
- ❖ Provision of suitable medical facilities
- ❖ Provision of education facilities for employees children .
- ❖ Provision recreational facilities for both indoor and outdoor .
- ❖ Benefit of holiday's together with family member
- ❖ Provision of vocational training to increase the proficiency of employees .
- ❖ Many more programmes are serving the women and children

e. Concepts of Employee Welfare

The economic development of any country in the world directly depends upon the production of commodities and services . The employee welfare plays an active role in production . The productivity of the Labour force employed directly depends on its overall efficiency .

The quality of labour primarily depends upon these very important factor of its employees such as health and nutrition, rate of literacy , social value and adopted customs , diet , hygienic conditions . When these are not addressed there will be a direct impact on the quality of labour .

The concept ' Labour welfare' is very flexible and elastic it differs on time , region , industry , social values and customs differs and some of them change .

2.2 Literature review

1) Sailesh Sindhu :

He defines employee welfare as “Employee welfare measure increases the productivity of an organization and promotes industrial peace . It provides welfare facility to their motivational level high . It also provide statutory and non-statutory facility to encourage employees .

2) Mishra and Manju Bhagat :

He states that Labour absenteeism in Indian industry can be reduced by providing good housing , canteen , educational and training facility . According to him if labour welfare activities have to be successfully implemented there should be an extension of decocritic values in any industrialized society .

3) P.K Padhi :

According to P.K Padhi's definition of welfare state it means the well being of a wholeness involves the mental , emotional moral condition of his nature of the work and the access . He also says that employees access social security to enhance their quality of work .

4) Ramesh M

He pointed that Labour policy and Labour law is a changing line for the global changes from regulatory mechanization . He also points out that employers as well employees has a capacity to decide without government .

5) S Poongavanam

On the other hand S Poongavanam is of the opinion that the welfare measures will bring an improvement in the physique , intelligence , morality and the standard of living of the employees . It will also bring a considerable important in the productivity and efficiency of the employees .

The research concludes the various facilities like health , safety , canteen , uniform , education ect thus it enables the employee to lead a rich and satisfaction life .

6) K Jayanthi , P . Ashok Kumar and V Manju

K Jayanthi , V Manju and Ashok Kumar are of the collective opinion that the labour force is addressed in multi dimensional socioeconomic aspects of the labour welfare productivity , living standards of the labour force by the labour sector .

He justifies that the raise in standard of work force , higher productivity , skill up gradation can be achieved through giving suitable training for the employees .

7) Morris Altman :

Morris Altman is of the view that any standard neo classical theory comes to an agreement that an economy is negatively affected by the increase brought in labour right power as it is believed that economic agent are always x-efficient .

He adds that the more rights and power together with bringing an increase in the living standard of the need not produce deleterious results as predicted by conventional economic wisdom . There theories can be listed as the public relation theory , the quid quo theory .

8) Joshi :

Joshi has a feeling that labour welfare covers all the conscious efforts that the employers makes for the benefit of their employees and providing the required minimum standard of the working conditions fixed by the factory itself .

9) Ramesh M :

Ramesh M opinion that the primary objective of every management is to see that it provides better working facilities to its employees with an aim of obtaining timely , safe and the best performance .

He also says that the high turnover rates are done by unskilled work with little experience .

10) Shyam :

In his article Shyam states that the major reforms that are intended to bring an improvement health involves many factors such that ensuring portable water sanitation , educating the employees of clean and nutritional food habits , family hygiene and perverting marriages at a unsuitable age to gather with imparting health education at school level . He feels that using the information of both the public and private medical sector it has to target groups like public education private medical sector it has to target groups like public relation against habit formation facts , work place safety at industries agriculture and promotes physical exercise sports , bicycle tracts and health information in all sector .

11) Ewan lague :

Ewan lague brings in an interesting comparison about injury level based on the size of the plant . He says that a larger plant comparatively lower frequency notes . Where as a few very large companies have the luxury of employing a staff of specialists and industrial hygiene for their benefit . But he feels sad about the other small industries .

12) Parul P Bhati , and Dr Ashokkumar M :

Parul P Bhati and Dr Ashok Kumar M strongly feel that the various welfare provisions provided to the labour force under the factories act of 1941 are imparting positive relations and bringing in an employee satisfaction .

13) Jon-Chao Hong , Sung-De Yang , Li-Jung Wang , En-Fu Chiou , Fan-Yin Su , Sui –Lan Huang .

These people say that the employees work for rewards and one of them is welfare . The gender influence on the younger employee job performance can be understood by the impact of employed benefits they get .

14) P.V.V Satyanarayana :

In general PVV Satyanarayana is of the opinion that all Welfare measures are any or one of these recreational , medical , educational , housing , sanitation and many more to say . It is very happy to note that each and every organization ensures but some more organizations go to the extreme of providing more welfare facilities to retain their employees .

15) Dr Usha Tiwari :

He stated that the workers welfare facilities provided by the enterprise to employees are satisfied , but still scope of there for further improvement so that performs , effectiveness and productiveness may be improved to accomplish the organization .

16) Srinivas K.T :

He stated that the management offering good facilities to all the employees which increases productivity in addition to quality and quantity . Increase in welfare facilities which become happy to its employees . It leads to improve positive effects of profitability and product of the enterprise .

17) S . Prabakar :

He stated that the workers are happy with the internal facilities and he states that in some region external facilities may require some additional facilities in several region like non statutory centre sect

18) S kumar :

He concluded that the objective of the welfare facilities and the employee's suggestion and opinion about welfare measure can be done using structure questionnaire and by concluding personal simple random for a sample of 100.

19) R Najeed :

According to him “ The most important aim of his analysis is to identify the work welfare measure and to analysis to problem in the implementation of the welfare measure to identify the need for improved working condition .

20) Subbasish Patanaik :

He stated that the welfare amenities , prepared by the organization are widely recognized to the personal . It conclude that above all the guidelines should be taken through the management .

3.1 Statement of the problem :

Employees play an important role in all the organization so it is the duty of the management to provide proper welfare facility to encourage employee to give their best . If the employees satisfied with the welfare facilities their production increases . Employees also plays a important gesture in the growth of the organization .

Employee welfare is one of the factor which is pricking the employees especially who are working in small scale sector . The study covers all the economic reward , working condition ect . Thus the main aim of the study is whether the organization provides proper welfare facility to their employees .

It is found that the employees of MANMUL feeling difficulty with the transport facility because it is mid in the rural area .

3.2 Need for the study :

- ❖ To know about the facilities offered by the organisation to its employee .

3.3 Objectives :

- ❖ To identify the employee welfare measures in the organisation .
- ❖ To make the management feel the employees are satisfied and motivated with the employee welfare activities .
- ❖ To improve good industrial relations and to reduce disputes among employees .
- ❖ To improve intellectual condition of living of the workers .

3.4 Scope of the study:

The study analyses the factors which influences the employees preference towards the welfare followed in MANMUL . This study includes cleanliness in work place , medical facilities , sufficient first aid boxes , adequate security instruments like mask, shoes , helmet ect . This will helps in knowing various levels of welfare schemes

3.5 Research methodology : There are two types of research methodology in this study they are :

- ❖ Exploratory research method
- ❖ Descriptive research method

3.5.1 Sampling design :

Sampling design contains the element of the target population and it is the process of gathering the information about population by evaluating a part of it. The data are collected only from a representative part of the universe .

3.5.2 Collection of data :

There are two types of collection of data has been used in this study they are :

- ❖ Primary data
- ❖ Secondary data
- **Primary data** :primary data are data in which they are collected for the learn purpose . Primary data will be collected through questionnaire and by personal interview .
- **Secondary data** : Secondary data are data which is published by an other organization. Example : Website , Journals ect .

3.5.3 Statistical tools :

Percentage analysis is used for analysing primary data

Percentage = (No. Of respondents/Total respondents)*100

3.5.4 Financial tools :

- ✓ Financial statement of 1- April – 2016 to 31-march – 2017
- ✓ Financial statement of 1- April - 2015 to 31-march – 2016

3.5.5 Limitation :

- **Time period** : As there was less time period dept study was not possible .
- **Lack of information** : Some workers were not willing to provide the information .
- **Personal prejudice and bias**: The changes of personnel prejudice and bias were larger among the respondents .

4.1 Data analysis and interpretation :

Here the data will be collected through questionnaire and analysed them using the chi square and percentage analysis . The data which is collected is of two parts one is part A which is covered with demographic information and the other is part B which is covered with the information related to employee welfare . The data which has been collected can be analysed using pie chart .

This report helps in understanding employee welfare and their satisfaction level with employee welfare activities of an organization .

4.2 Part A Demographic information

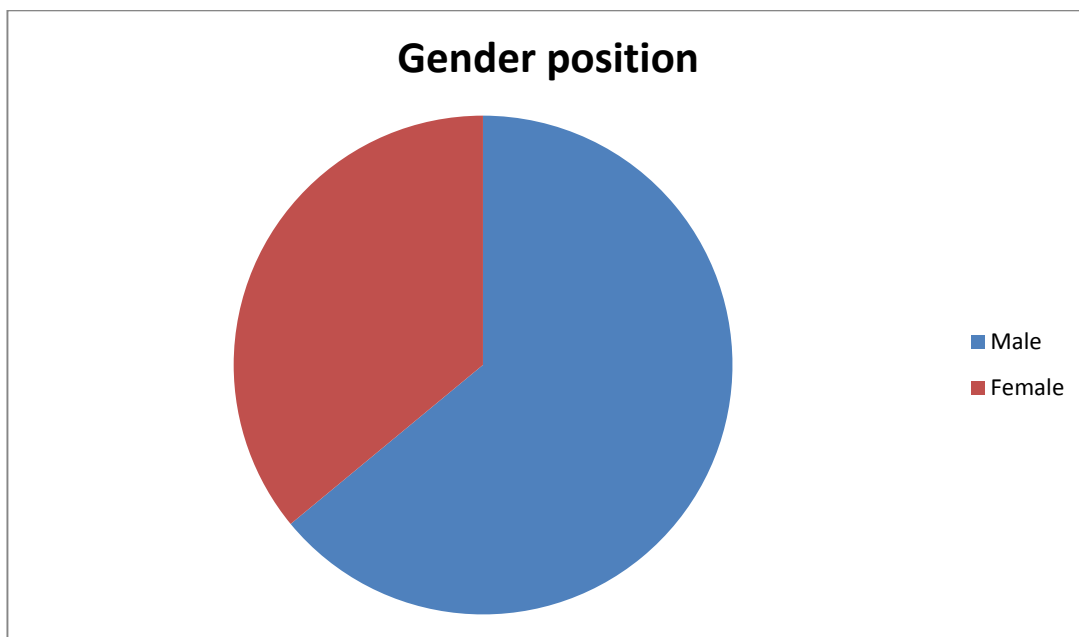
AQ1:Gender position

Table 4.2.1 :result of percentage distribution of operational level employees based on gender position (N=50)

Sl no	Particular	Respondents	Percentage
1	Male	32	64
2	Female	18	36
Total		50	100

Sources : Primary data

Chart : 4.2.1



Analysis :

In the above table we can find 64% of men and 36% of female working in MANMUL limited .

INTERPRETATION :

We can find large number of male employees than compare to female employees . This indicates that majority of respondents were male workers . As industries is based on large equipments male workers are permitted to work on it hence which results in increase in male employees .

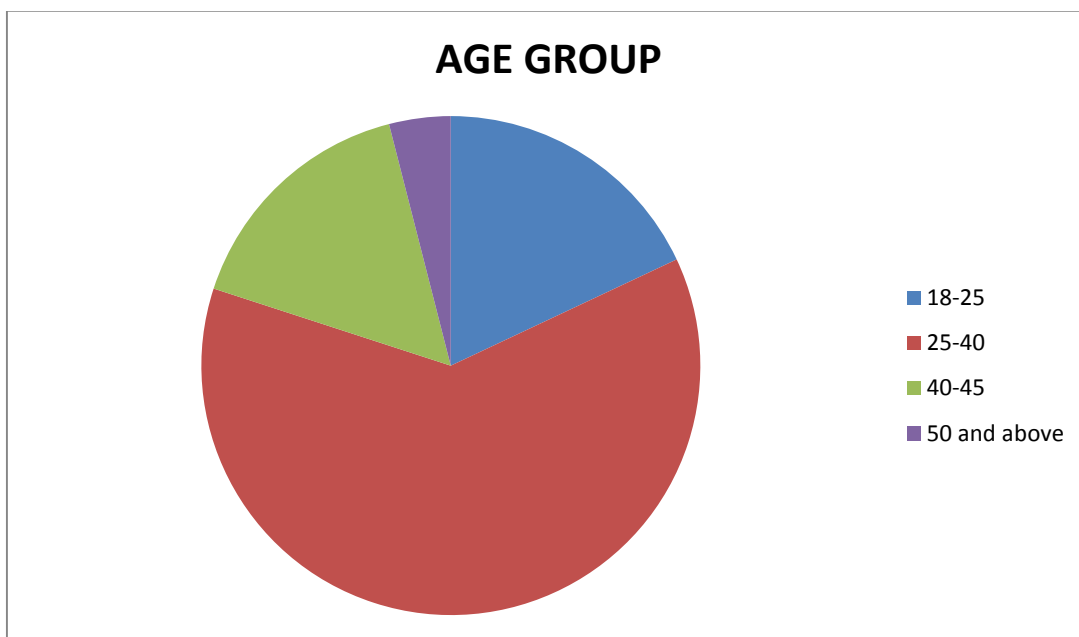
AQ2 : Age group

Table 4.2.2 : results of percentage distribution of operational level employees based on the age group

SL NO	PARTICULAR	NO RESPONDENTS	PERSENTAGE
1	18-25	9	18
2	25-40	31	62
3	40-45	8	16
4	50 and above	4	4
TOTAL		50	100

Sources : Primary data

Chart : 4.2.2



Analysis :

In the above table we can find 18% of 18-25 age , 62% of 25-40 ,16% of 40-45 , 4% of 50 & above of age

INTERPRETATION :

From the above table we can find majority of workers are of age 25 to 40 years in MANMUL .

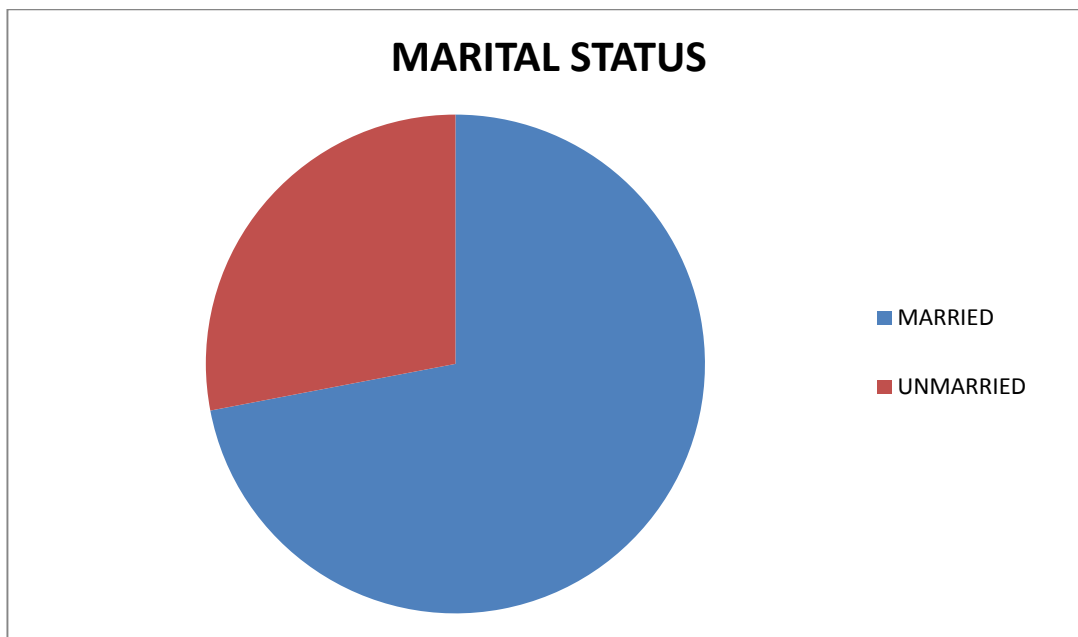
AQ3 : Marital status

Table 4.2.3 results of percentage distribution of operational level employees level employees based on the marital status

SL NO	PARTICULAR	NO . RESPONDENT	PERCENTAGE
1	MARRIED	36	72
2	UNMARRIED	14	28
TOTAL		50	100

SOURCES : Primary data

Chart :4.2.3



ANALYSIS: In the above table we can find 72% of married employee and 28% percentage of unmarried employee working at MANMUL .

INTERPRETATION :

We can find large number of married employee compare to unmarried employees in MANMUL .

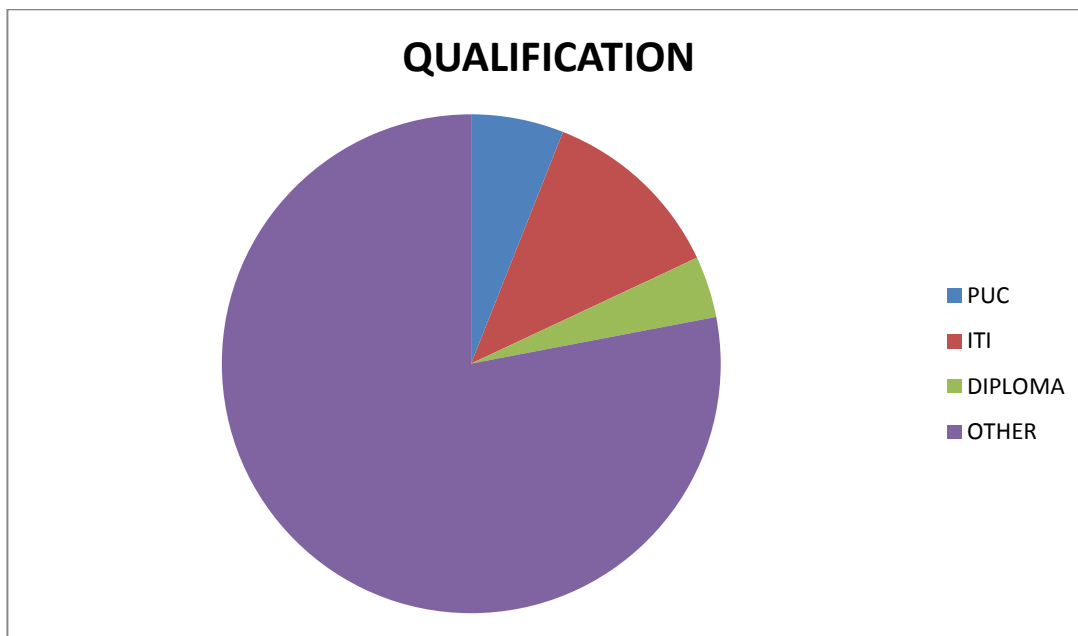
AQ4 : QUALIFICATION

Table 4.2.4 ; results of percentage distribution of operational level employees based on the marital status

SL NO	PARTICULAR	NO . RESPONDENT	PERCENTAGE
I.	PUC	3	6
II.	ITI	6	12
III.	Diploma	2	4
IV.	Other	39	78
Total		50	100

Sources : Primary data

Chart4.2.4 :



ANALYSIS :

In the above table we can find 6% of PUC, 12% of ITI , 4% of Diploma,78% of other qualification in MANMUL.

INTERPRETATION :

From the analysis we can find large number of employees are of other qualification in MANMUL .

4.3 Part B : Analysis and interpretation of employees welfare information

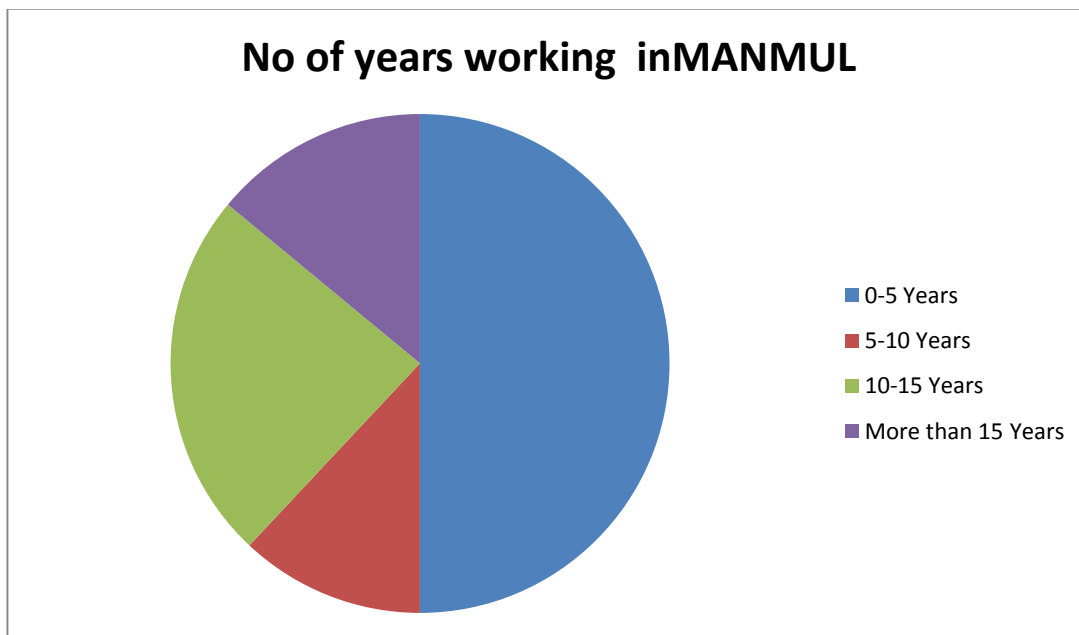
BQ1: From how many years you are working in MANMUL ?

Table 4.3.1

BQ1	No of years	No of respondent	Percentage
I.	0-5 years	25	50%
II.	5-10 years	6	12%
III.	10-15 years	12	24%
IV.	More than 15 years	7	14%
Total		50	100

Sources : Primary data

Chart : 4.3.1



ANALYSIS :

We can find 50% of year of experience under 5 years , 12% of employees under 10 years , 24% of employees under 15 years and 14% of employees 50 above of year of experience .

INTERPRETATION :

We can find less number of experienced employees and large number of less experienced employee in MANMUL which shows MANMUL gives opportunities to fresher.

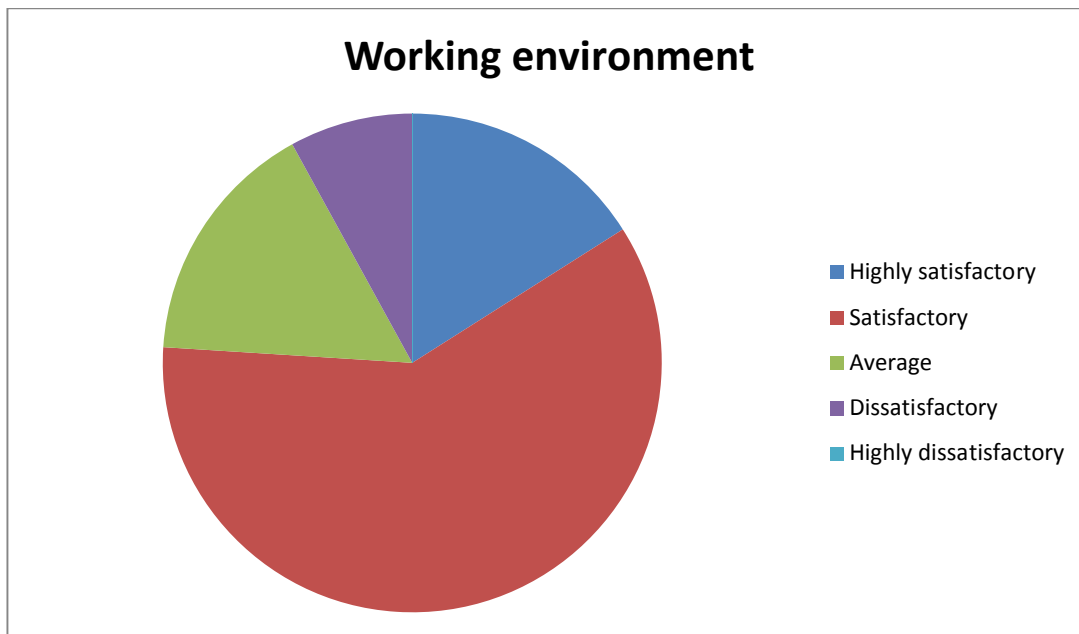
BQ2 Give your ranking towards the working environment of the organization ?

Table 4.3.2

BO2	Opinion	No of responded	Percentage
I.	The best in the industry	8	16%
II.	Adequate	30	60%
III.	General	8	16%
IV.	Inadequate	4	8%
V.	The poor in the industry	0	0%
Total		50	100

Sources : Primary data

Chart : 4.3.2



ANALYSIS :

We can find 16% says the best in the industry , 60 % says adequate , 16% Says its general , 8% says its inadequate , 4% of highly dissatisfactory of satisfaction level in working environment .

INTERPRETATION :

Work environment plays an important role in all the organisation because employee spends more time working in which he must feel comfort in working environment . The organisation must create good environment to its employees. From this analysis we can find majority of employees are satisfied with the environment facility provided by the organization .

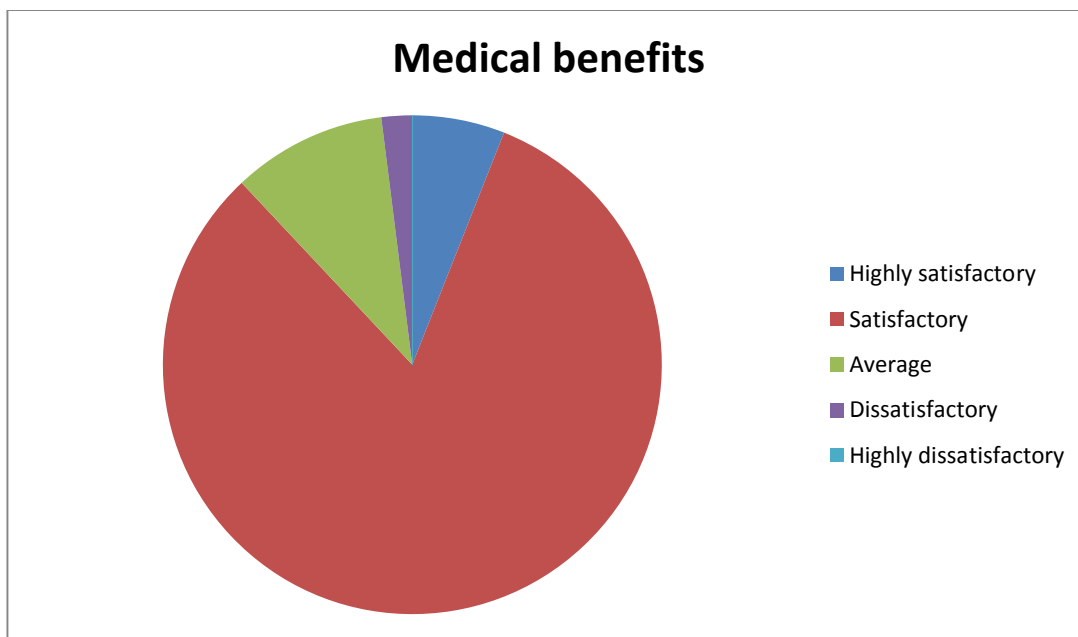
BQ3 Rank the medical benefit provided in MANMUL for the employers and their families ?

Table 4.3.3

BO3	Opinion	No of responded	Percentage
I.	The best in the industry	3	6%
II.	Adequate	41	82%
III.	General	5	10%
IV.	Inadequate	1	2%
V.	The poor in the industry	0	0%
Total		50	100

Sources : Primary data

Chart : 4.3.3



ANALYSIS :: We can find 6% says the best in the industry , 82% says adequate , 10% of Says its general , 1% says its inadequate , 0% of highly dissatisfactory of satisfaction level in medical benefits .

INTERPRETATION :

Medical facility is one of the facility provided by the organisation and we can find 82% of employee are satisfied out 100% of employees in MANMUL .

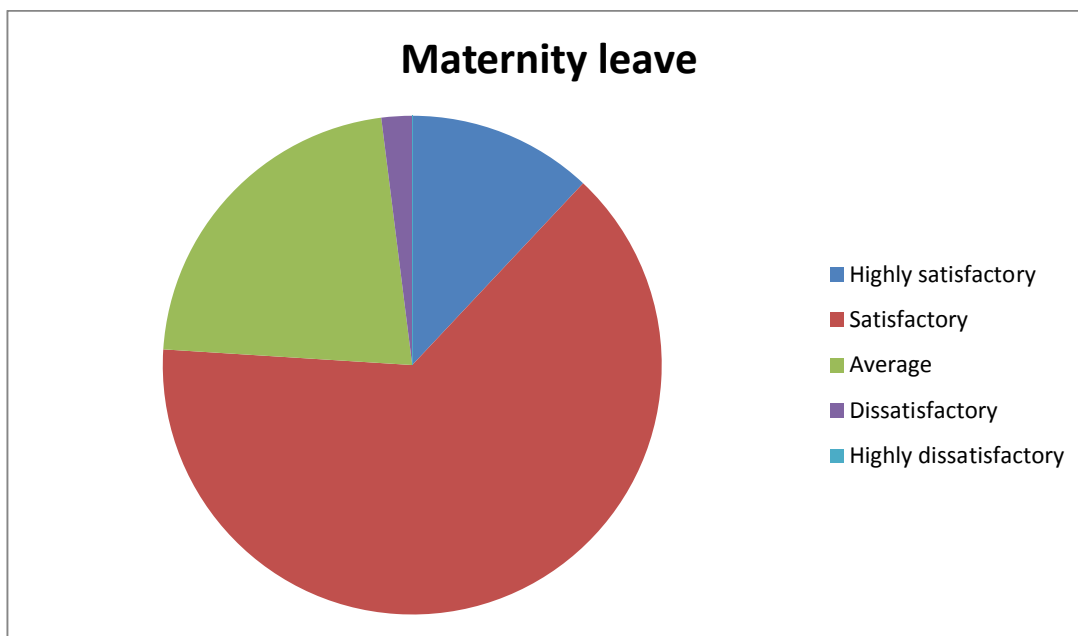
BQ4 Are you satisfied with the maternity leave to female employees ?

Table 4.3.4

BO4	Opinion	No of responded	Percentage
I.	The best in the industry	6	12%
II.	Adequate	32	64%
III.	General	11	22%
IV.	Inadequate	1	2%
V.	The poor in the industry	0	0%
Total		50	100

Sources : Primary data

Chart : 4.3.4



ANALYSIS : We can find 6% says the best in the industry , 64 % says adequate ,22 % of Says its general , 2% says its inadequate , 0% of highly dissatisfactory of satisfaction level in maternity leave .

INTERPRETATION :

Maternity leave is a facility given to the female employees . As per the act female employees will get 6 months of leave in all the organization in India . 64% of female employees says that they are satisfied with the maternity benefits in MANMUL .

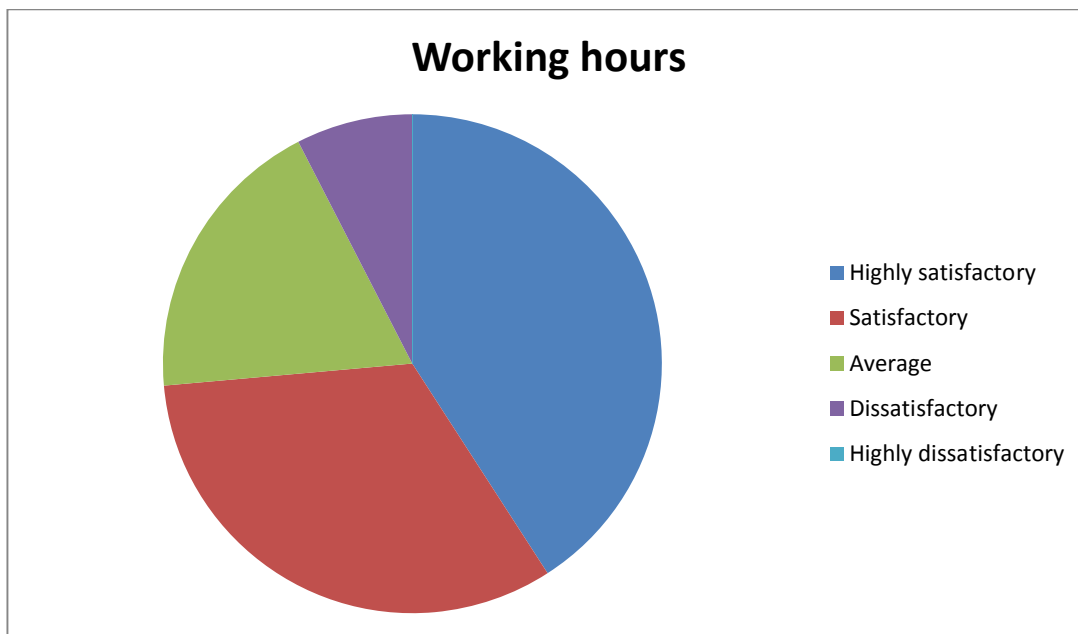
BQ5 How do you price the working hours of the organization ?

Table 4.3.5

BO2	Opinion	No of responded	Percentage
I.	The best in the industry	3	65%
II.	Adequate	26	52%
III.	General	15	30%
IV.	Inadequate	6	12%
V.	The poor in the industry	0	0%
Total		50	100

Sources : Primary data

Chart : 4.3.5



ANALYSIS : We can find 6% says the best in the industry , 52 % says adequate , 30% of Says its general , 12% says its inadequate , 0% of highly dissatisfactory of satisfaction level in working hours .

INTERPRETATION :

Half of the percentage of employees says that they satisfactory with the working hours in MANMUL .

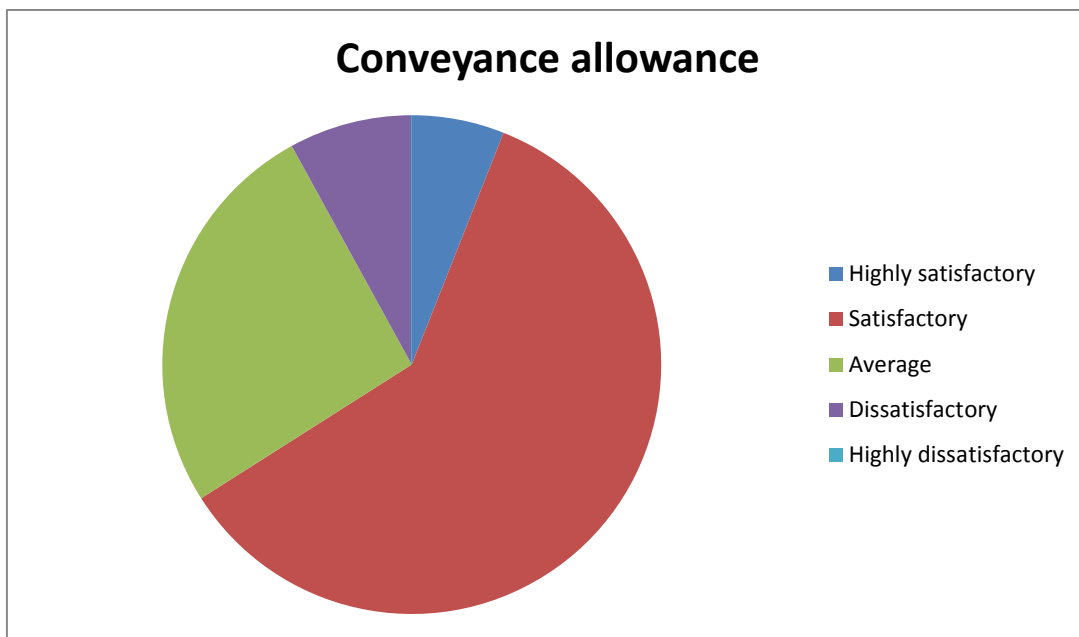
BQ6 Rank the conveyance allowance offered in MANMUL?

Table 4.3.6

BO6	Opinion	No of responded	Percentage
I.	The best in the industry	3	6%
II.	Adequate	30	60%
III.	General	13	26%
IV.	Inadequate	4	8%
V.	The poor in the industry	0	0%
Total		50	100

Sources : Primary data

Chart : 4.3.6



ANALYSIS :

We can find 6% says the best in the industry , 60 % says adequate , 26% of Says its general , 8% says its inadequate , 0% of highly dissatisfactory of satisfaction level in conveyance allowance of MANMUL .

INTERPRETATION :

Conveyance allowance is nothing but transport allowance . The organization should provide transport facility to its employees . 60% of employees says that they are satisfied with the conveyance allowance of MANMUL .

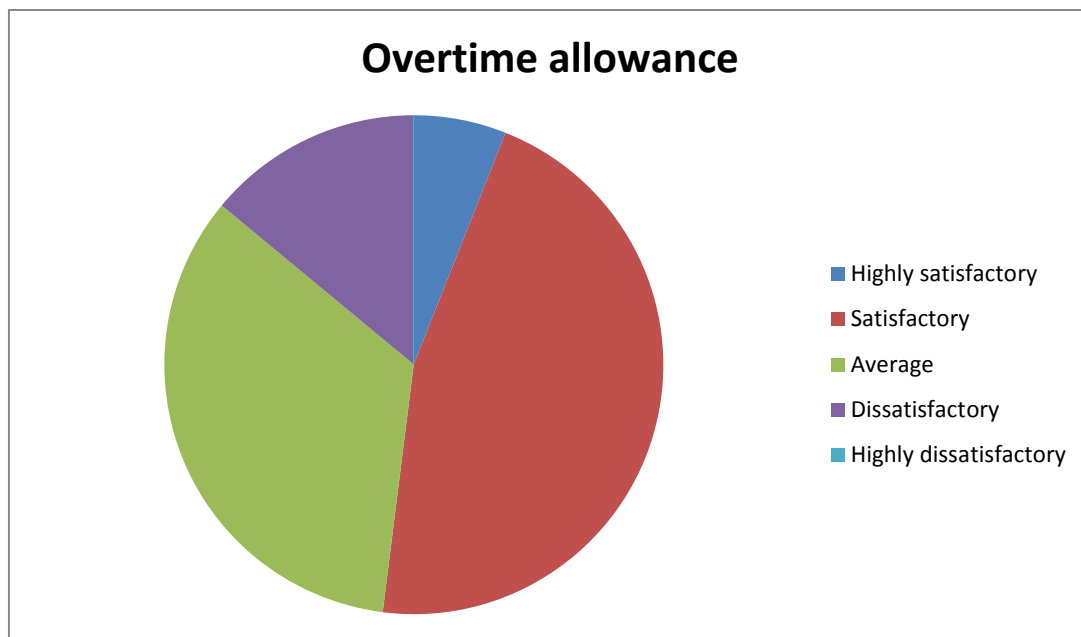
BQ7 Place the overtime allowance offered in MANMUL?

Table 4.3.7

BO7	Opinion	No of responded	Percentage
I.	The best in the industry	3	6%
II.	Adequate	23	46%
III.	General	17	34%
IV.	Inadequate	7	14%
V.	The poor in the industry	0	0%
Total		50	100

Sources : Primary data

Chart : 4.3.7



ANALYSIS :

We can find 6% says the best in the industry , 46 % says adequate , 34% of Says its general , 14% says its inadequate , 0% of highly dissatisfactory of satisfaction level in overtime allowance .

INTERPRETATION :

Less number of employees are satisfied with the overtime allowance . MANMUL should try to give its best towards overtime allowance .

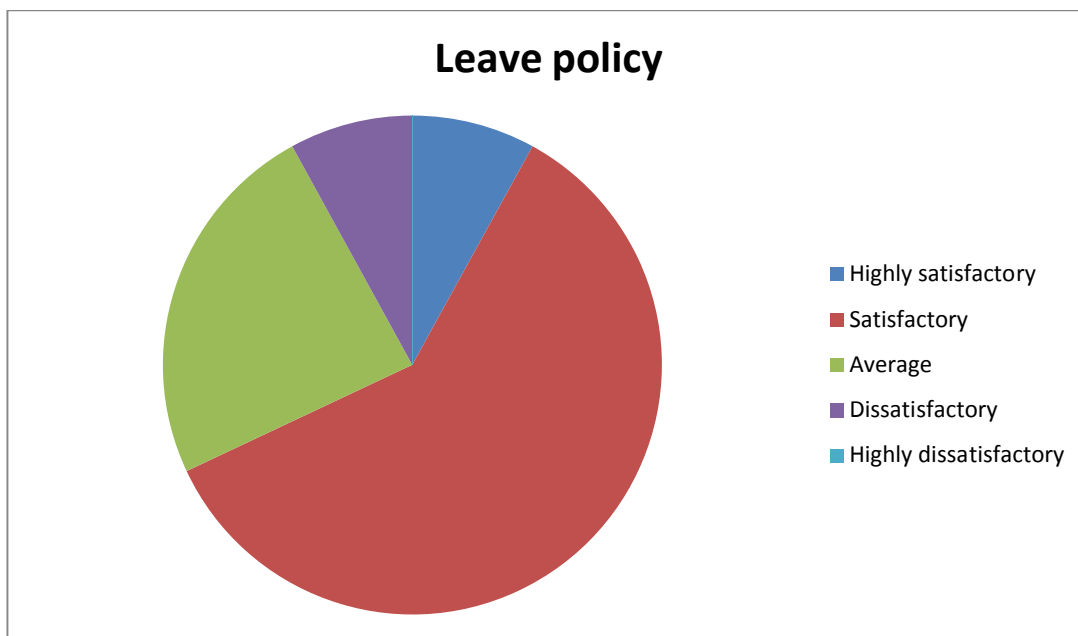
BQ8 Give your opinion towards the leave policy in MANMUL?

Table 4.3.8

BO8	Opinion	No of responded	Percentage
I.	The best in the industry	4	8
II.	Adequate	30	60
III.	General	12	24
IV.	Inadequate	4	8
V.	The poor in the industry	0	0
Total		50	100

Sources : Primary data

Chart : 4.3.8



ANALYSIS :

We can find 8% says the best in the industry , 60 % says adequate , 24% of Says its general , 8% says its inadequate , 0% of highly dissatisfactory of satisfaction level in leave policy .

INTERPRETATION :

Leave policy is one of the facility given by the organization to its employees and majority percentage of employees says that they are satisfied with the leave policy which is maintained in MANMUL .

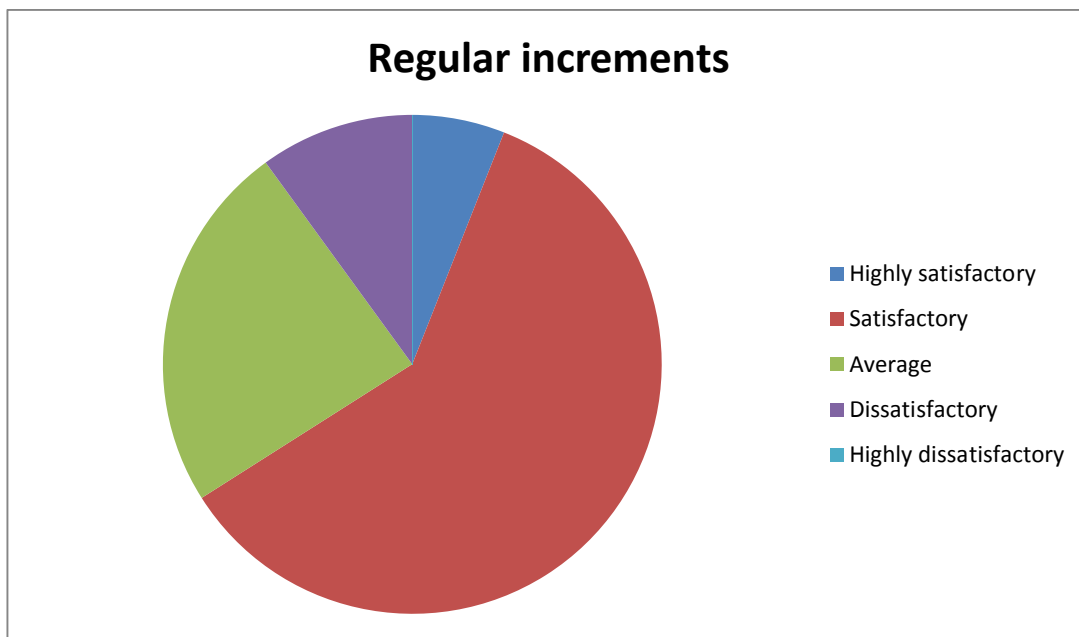
BQ9 Tick your satisfaction quotient with the regular increments provided in MANMUL?

Table 4.3.9

BO9	Opinion	No of responded	Percentage
I.	The best in the industry	3	6%
II.	Adequate	30	60%
III.	General	12	24%
IV.	Inadequate	5	10%
V.	The poor in the industry	0	0%
Total		50	100

Sources : Primary data

Chart : 4.3.9



ANALYSIS :

We can find 6% says the best in the industry , 60 % says adequate , 24% of Says its general , 10% says its inadequate , 0% of highly dissatisfactory of satisfaction level in regular increments .

INTERPRETATION :

Regular increment is based on performance and experience in MANMUL . Majority number of employees says that they are satisfied with the regular increment provided in MANMUL .

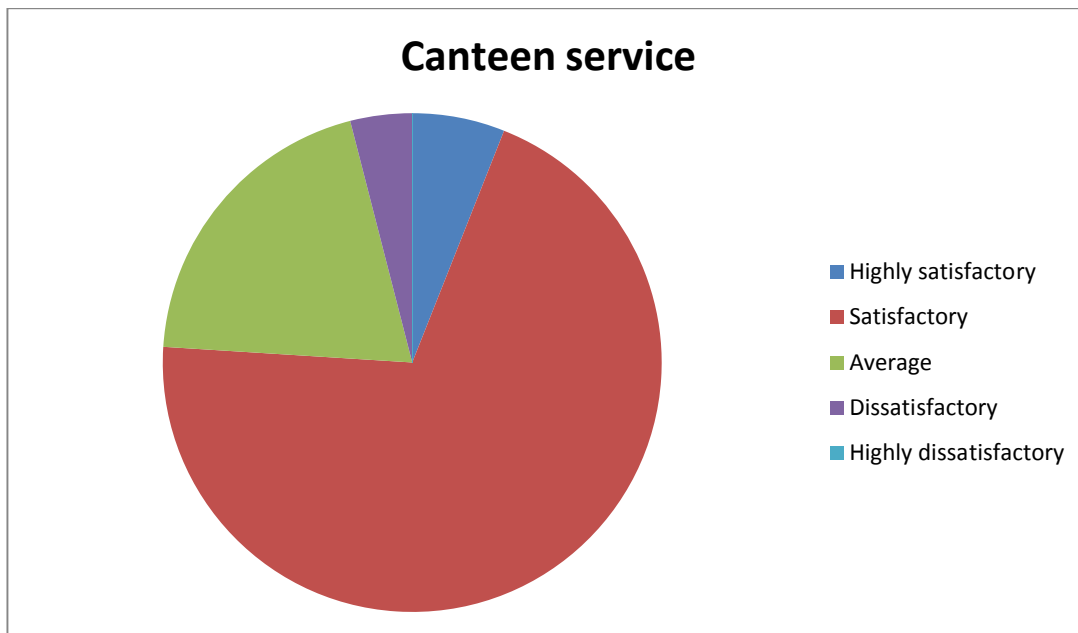
BQ10 Select your opinion about canteen service provided in MANMUL ?

Table 4.3.10

BO10	Opinion	No of responded	Percentage
I.	The best in the industry	3	6%
II.	Adequate	35	70%
III.	General	10	20%
IV.	Inadequate	2	4%
V.	The poor in the industry	0	0%
Total		50	100

Sources : Primary data

Chart : 4.3.10



ANALYSIS :

We can find 6% says the best in the industry , 70 % says adequate , 20% of Says its general , 40% says its inadequate , 0% of highly dissatisfactory of satisfaction level in canteen service .

INTERPRETATION :

Canteen facility is one of the important facility provided by the organization . The organization should provide good canteen facility to its employees and 70% of employees tells that they are satisfied with the canteen facility in MANMUL .

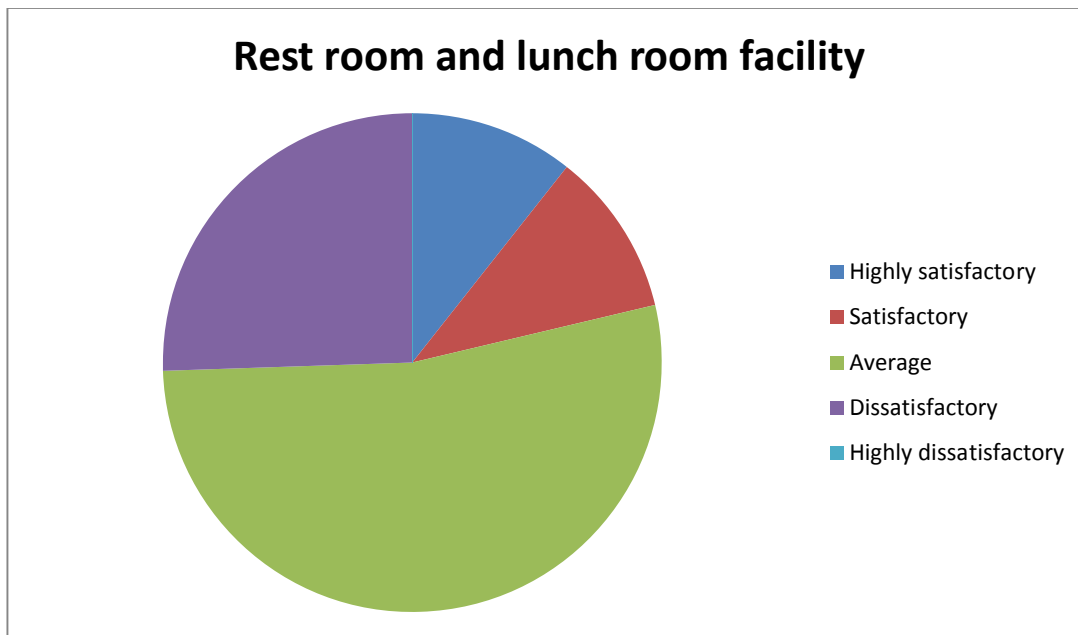
BQ11 Give your opinion towards rest room and lunch room facility provided in MANMUL ?

Table 4.3.11

BO11	Opinion	No of responded	Percentage
I.	The best in the industry	5	10%
II.	Adequate	5	10%
III.	General	25	50%
IV.	Inadequate	12	24%
V.	The poor in the industry	0	0%
Total		50	100

Sources : Primary data

Chart : 4.3.11



ANALYSIS :

We can find 10% says the best in the industry , 10 % says adequate , 50% of Says its general , 24% says its inadequate , 6% of highly dissatisfactory of satisfaction level in rest room and lunch room facility .

INTERPRETATION :

Rest room and lunch room facility should be given by the organization to its employees and only 10% of employees says that they are satisfied with the rest room and lunch room facility in MANMUL .

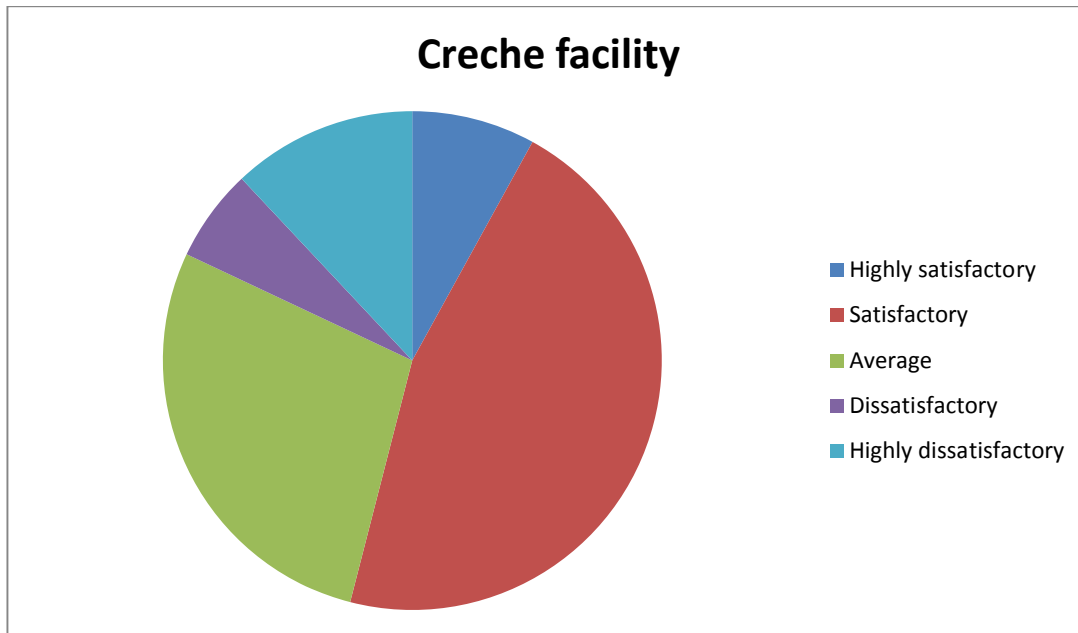
BQ12 Are you happy with the creche facility provided in MANMUL?

Table 4.3.12

BO2	Opinion	No of responded	Percentage
I.	The best in the industry	4	8%
II.	Adequate	23	46%
III.	General	14	28%
IV.	Inadequate	3	6%
V.	The poor in the industry	6	12%
Total		50	100

Sources : Primary data

Chart : 4.3.12



ANALYSIS :

We can find 8% says the best in the industry , 46 % says adequate , 28% of Says its general , 6% says its inadequate , 12% of highly dissatisfactory of satisfaction level in crèche facility .

INTERPRETATION :

Crèche is one of the facility given to the female employees to take care of their new born baby and we can find 46% of female employees are satisfied with it .

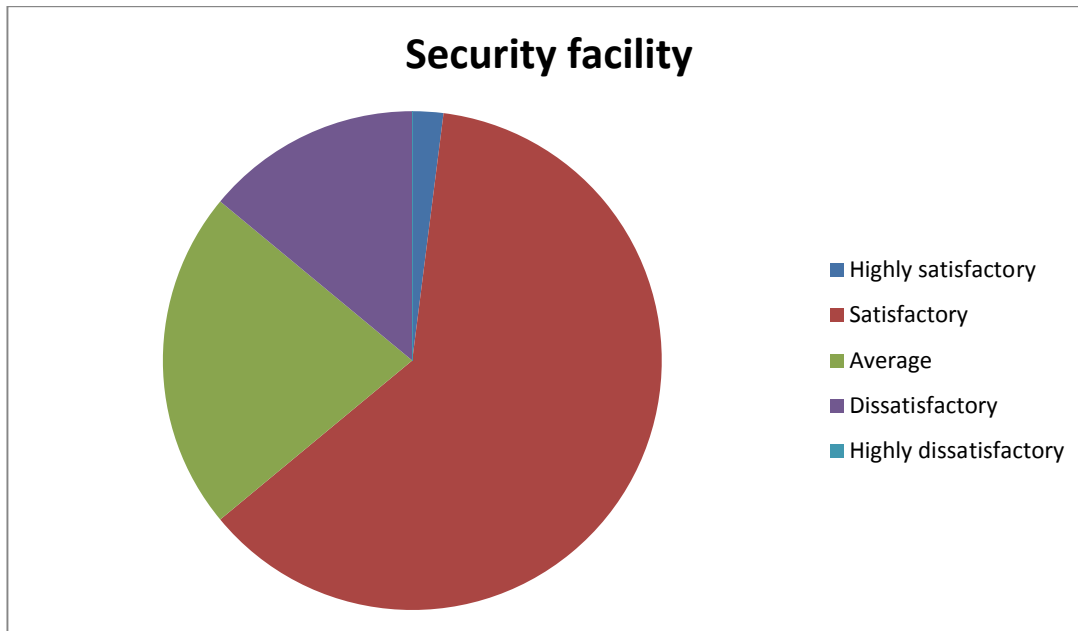
BQ13 Are you satisfied with security provided in MANMUL?

Table 4.3.13

BO13	Opinion	No of responded	Percentage
I.	The best in the industry	1	2%
II.	Adequate	31	62%
III.	General	11	22%
IV.	Inadequate	7	14%
V.	The poor in the industry	0	0%
Total		50	100

Sources : Primary data

Chart : 4.3.13



ANALYSIS :

We can find 2% says the best in the industry , 62 % says adequate , 22% of Says its general , 14% says its inadequate , 0% of highly dissatisfactory of satisfaction level in security facility .

INTERPRETATION :

Security is one of the important facility in which an organization should provide to its employees and we find employees are quite satisfied with it .

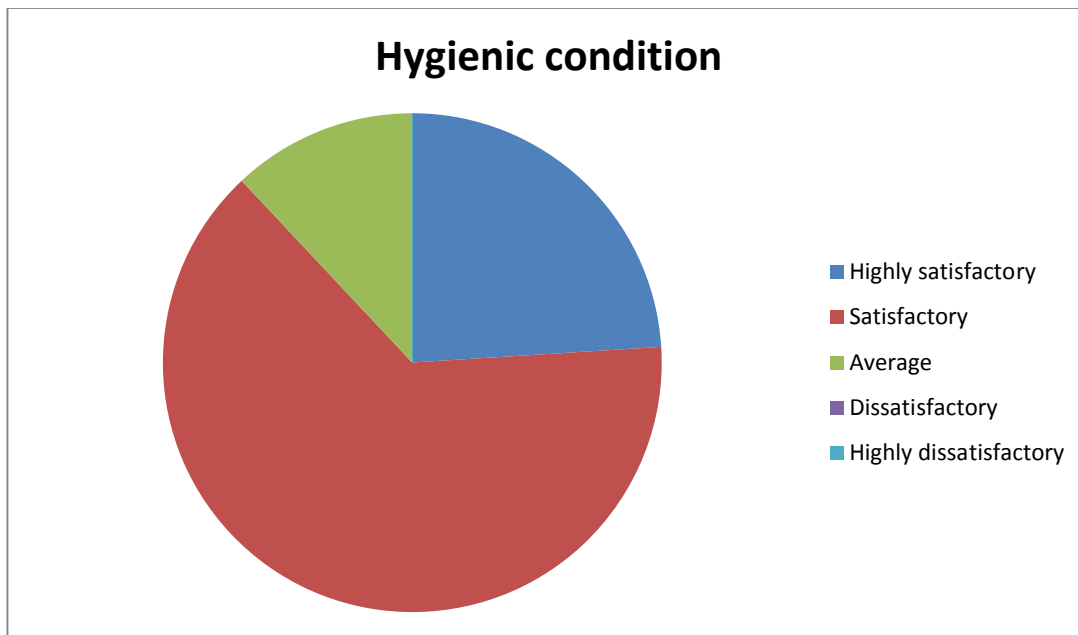
BQ14 How satisfied are you about the hygienic condition you observe around your work place ?

Table 4.3.14

BO14	Opinion	No of responded	Percentage
I.	The best in the industry	12	24%
II.	Adequate	32	64%
III.	General	6	12%
IV.	Inadequate	0	0%
V.	The poor in the industry	0	0%
Total		50	100

SOURCES : Primary data

Chart : 4.4.20



ANALYSIS :

We can find 24% says the best in the industry , 64 % says adequate , 12% of Says its general , 0% says its inadequate , 0% of highly dissatisfactory of satisfaction level in maintaining of hygiene in workplace .

INTERPRETATION :

Hygiene plays an important role in the organization . The organization should maintain hygiene in workplace and more than the 60 % of employees are satisfied with the hygiene condition of the organization

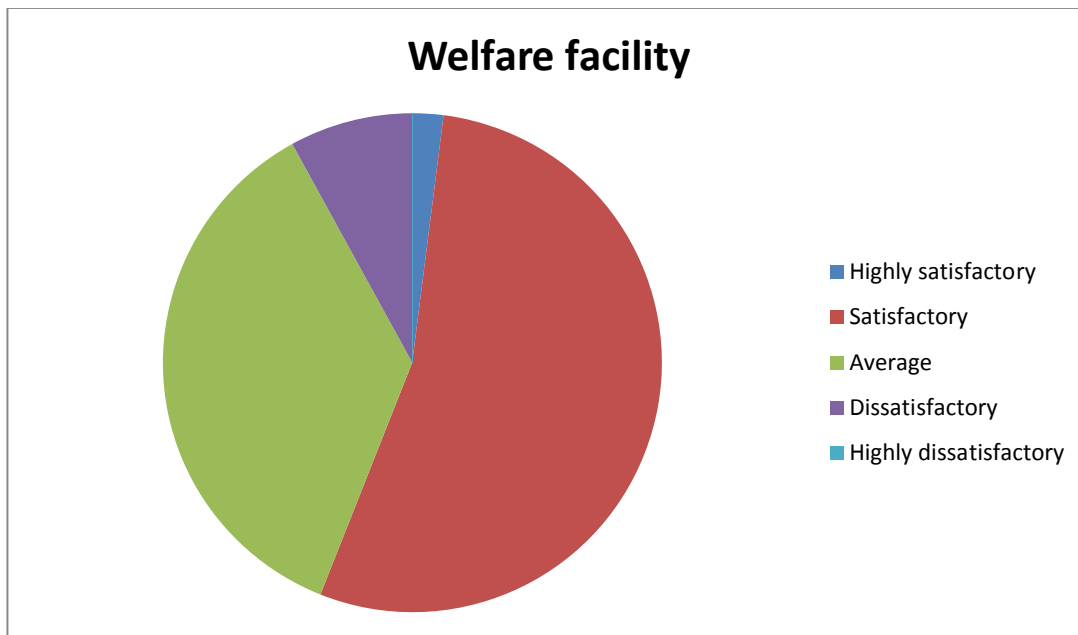
BQ15 Does the welfare benefits provided by the organization play a highly motivational?

Table 4.3.15

BO15	Opinion	No of responded	Percentage
I.	The best in the industry	1	2%
II.	Adequate	27	54%
III.	General	18	36%
IV.	Inadequate	4	8%
V.	The poor in the industry	0	0%
Total		50	100

Sources : Primary data

Chart : 4.3 15



ANALYSIS :

We can find 2% says the best in the industry , 54 % says adequate , 36% of Says its general , 8% says its inadequate , 0% of highly dissatisfactory of satisfaction level in welfare facility .

INTERPRETATION :

Satisfaction level of welfare facility plays an important role in the organization because only satisfaction of welfare facility helps them to give their best to the organization . Only half of the percentage of employees says that they are satisfied with the welfare facility .

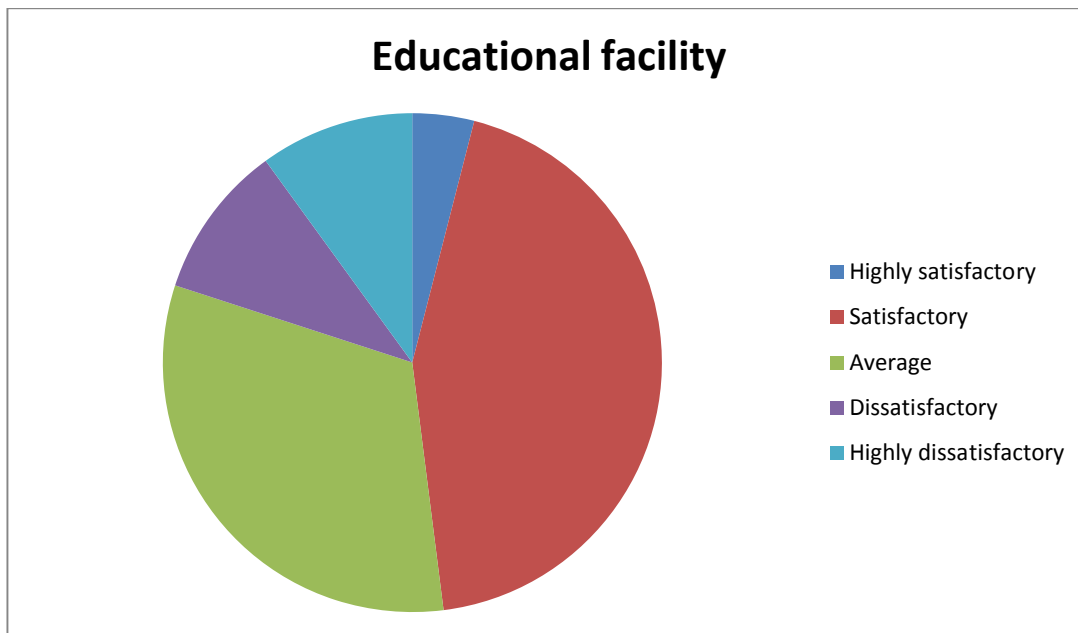
BQ16 Price the educational facility provided in MANMUL ?

Table 4.3.16

BO16	Opinion	No of responded	Percentage
I.	The best in the industry	2	4%
II.	Adequate	22	44%
III.	General	16	32%
IV.	Inadequate	5	10%
V.	The poor in the industry	5	10%
Total		50	100

SOURSCES : Primary data

Chart : 4.3.16



ANALYSIS :

We can find 4% says the best in the industry , 44 % says adequate , 32% of Says its general , 10% says its inadequate , 10% of highly dissatisfactory of satisfaction level in educational facility

INTERPRETATION :

Educational facility may be to their children of the employees which plays an important role in the organization. Only 44% of employees say that they are satisfied with the educational facility in MANMUL.

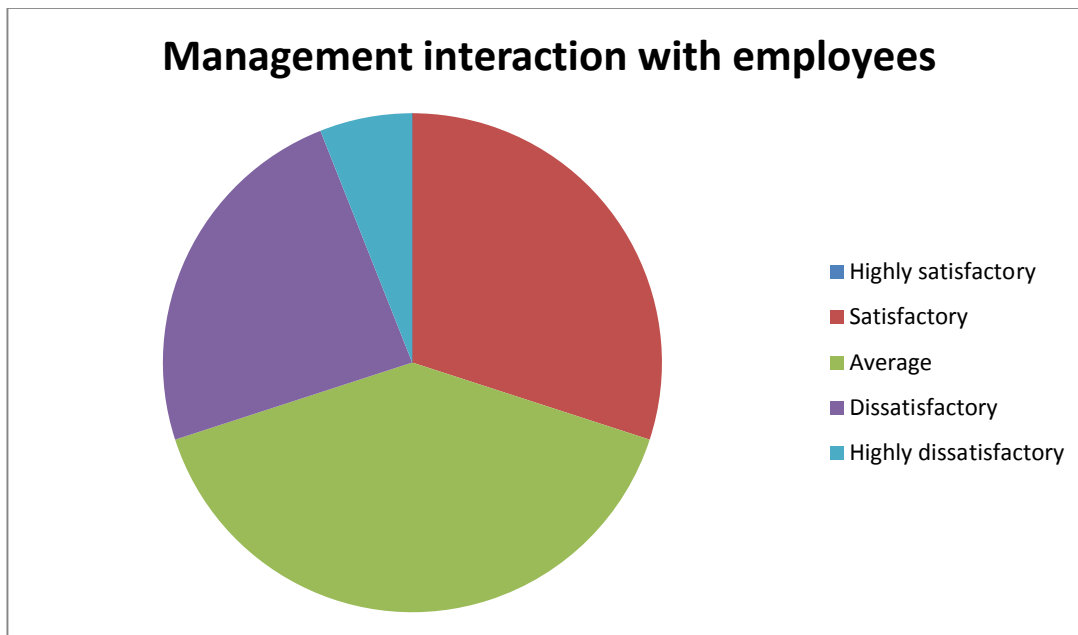
BQ17 Give your satisfaction quotient of top management interaction with the employees?

Table 4.3.17

BO17	Opinion	No of responded	Percentage
I.	The best in the industry	0	0%
II.	Adequate	15	30%
III.	General	20	40%
IV.	Inadequate	12	24%
V.	The poor in the industry	3	6%
Total		50	100

Sources : primary data

Chart : 4.3.17



ANALYSIS :

We can find 0% says the best in the industry, 30 % says adequate , 40% of Says its general , 24% says its inadequate , 6% of highly dissatisfactory of satisfaction level in management interaction with employees .

INTERPRETATION :

Management should take initiative to create good relationship with the employees because only good relationship of employees helps the organization to increase productivity of employees but only 30% of employees tell that they are satisfied with the interaction of top management.

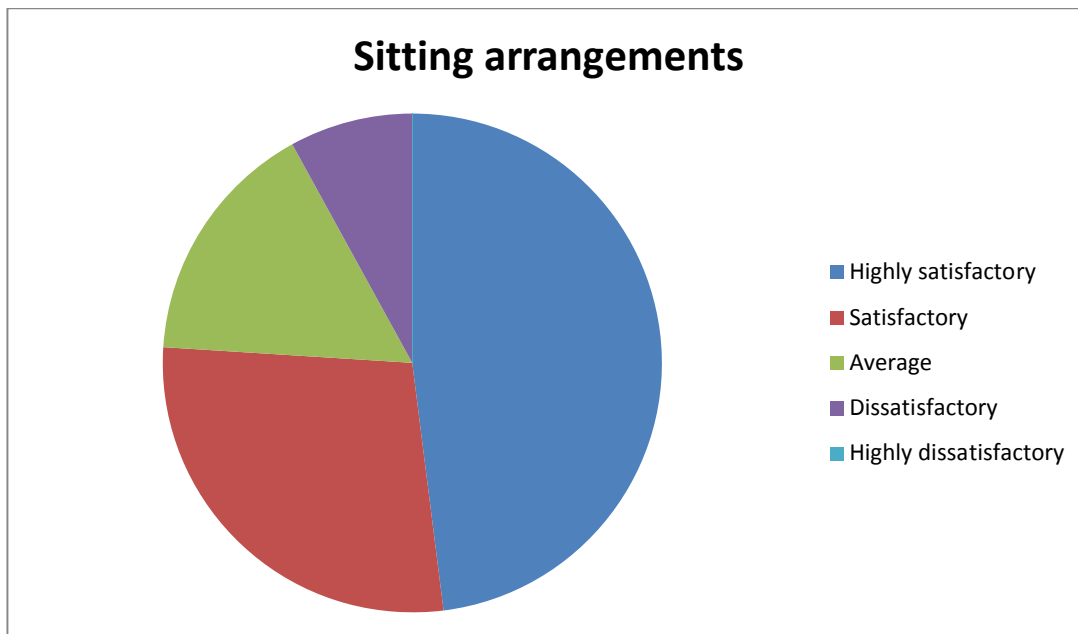
BQ18 How would you price the sitting arrangements in MANMUL ?

Table 4.3.18

BO18	Opinion	No of responded	Percentage
I.	The best in the industry	24	48%
II.	Adequate	14	28%
III.	General	8	16%
IV.	Inadequate	4	8%
V.	The poor in the industry	0	0%
Total		50	100

SOURCES : Primary data

Chart : 4.3.18



ANALYSIS :

We can find 48% says the best in the industry , 28 % says adequate , 16% of Says its general , 8% says its inadequate , 0% of highly dissatisfactory of satisfaction level in welfare facility

INTERPRETATION:

The management should provide sitting arrangement to those employees who has to spend their working with standing and we can find 48% of employees are highly satisfied with sitting arrangement in MANMUL .

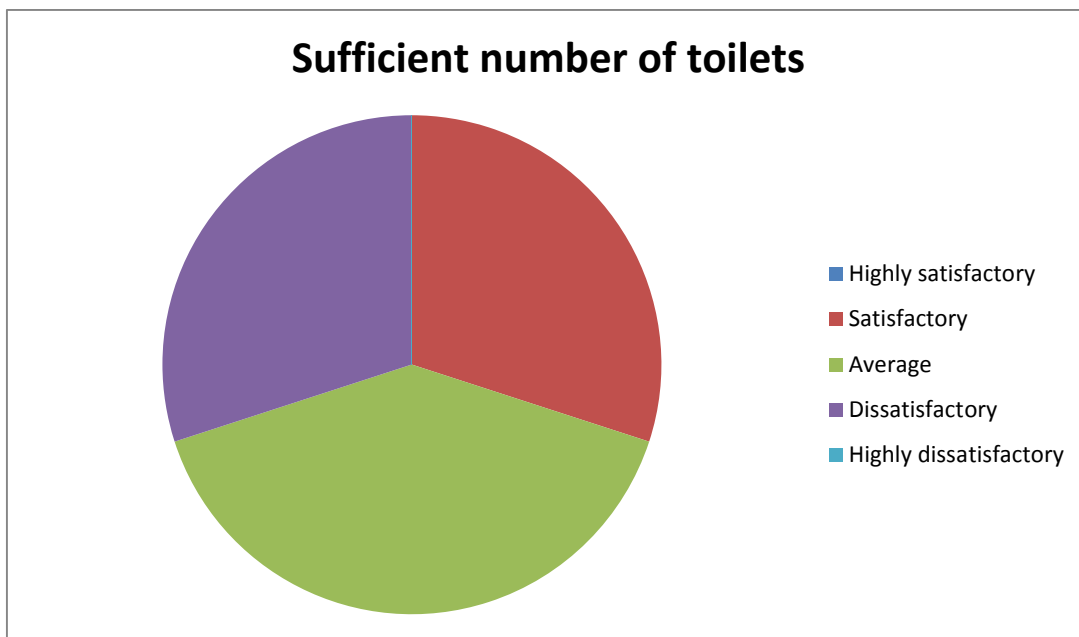
BQ19 Does the organization offers ample number of toilets , if so please rate it

Table 4.3.19

BO19	Opinion	No of responded	Percentage
I.	The best in the industry	0	0%
II.	Adequate	15	30%
III.	General	20	40%
IV.	Inadequate	15	30%
V.	The poor in the industry	0	0%
Total		50	100

SOURCES : Primary data

Chart : 4.3.19



ANALYSIS :

We can find 0% says the best in the industry , 30 % says adequate , 40% of Says its general , 30% says its inadequate , 0% of highly dissatisfactory of satisfaction level in sufficient number of toilets in MANMUL .

INTERPRETATION :

There should be toilet in each department of the industry and only 30% of employees are satisfied with it .

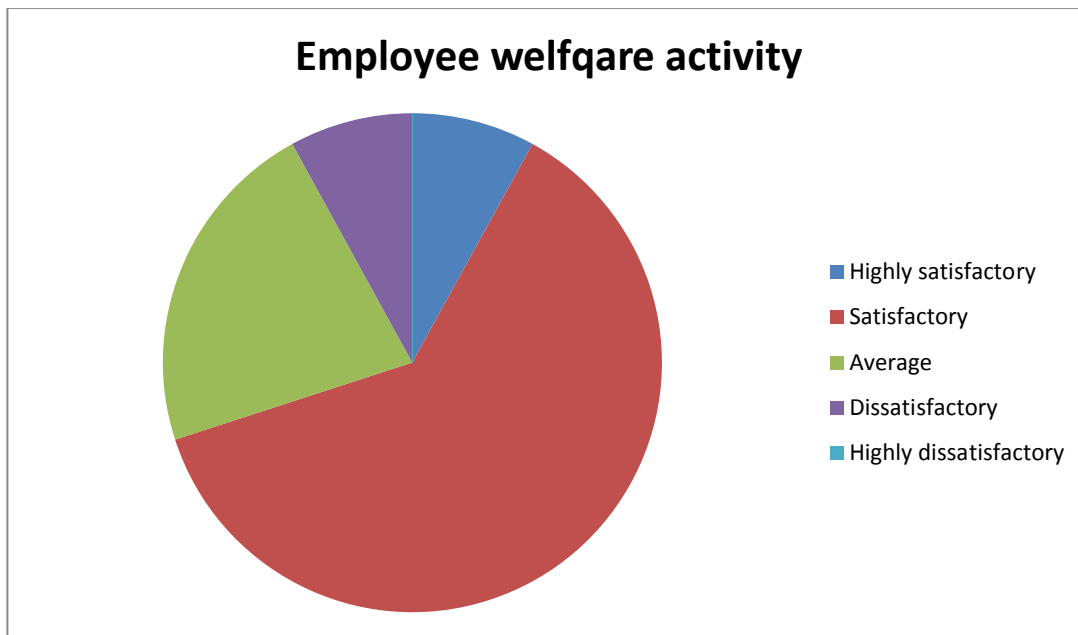
BQ20 Place your overall satisfaction quotient with employee welfare activities in MANMUL?

Table 4.3.20

BO20	Opinion	No of responded	Percentage
I.	The best in the industry	4	8%
II.	Adequate	31	62%
III.	General	11	22%
IV.	Inadequate	4	8%
V.	The poor in the industry	0	0%
Total		50	100

Sources : Primary data

Chart : 4.3.14



ANALYSIS :

We can find 8% says the best in the industry , 62% says adequate , 22% of Says its general , 8% says its inadequate , 0% of highly dissatisfactory of satisfaction level in employee welfare activity .

INTERPRETATION :

The satisfaction of employees in employee welfare activities is very important because it helps the organization to increase its productivity and the results from analysis shows that the employees are quite satisfied with the welfare activity .

4.4 Hypothesis testing :

Hypothesis 1 :

Ho : There is no significant relationship between overall satisfactory and motivational factor with employee welfare activities .

Table : Calculation of correlation (r) between satisfactory/ motivational factor and employee welfare activities .

Opinion	X	Y	Dx	Dy	Dx ²	Dy ²	Dxdy
The best in the industry	4	1	-6	-9	36	81	54
Adequate	31	27	21	17	441	289	357
General	11	18	1	8	1	64	8
Inadequate	4	4	-6	-6	36	36	36
The poor in the industry	0	0	0	0	0	0	0
Total			10	10	514	470	455

$$\bar{X} = \frac{\sum X}{n} = \frac{50}{5} = 10$$

$$\bar{Y} = \frac{\sum Y}{n} = \frac{50}{5} = 10$$

$$\text{Correlation } (r) = \frac{n \sum dx dy - \sum dx \sum dy}{\sqrt{[n \sum dx^2 - (\sum dx)^2][n \sum dy^2 - (\sum dy)^2]}}$$

$$\frac{[5 \times 455] - [10 \times 10]}{\sqrt{[5 \times 514 - (10)^2][5 \times 470 - (10)^2]}}$$

$$\frac{[2275 - 100]}{\sqrt{[2570 - 100][2350 - 100]}}$$

$$\frac{2285}{\sqrt{[2470][2250]}}$$

$$\frac{2175}{2357}$$

$$r=0.9228$$

There is a fairly high degree of positive correlation between employee overall satisfactory and motivational factor with employee welfare activities therefore conclude that in general employees are finding motivated and satisfied with employee welfare activity .

5.1 Findings :

- ❖ We can find 50% of employees have 0-5 years of experience in MANMUL .
- ❖ 50% of employees says that they are satisfied with the working environment .
- ❖ We can find 82% of employees are satisfied by medical benefits .
- ❖ We can find 64% of female employees are satisfied by with the maternity leave .
- ❖ Out of 100% of employees only 52% of employees are satisfied with working hours .
- ❖ 60% of employees says that they are satisfied with the conveyance allowance .
- ❖ Out of 50 respondents 23 employees are satisfied with overtime allowance .
- ❖ It was found that only 60% of employees are satisfied with leave policy .
- ❖ We can find 60% of employees are satisfied with the regular increment .
- ❖ Highest percentage of employees which about 70% of employees are satisfied with the canteen facility .
- ❖ Only average percentage of employee are satisfied with the rest room and lunch room facility .
- ❖ Less than 50% of employee are satisfied with the crèche facility .
- ❖ Satisfactory level pf security provided by the organization is 62%
- ❖ We can find 62% of employees are satisfied with the employees .
- ❖ 54% of employees feel motivational by employee welfare benefit .
- ❖ Only 40% of employees are satisfied with the interaction with the management .
- ❖ Less than 50% of employees are satisfied with the educational facility .
- ❖ 48% of employees are highly satisfied with the sitting facility .
- ❖ We can find only 30% of employees are satisfied with the toilet facility provided with the organization .
- ❖ 64% of employees says that they satisfied with hygiene maintained in the organization .

5.2 Suggestion :

- ❖ In my opinion company should provide some transport facility for reasonable charge because i found that the company is in mid of the rural area .
- ❖ The management can improve training facilities of employees .
- ❖ The management can provide washing , cleaning and drinking water facility by increasing more number of rooms on the usage of the employees .
- ❖ Organisational structure should provide incentives / reward for good performance among sales agent , employees for quality performance .
- ❖ It is found that 60% of employees are aware of the employee welfare measure the organisation should take initiative to improve the level of awareness of labour welfare scheme .

5.3 Conclusion :

Employee welfare plays an important role in the organisation . It also improves the productivity of the company when organization provides welfare facilities to the employees which encourages them to give their best to the organisation.

Employee welfare is a part of expectation that employees have and it represent the organization. Employee welfare measure is one of the important measure compare to any other measures when these measure are not provide by the organization the employees self interest and motivation will decline automatically.

Thus i can say that the satisfaction of employees' welfare facility is important because it increases the efficient and effort working of the organization.

The study clearly shows that the factor influencing the satisfaction with the welfare measure will be based on information collected from the employees. The facilities provided by the organisation will be considered as the welfare measures. It is found that employee's satisfaction with the welfare measures is not dependent either on age or their length of service in the organisation.

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Annexure :

Name :

Age :

1) From how many years you are working in MANMUL ?

- a) 0-5 years
- b) 5-10 years
- c) 10-15 years
- d) More than 15 years

2) Give your ranking towards the working environment in MANMUL?

- i. The best in the industry
- ii. Adequate
- iii. General
- iv. Inadequate
- v. The poor in the industry

3) Rank the medical benefit provided in MANMUL for the employers and their families ?

- i. The best in the industry
- ii. Adequate
- iii. General
- iv. Inadequate
- v. The poor in the industry

4) Are you satisfied with the maternity leave to Female Employees ?

- i. The best in the industry
- ii. Adequate
- iii. General
- iv. Inadequate
- v. The poor in the industry

5) How do you price the working Hours in MANMUL?

- i. The best in the industry
- ii. Adequate
- iii. General
- iv. Inadequate
- v. The poor in the industry

6) Rank the Conveyance Allowance offered in MANMUL?

- i. The best in the industry
- ii. Adequate
- iii. General
- iv. Inadequate
- v. The poor in the industry

7) Place the overtime allowance offered in MANMUL?

- i. The best in the industry
- ii. Adequate
- iii. General
- iv. Inadequate
- v. The poor in the industry

8) Give your opinion towards the leave policy in MANMUL ?

- i. The best in the industry
- ii. Adequate
- iii. General
- iv. Inadequate
- v. The poor in the industry

9) Tick your satisfaction quotient with the regular increments provided in MANMUL ?

- i. The best in the industry
- ii. Adequate
- iii. General
- iv. Inadequate
- v. The poor in the industry

10) Select your opinion about canteen service provided in MANMUL?

- i. The best in the industry
- ii. Adequate
- iii. General
- iv. Inadequate
- v. The poor in the industry

11) Give your opinion towards rest room and lunch room facilities provided in MANMUL for employees?

- i. The best in the industry
- ii. Adequate
- iii. General
- iv. Inadequate
- v. The poor in the industry

12) Are you happy with the Creche facility provided in MANMMUL?

- i. The best in the industry
- ii. Adequate
- iii. General
- iv. Inadequate
- v. The poor in the industry

13) Are you satisfied with security facility provided in MANMMUL?

- i. The best in the industry
- ii. Adequate
- iii. General
- iv. Inadequate
- v. The poor in the industry

14) How satisfied are you about the hygienic condition you observe around your work place ?

- i. The best in the industry
- ii. Adequate
- iii. General
- iv. Inadequate
- v. The poor in the industry

15) Does the welfare benefits provided by MANMMUL play a Motivational factor ?

- i. The best in the industry
- ii. Adequate
- iii. General
- iv. Inadequate
- v. The poor in the industry

16) Price the educational facility provided in MANMMUL ?

- i. The best in the industry
- ii. Adequate
- iii. General
- iv. Inadequate
- v. The poor in the industry

17) Give your satisfaction quotient of top management interaction with the employees ?

- i. The best in the industry
- ii. Adequate
- iii. General
- iv. Inadequate
- v. The poor in the industry

18) How would you price the sitting arrangements in MANMUL ?

- i. The best in the industry
- ii. Adequate
- iii. General
- iv. Inadequate
- v. The poor in the industry

19) Does the organization offers ample number of toilets if so please rate it ?

- i. The best in the industry
- ii. Adequate
- iii. General
- iv. Inadequate
- v. The poor in the industry

20) Place your overall satisfaction quotient with employee welfare activities in MANMUL?

- i. The best in the industry
- ii. Adequate
- iii. General
- iv. Inadequate
- v. The poor in the industry



ACHARYA INSTITUTE OF TECHNOLOGY
DEPARTMENT OF MBA
INTERNSHIP WEEKLY
REPORT(16MBAPR407)

Name of the Student: Anusha Preeti Mathias

Internal Guide: Mr Bhanukrishna V













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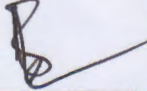

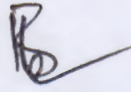


Specialization: Finance & HR

Title of the Project: Employee welfare

Company Name: MANMUL

Company Address: Gejjelgere Mandya 571401

Week	Work undertaken	External Guide Signature	Internal Guide Signature
15-01-18 to 20-01-18	Introduction About TIEI and its Operation		1 
22-01-18 to 27-01-18	Learning about different operations and products by TIEI		2 
29-01-18 to 03-02-18	Orientation and gathering information about the growth of the company		3 
05-02-18 to 10-02-18	Analysis of the position of the company		4 
12-02-18 to 17-02-18	Research Problem Identification		5 
19-02-18 to 24-02-18	Population of the Research instrument for data collection		6 

26-02-18 to 03-03-18	Theoretical background of the study		7 
04-03-18 to 10-03-18	Data collection and Data analysis		8 
12-03-18 to 17-03-18	Interpretation of data gathered during the survey		9 
19-03-18 to 24-03-18	Final report preparation and submission		10 

HOD

