



ACHARYA INSTITUTE OF TECHNOLOGY

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

Date: 18/05/2018

CERTIFICATE

This is to certify that **Mr. Naveen Kumar** bearing USN **1AZ16MBA42** 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 Towards an Employee to Enhance Job Satisfaction at JSW Pvt. Ltd, Bellary**” is prepared by him under the guidance of **Prof. Monica M** 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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Soldevanahalli, Bangalore-560 107

Signature of Principal
PRINCIPAL

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TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Naveen Kumar (USN: 1AZ16MBA42)** student of **MBA (Finance & HR), Acharya Institute of Technology, Bangalore, Karnataka** has successfully completed his Internship and Project Work titled **"Employee Welfare Measures Towards An Employee to Enhance Job Satisfaction"** in our organization from **15 January 2018 to 24 March 2018.**

He took keen interest in the work assigned to him. His conduct and behaviour was found good.

We wish him success in all his future endeavours.

Date: 24 Mar 2018


Sourav Bagchi
Sr. Officer (HR)



ACKNOWLEDGEMENT

I would like to thank my people who have helped and supported me while doing my Project report and work.

There is not enough word to offer vote of thanks to Dr. Nijaguna G, Head of the Department of MBA, AIT, Bangalore Dr Sharana Basava.C Pilli Principal, AIT Bangalore and Dr Mahesha.K Dean Academic, Bangalore for his help in initiating the project report in advance for the regular motivation, my guides Asst Prof. Monica M faculty of MBA Department, AIT Bangalore and Achutha Raghav. Senior HR Manager- JSW Ltd for their admirable help, suggestions and opinions on the contribution during and after the project report period. I would also like to thank Sourav Bhagachi Sir, HR Manager at JSW Ltd for giving me the permission to carry my project work.

Place: Bellary

Date:



Naveen Kumar

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EXECUTIVE SUMMERY:

Employee welfare is a process taking actions to encourage and motivate workers in the organization. It is process in which the employees of the organization are engaged to stay for a long run. There are various factors that affect the employee welfare. Several employee welfare strategies have been implied in order to motivate and encourage the employees to continue with the organization for many years.

Employees of today are very different. They tend not to miss opportunity, if they are Dissatisfied with their present job, they tend to change it to the next job which has better Prospect and future. Thus, it is the responsibility of the management to retain the potential Employees. A good management to know how to engage attracts and retain employee in the organization. The Research aims at studying Employee welfare measures at JSW and assesses their satisfaction towards employee welfare and determines how employee welfare has impact on performance of the employees with the sample of 50 drawn using simple random sampling. The research proves that the Overall satisfaction and performance influenced by Employee welfare measures/activities at JSW.

Chapter-1

INTRODUCTION

1.1 Introduction About the Project:

Steel is very important for the development of a modern economy. The per capita steel consumption level is considered as important indicator of the level of socio-economic growth & an important indicator of the living standards of the people in the country.

This is large & technologically complex industry with strong backward links in material flows & revenue generation. All major industrial economies are characterized by the strength of the iron and steel industry, many of which are largely influenced by the early stages of the development of the steel industry. The new factory also brought greater regional dispersion and eased important domestic supplies in the western region. At the same time, the domestic steel industry faces new challenges. Some of them are related to trade barriers in developed markets & structural problems in domestic industries because of the high cost of commissioning new projects. Domestic demand is below important levels.

The project plan aims to provide an opportunity to consolidate the theoretical basis through practical experience. A major component of this experience is the formation of professional attitudes. Through the internship program, we should be able to master transitional skills such as communication skills, interpersonal skills, technical skills, teamwork skills, management skills and problem solving skills. Last but not least, we can explore our interest in future career development.

At JSW, we develop and improve our business. Innovative thinking and guidance from the best managers in the country will help foster any career aspirations we may have. JSW aims to provide us with a comprehensive experience that helps us understand our strengths and weaknesses. If we are studying and have passion, courage and speed of thinking in the manufacturing industry, the opportunities they provide may be exactly what we are looking for.

We will develop our skills, encourage us to convey our creativity, and be guided by some of the best minds in the industry, and benefit from understanding the dynamics of manufacturing and India's largest and fastest growing steel group.



1.2 INDUSTRY PROFILE:

Steel is crucial to modern economic development and is considered the backbone of human civilization. Steel consumption per capita is considered to be an important indicator of the level of socio-economic development and standard of living of people in all countries. This is a large, technologically complex industry with strong front & rear links in logistics and revenue generation. The characteristics of all major industrial economies are the strengths of the steel industry, which is mainly influenced by the early development of the steel industry. The steel industry has taken a leading position in industrial liberalization and has made considerable progress. The new Greenfield plant represents the latest technology. Increased output, increased value of Chinese industry, and increased exports have increased integration with the global economy. The new plant also has greater regional dispersion and mitigates new challenges facing the domestic steel industry. Some of them include trade barriers in developed markets and certain structural problems in domestic industries. This is mainly due to the high operating costs of new projects. In addition, domestic demand did not improve significantly. The touchstone of the steel industry will overcome these difficulties and remain competitive globally.

Steel was discovered in Han dynasty from 202 BC to AD 220. Before steel was a very important metal, it was used around the world. Iron has been widely used in all parts of this age for a few thousand years before Christ called "Iron Age". But as time and technology change, people can find materials that are stronger and harder than steel. There are some drawbacks to the use of iron, but iron and carbon alloys meet everything that iron can not. The Chinese were more steel than steel, so they invented steel and it might be better to produce them.

Compared to the last decades, the global steel industry is at the top of its current position. Prices continue to rise. Steel demand is expected to increase sharply over the next few years. The share of the steel industry is also high. The steel industry enjoys an increase in demand and supply for six consecutive years. Countries such as China, Japan, India and Korea are among the leading steel producers in Asia. China accounted for one-third of the total 419 million tons, followed by Japan with 918 million tons, India with 5.3 billion tons, and South Korea with 4.9 billion tons, accounting for more than 50% Occupies. In addition to this United States, Brazil and the United Kingdom accounted for a major part of overall growth.

Steel has always been an important ingredient in the world's development. The most important construction and manufacturing machine tools, such as runways, wires, angles, rods, rods, etc., are made of all steel. Because it is characterized by rigidity and rigidity. Until now, when steel alloys were not found, iron was used for purposes, but iron is generally flat and not strong against corrosion. Steel is a very popular alloy in the world. Every countries need steel for infrastructure development and overall development.

Steel has various grades over 2000, but it is divided into steel-flat steel and long steel depending on the type of steel produced. The size of the steel plate is generally 10 ~ 200mm and the size of thin rolled products is 1 ~ 10mm. Steel platforms are mainly used in construction, shipbuilding, pipeline & boiler applications. Steel long products include long bars or steel bars made of sponge iron. Steel long products require the production of concrete, blocks, rods, tool gear and engineering products.

After independence, successive governments placed great importance on the development of Indian steel industry. In FY1995, five of the six major factories produced 10 million tons in the public sector. The remaining steel production in India is 4.7 million tonnes in nearly all 180 small-scale factories in the private sector. India's steel production doubled in the 1980s but did not meet the demands of the mid-1990s. The government is seeking private investment in new steel mills.

Production of the Targir Steel production facility in Jamshedpur in Bihar in December 1911 is the start of the modern steel industry in India. Independence and India produced 125 million tons of crude steel in 1947. The Indian government decided to establish four integrated steel mills in Rourkela, Durgapur, Bhilai and Bokaro after the independence and five-year plans began. The Bokaro plant was licensed in 1972.

1.3 COMPANY PROFILE:

JSW Steel Co., Ltd. is the flagship company of the JSW Group with more than US\$11 billion. JSW Steel is one of the leading integrated steel manufacturers in India with a production capacity of 18 MTPA. It is one of the fastest growing companies in India and has footprints in more than 140 countries. Its factory is located in 6 strategic locations in southwestern India. JSW Steel continues to increase the bar level with its high quality and diverse product range.

JSW Steel's business vision is centered on sustainability. They realize that only through the creation of sustainable development. JSW Steel is a pioneer company that uses innovative technologies to keep them in a leading position. Not that they only provide India's most extensive product portfolio, they also further use their capabilities to customize products to meet customer expectations.

The JSW strategy has always been at the forefront of technological advancement and has established cooperative relationships with leading global companies such as JFE Steel, Marubeni Itochu Steel, Praxair and Sever Petro soft.

With a strong focus on innovation and R&D, JSW Steel is recognized globally as a supplier of high-end value-added steel. Nearly 40% of their products today are high-value steels. They intend to increase this figure to 50%. Nearly one-fifth of their products are export products. They are India's largest exporters of coating products and operate in more than 100 countries around the world.

Table 1.1 Basic information about company

Type	Limited Company
Industry	Steel
Founded	1982
Founder	Sajjan Jindal
Headquarters	Mumbai, Maharashtra, India.
Area Served	World wide
Key people	Sheshagiri Rao.MVS, Dr. Vinod Nowal
Products	Steel, Flat steel product, long steel product, wire products, plates products plates.
Revenue	571.68 billion (Indian rupee) US\$8.8 billion 2016-17 year
Profit	
No. of employees	11103
Parent	JSW Group
Website	www.JSW.in
TRADE AS	BSE 500228 NSE JSW steel

1.4 vision, mission and quality policy

Vision

Global recognition for Quality and Efficiency while nurturing Nature & Society

Mission

Supporting India's Growth in Core Economic Sectors with Speed & Innovation.

Core Values

Transparency

Strive for Excellence

Dynamism

Passion for Learning

Safety Value for Life

Developing a Vision, Mission & Core Value statement is a serious business. It takes time and commitment.

Step 1

Based on the guidelines of JSW strategy workshop, a committee was formed comprising of leaders of JSW Group companies.

Step 2

Committee taking inputs from all the stakeholders formulated a draft Vision, Mission & Value statements.

Step 3

Vision, Mission & Value statements revised after review of the draft in the HOD meet.

Step 4

Vision Mission & Value Statements are communicated to all the employees & stakeholders.

JSW's Vision

Global recognition for quality and efficiency while nurturing nature & society.

JSW's Vision Explained

Quality

We believe in producing quality products not quantity. □ It symbolizes competitiveness and brings recognition. □ We aspire to market value added quality products and exceed customer expectations. □ innovatively strive to create Brands which are propelled by superior products. □ We want to produce for all the strata's right from the higher end to the bottom most pyramids.

We aspire to see JSW in all the applications and construction work.

The purpose is to use JSW Steel in every part of life and build a brand image in International Arena.

Be it construction, housing, infrastructure, automobiles, white goods, we aspire to be everywhere.

Efficiency

Everyone perceives growth differently.

JSW family has its own definition of efficiency.

“We aspire to make our presence globally by building volumes and promoting nation's growth by building Greenfield Steel Plant across the nation. We are making optimum utilization of the natural resources of India thereby creating value addition down the line”.

We aspire to be a giant organization with the total Steel producing capacity of 40 MT by the year 2020.

JSW's Mission

“Supporting India’s growth in Core Economic Sectors with Speed & Innovation”

JSW's Mission Explained

Supporting India’s growth in Core Economic Sectors with Speed & Innovation

Speed & Innovation

JSW group has constantly contributed in Nation Building by strengthening the economy and setting its own pace through strategic planning, creative thinking, meetings all the challenges and incorporating a process that ensures the identified program of action.

JSW's Core Values

“Corporate Values that provides actionable directions”

1 .TRANSPARENCY

Openness and transparency are paramount. Engage in transactions, operations, or interaction with stakeholders. We will implement fair and transparent management and develop relationships of trust with stakeholders.

2. STRIVE FOR EXCELLENCE □ we strive as a team to exceed the expectation of our stakeholders, both internally and externally.

We take initiatives to seize opportunities, seek solutions.

3. DYNAMISM

We constantly assess and refine our systems and processes to improve performance with leadership, in our actions with determination.

Dynamism for us means the courage to shape a better future, empowerment of employees to take actions and decisions.

We are committed to set standards for teams. We have a system of creating, capturing and processing the ideas.

To innovate, to benchmark, and to deliver values beyond expectations.

To improve in the face of all sorts of pressures and constraints.

E.g.: Even at the point of economic downturn, JSW has excelled beating the challenges. The main achievement was the commissioning of Blast Furnace III.

4. PASSION FOR LEARNING

We are passionate about our goal of bringing innovative products to the market place.

The robust knowledge sharing culture in the company helps add value to the organization.

We have a 'Can Do' attitude and believe in transforming dreams into realities.

JSW Quality Policy:

Quality Management System (Iso-9001) JSW shall strive for continual improvement and innovation in our integrated steel plant operations for quality products and services in a healthy and eco-friendly work environment; including hazard identification and risk management and create a niche in national and international markets.

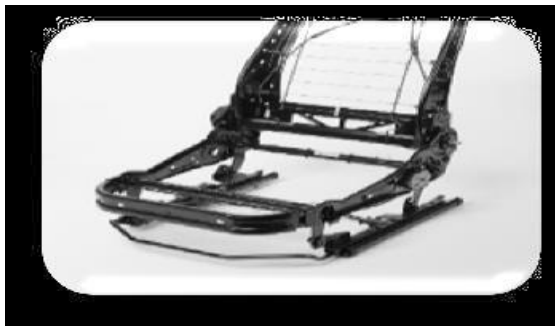
1.5 Product Profile:

1. S700MC (HR)



Bus/Truck Long Member

HSLA (CRCA)



Car Seating Tracks



SAE 4122(Alloy Steel)



Integral Gear/ Helical Gear

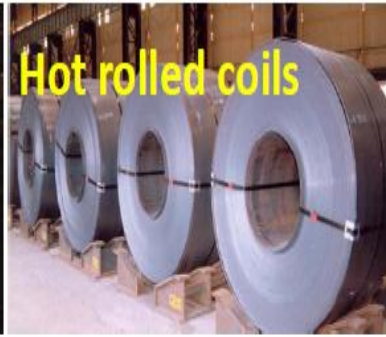
94B17(Alloy Steel)



Crown Wheel



Hot slabs



Hot rolled coils



Wire rods



Cold rolled



Special steel



Galvanised sheets



Hot rolled



Colour Coated Steel



TMT Bars



Pre-Painted

Raw Materials Handling System:

The RMHS is designed to handle Iron ore, Pellets, Non Coking coal, Coking coal, Coke, limestone Dolomite, Quartzite and Manganese Ore. The major equipments Wagon tippers, Stacker- cum- Reclaimers and Barrel Recamier. There are two units in RMHS, the first serving the needs of 4 mtpa and the second one for the 10 mtpa facilities which includes base mix(prepare feed to Sinter plant 2,3 & 4)

Pellet Plants:

We have 2 Pellet Plants, PP1 rated capacity 5.0 MTPA, PP2 rated capacity 4.2 MTPA and the pellet size range from 8 to 16 mm. The major units are Dryers, Ball Mills, Pelletisers of 7.5m dia, Indicating furnace, Electrostatic Precipitator and water Re-Circulation System.

Pellet plant II is a wet process where in it use the filtrate material (with moisture <10%) as a feed (from Beneficiation Plant II).

Sinter Plant:

JSW Steel Plant has 4 Nos. Sinter Plants. SP I & II are each of 2.3 MTPA capacity, Sinter III is of S.75 MTPA Sinter IV is of capacity 2.60 MTPA to produce suitable agglomerates for iron production SP I, II III & IV were commissioned in August 2006, August 2008, Mar 2011 & 2012 in that order .

Coke Oven:

JSW has both recovery and non-recovery type coke making facilities. The total installed capacity of non-recovery type coke making facility is 1.20 mtpa. Coke oven 1 has 139ovens, and Coke oven 2 has 140 ovens. The salient features of non recovery coke making are the waste heat recovery for power generation.

Coke oven III & IV is recovery type coke oven with installed capacity of 1.48mese MTPA& 1.90MTPA respectively. Coke Oven III has four batteries each of 56 ovens and coke oven four has four batteries each of 72 ovens. The salient features of recovery type coke ovens is extraction of value added products like Coal Tar, Ammonia & Sulphur.

Blast Furnace:

There are four Blast Furnaces at JSW. BF.1 of 1250 cubic meter and a capacity of 1.8 MTPA and was commissioned in a record time of 17 months 19 days from zero date in Aug 2004, second Blast Furnace of 1680 cubic meter and a capacity of 1.4 MTPA has been commissioned in August 2006 & Blast furnace 3 & 4 of 4019 Cubic meter & and a capacity 3.3 MPTA each has been commissioned in Feb'2009 & Jul'2011 respectively.

Corex Plant:

The Corex consists of C-2000 modules (2 No's) with a capacity of 1.6 MTPA. Major auxiliaries of plant are Coal Blending Station, Coal Drying Plant, Stock House, Water Re circulation system, Gas Cleaning System, and Slag Granulation Plant. The salient technical circulation features are use of non-coking coal and generation of COREX gas which is used as the main fuel with in the steel plant as well as for power generation.

Basic Oxygen Furnace (BOF) Shop:

The BOF shop's rated capacity is 12.6 MTPA liquid steel and has seven converters in two shops, SMS-1 and SMS-2. The column size of SMS1 is 130 tons and the tap-tap time is 45 minutes and 50 minutes. Major equipment include hot metal desulfurization equipment, basic oxygen furnace (converter), scrap yard, ladle preparation and handling bay, ladle refinery, gas cooling and washing plant and water recirculation system. Significant technical features include: pre-treatment of high temperature metals; chemical and thermal control of BOF in ladle furnaces; bottom stirring in temperature control; automated container laboratories for rapid analysis of bath samples; converter lining using converter gas fuels and slag splash systems; improved lifetime. SMS-3 consists of Electric Arc Furnace and Blunt Caster with 1.5MTPA.

BarRod Mill (BRM):

BRM1 Rated capacity of 0.9mt capable of rolling Rebar in the range 8mm to 32mm, Angle, RCS, etc. This is the first 3 stranded mills to be installed in India. M/s Morgan is the technology supplier of both the Long Product Mills, BRM2 Rated capacity to 1.2mt to process the cast products from SMS-3

Cold Rolling Mill (CRM):

The CRM1 complex with a capacity of 1 MTPA was commissioned in 2007, The CRM complex is focused on the value added products geared towards automobile and white goods industry. The major units are Continuous pickling line, 6 Hi twin strand cold compact mill Electrolytic cleaning line, Batch Annealing, Accumulator, Stress relieving & 4 Hi Skin pass mill, Re-coiling line & Auto packing line. The CRM2 complex with a capacity of 2.3 MTPA Was commissioned in 2013. Annealing and Coating Line: Silicon steel, also called laminated steel are transformer steel is especially steel tailored to produce certain magnetic properties Such as small hysteresis area and high permeability. They form the laminated cores of transformers and the stator and rotor parts of electric motors.

78Waste Management:

JSW not only has an accreditation to ISO 14001, but believes in going beyond statutory compliance. Steps such as continual improvement through EMS and Resource conservation as well as ensuring No Smoking chimneys and a Zero effluent discharge has helped us in our journey towards a clean and green environment. JSW ensures a high waste utilization of 86% and has made extensive investment in pollution control to the tune of 7% of capital investment. We believe in Waste Identification, Segregation & Eco friendly disposal of waste oil & lead acid batteries to authorized re-processors. Our commitment to a pollution free environment can be gauged from the following steps like Vacuum Cleaners for roads – in plant & township, Re-use of blowdown water in dust suppression system & greenbelt development (more than 1.63 million trees has been planted), sludge utilization in pellet plant, briquetting of lime fines & its use in BOF and covering Raw Material trucks / wagons by tarpaulins

Our Future Aspirations:

As JSW forges ahead with renewed vigor the future offers limitless possibilities. The group has set for itself ambitious targets and plans to augment production to reach 16 MTPA by 2025 with addition of 4.30 MTPA Blast Furnace (5700 Cubic Meters) with matching Convertors & casters, 1 No Sinter plants (5.75 MTPA), 2.30 MTPA Coke oven & other auxiliary units. The challenges are enormous and the group has the trained manpower and resources to achieve it.

DRI Plant:

The DR Plant consists of a 7.15m diameter Mixer shaft furnace with gas recycling and treatment facilities.

Continuous Casting Plant (CCP):

Eight slab casters & to billet are currently under operation at JSW. 2nos. Caster of 220mm X 800 to 1300mm with max casting speed of 1.8 mn, third caster is of 220 X 1600mm, Three caster in sms 2 are of thickness 220/260mm X 1000 to 2200mm width and one eight stand billet caster of 165 X 165mm square. All casters consolidate to a total of 13.0MTPA.

The main units of the CCP are casting drums, gauge torch cutting devices, marking machines and water recirculation systems. The quiet technical characteristics of the mist cooling are that the interval from 1 to 15.

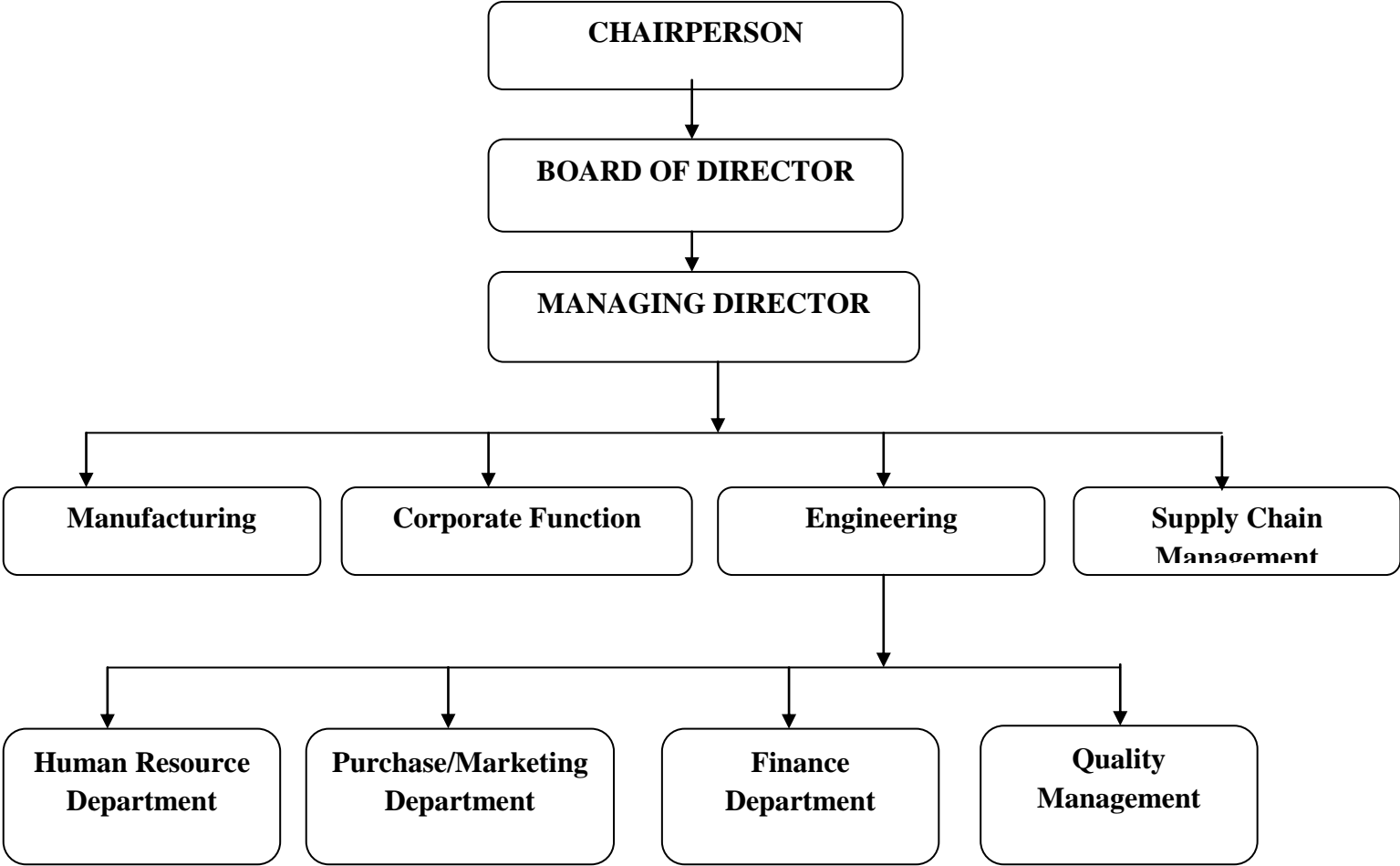
Hot strip Mill (HSM):

The rated capacity of the HSM I is 3.20 MTPA & HSM 2 is 5.0 MTPA of the hot rolled coils. The major units are walking beam reheating furnace, reversing roughing stand, coil box, high finish stands, down coils, roll grinding, and water re circulation system. The salient technical features are high pressure de scaling (180 c) AGC control in 3 finishing stands, work roll bending, online thickness & width gauge, roll bite lubrication system and on line marketing system.

Wire rod Mill:

Rated capacity of 0.6 MT and is considered to be fastest mill in India (110 m/s). It is capable of rolling the wire and rebar in the range of 5.5 mm to 22 mm dia. Equipped with the latest equipments like reducing and sizing mill first of its kind in India.

ORGANIZATION STRUCTURE:



Organizational Overview:

Chairperson Emeritus

Mrs. Savitri Devi Jindal

Board of Directors:

Mr. Sajjan Jindal

Chairman & Managing Director,
Non-Independent Executive Director

Mr. Seshagiri Rao M.V.S.

Joint Managing Director & Group CFO,
Non-Independent Executive Director

Dr. Vinod Nowal

Deputy Managing Director,
Non-Independent Executive Director

Mr. Jayant Acharya

Director (Commercial & Marketing),
Non-Independent Executive Director

Mrs. P. Hemalatha, IAS

Nominee Director, KSIIDC

Mr. Hiroyuki Ogawa

Nominee Director, JFE Steel Corpn, Japan

Mr. Malay Mukherjee

Independent Non-Executive Director

Dr. Vijay Kelkar

Independent Non-Executive Director

Dr. (Mrs.) Punita Kumar Sinha

Independent Non-Executive Director

Mr. Kannan Vijayaragavan

Independent Non-Executive Director

Mr. Haigreve Khaitan

Independent Non-Executive Director

Mr. Seturaman Mahalingam

Independent Non-Executive Director

Company Secretary

Mr. Lancy Varghese

Auditors

M/s. Deloitte Haskins & Sells LLP

Chartered

Accountants

1.6 INFRASTRUCTURE FACILITY:

- Jindal education and medical test
- Day jindal vidya minder
- Jindal Adarshavidyalaya
- Shramasadhana vocational training centre
- Narlvikas Kendra
- Jindal Sanjeevani hospital
- Community initiatives
- Roads
- Garbage disposal
- Jindal squash academy vindyanagar sports club
- Jindal swimming academy
- Jindal badminton academy art, culture and heritages initiatives
- Sports initiatives
- Jindal art foundation
- Jindal art creativity center
- The art news magazine of India
- Hampi foundation

1.7 Competitors Information

1. Steel Authority of India Limited (SAIL):

It is contemplating cost reduction through cutting operating expenses, Purchasing expenses, social infrastructure expenses, inventory carrying cost etc. the company is aiming at reducing its main power from a level.

2. Rastriya Ispat Nigam Ltd (RINL)

The company has taken number of restricting majors to improve financial performance of the plant with govt. assistance.

3. TATA Steel co.

It is amongst the lowest cost steel production of HR coils in the world and their vision is to become lowest cost steel producer in the future

4. Essar steel

It uses power from its own captive plant and uses 70% of lump ore to achieve cost production. The company is planning of installing a pellet plant for reducing cost of production and achieving economy of operation besides continuous.

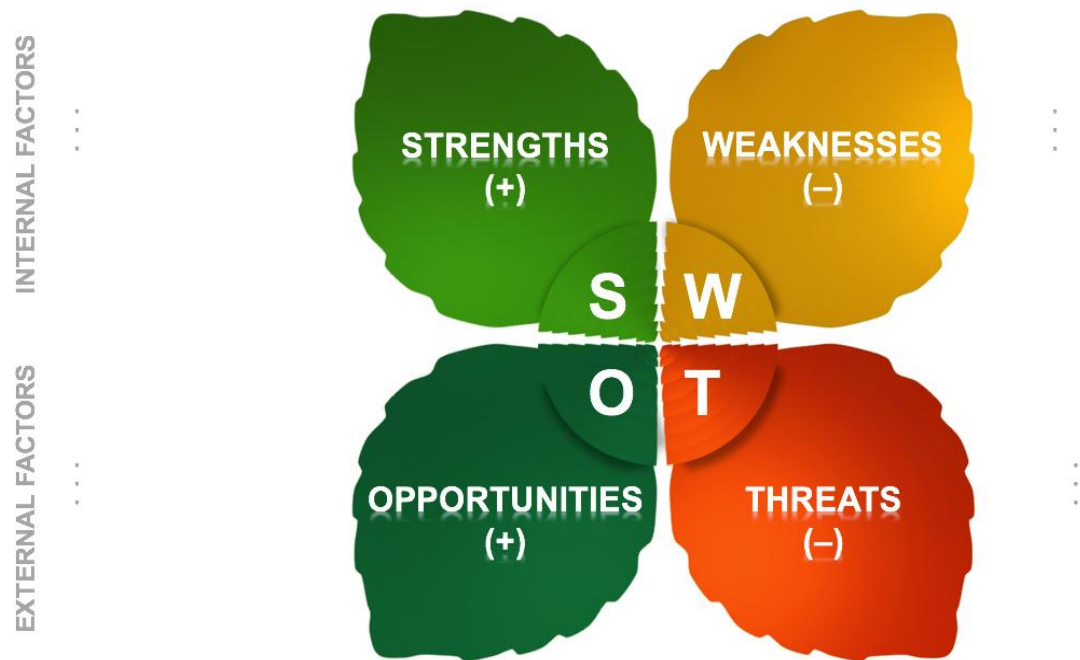
5. Lloyds steel industrial ltd.

The company entered into an agreement with western coalfields ltd. For opening an underground mine exclusively for the use of Lloyd's steel.

6. National mineral development corporation

The demand for steel is expected to go with automobile sector, which is a major user segment showing signs of revival. The govt. at the center is accepted to provide much needed political stability.

1.8 SWOT ANALYSIS



Strength and weakness are essentially internal to the organization and relate to the matter concerning resources, programs and organizations in key area such as; sales, marketing capacity and manufacturing cost etc.

Opportunities and Threats are external to the organizations and can exist or develop in the following areas; size and segmentation, growth pattern and maturity, international dimensions, relative attractive segments and new technology.

STRENGTH:

1. JSW enjoys a good reputation in the steel market. This is the result of thirty years of long-term experience in the steel industry.
2. The main advantage of JSW is the price
3. The most advanced technology. Corex process makes it a low-cost production in the steel industry

4. Production quality is the advantage of JSW.
5. The main dispatch from the factory site, exempt from sales tax.
6. JSW has a 60% market share in South India.

Weakness:

1. The transportation costs are high because it is not easy to obtain transportation and other transportation tools.
2. JSW is far from the main market because they do not have good transport facilities so they can hardly send products.
3. Efficient storage and transportation issues.

Opportunities

1. Located in the Bellary Center - Hospet area, a high-grade iron ore belt.
2. JSW enjoys a good reputation in the steel market. This is the result of long-term experience in the surrounding industries.
3. Competitive Environment Requires Improvement and Increased Productivity
4. Use new technology to reduce costs.
5. Easy access to the main ports of Chennai and Mumbai

Threats:

1. Fierce competition from TISCO, SAIL, ESSAR, ISPAT and other players.
2. Due to fierce competition and the fact that prices have become a major constraint to steel marketing, it may lead to price wars.

1.10 FUTURE GROWTH AND PROSPECTUS

“JSW Steel is committed to working with India's development partners with its superior expertise and commitment to the workforce. We look at the future with more optimism. I invite all of you to share our optimism and Support our common progress. ". JSW maintains a 13-14% market share, and we have decided to invest this amount in the next few years and will become part of the government's 300 tons of steel capacity by 2025, “said Chairman Sajjan jindal,” and

we will focus on the fact that they are all organic. Grows and grows inorganically to achieve this capacity (40 metric tons),” he added. Increased steel production capacity from 5 million tons per hour to 100,000 tons. Ability to enhance the flat product portfolio. Estimated project cost Rs15,000 Cr - means capital expenditure of about \$ 470 / t. It is expected to start production by March 2020.

1.11 Balance Sheet

In crores

	Notes	As at 31.03.2017	As at 31.03.2016	As at 01.04.2015
I ASSETS				
(1) Non-current assets				
(a) Property, plant and equipment	4	57,786.48	55,099.09	52,740.81
(b) Capital work-in-progress	5	4,081.37	7,035.07	8,190.22
(c) Goodwill	6	871.68	954.90	1,583.76
(d) Other intangible assets	7	71.90	85.53	93.92
(e) Intangible assets under development		281.72	235.78	196.01
(f) Financial assets				
(i) Investments				
Investments in an associate and joint ventures	8 (a)	252.97	318.01	299.93
Other investments	8 (b)	814.05	876.60	1,365.28
(ii) Loans	9	120.84	93.17	130.77
(iii) Other financial assets	10	251.63	256.56	252.34
(g) Income tax assets (net)		270.42	219.27	31.28
(h) Deferred tax assets (net)	21	84.41	558.17	49.01

(i) Other non-current assets	11	1,891.85	1,995.62	2,077.96
Total non-current assets		66,779.32	67,727.77	67,011.29
(2) Current assets				
(a) Inventories	12	11,394.96	8,321.18	10,899.30
(b) Financial assets				
(i) Investments	13	300.09	-	0.30
(ii) Trade receivables	14	4,149.44	2,727.37	2,433.05
(iii) Cash and cash equivalents	15(a)	917.49	833.26	943.97
(iv) Bank balances other than (iii) above	15(b)	567.64	187.14	1,442.19
(v) Loans	9	173.72	166.70	97.24
(vi) Other financial assets	10	531.75	270.69	300.65
(c) Current tax assets (net)		17.68	0.59	3.91
(d) Other current assets	11	3,197.92	2,230.37	2,563.89
(e) Assets classified as held for sale		10.69	-	-
Total current assets		21,261.38	14,737.30	18,684.50
Total – Assets		88,040.70	82,465.07	85,695.79
II EQUITY AND LIABILITIES				
(1) Equity				
(a) Equity share capital	16	301.33	300.90	300.18
(b) Other equity	17	22,346.30	18,664.55	20,119.59
Equity attributable to owners of the Company		22,647.63	18,965.45	20,419.77
Non-controlling interests		(245.72)	(194.80)	(46.16)
Total equity		22,401.91	18,770.65	20,373.61
Liabilities				
(2) Non-current liabilities				
(a) Financial liabilities				

(i) Borrowings	18	32,415.76	35,468.64	36,465.48
(ii) Other financial liabilities	19	485.90	783.95	573.37
(b) Provisions	20	97.09	94.62	90.44
(c) Deferred tax liabilities (net)	21	3,073.57	1,796.94	3,235.86
(d) Other non-current liabilities	22	55.29	64.05	62.98
Total non-current liabilities		36,127.61	38,208.20	40,428.13
(3) Current liabilities				
(a) Financial liabilities				
(i) Borrowings	23	4,880.65	2,342.84	1,144.46
(ii) Trade payables	24	14,352.33	12,757.60	14,183.83
(iii) Other financial liabilities	25	8,835.40	9,158.60	8,215.22
(b) Other current liabilities	26	1,229.99	1,043.66	1,209.23
(c) Provisions	20	202.30	170.86	139.97
(d) Current tax liabilities (net)		10.51	12.66	1.34
Total current liabilities		29,511.18	25,486.22	24,894.05
Total liabilities		65,638.79	63,694.42	65,322.18
Total – Equity And Liabilities		88,040.70	82,465.07	85,695.79

CHAPTER-2

THEORETICAL BACKGROUND AND LITERATURE REVIEW

2.1. THEORETICAL BACKGROUND:

Today's workers are aware of their power. Association like exchange The unions help them to have power. The cutting edge idea of work welfare Practice of matching business to provide representative Despite wages and wages, certain offices and administrations In the nineteenth century, requests for work were kindly suppressed, but that day is no longer necessary. that much The demands of the workers should now be recognized in terms of good and functional.

That Factory owners must be rich, while worried workers Poverty is perceived to be wrong and dishonest today.Each business must have a satisfactory stay and clean activity,Includes free recovery help and allows you to wipe out your doctor's facility care.Maternity considerations for female representatives should be given as well.The benefits of welfare are not only for the workers,business.The turnover rate of representatives decreased due to the welfare system.office. The legislative body appreciates employment and cooperates with the Emotional Association.and fulfilment. Welfare administrations serve to keep up some peace with the workers union. One of the significant worries of the legislature has been the imperative of work welfare andwellbeing with expanding efficiency and arrangement of a sensible level of government managed savings.

Representative welfare movements in India are direly required in light of the fact that India is a recent in reverse nation and the working conditions are not attractive in India ventures.

2.2 literature review

Andreas Baldschun (December 2014), the purpose of this paper is to draw attention. The seven dimensions of child well-being and model well-being. This is emotional, social, professional, cognitive, personal and psychological well exist.

Becker. C Richard, Hayes, Rick Stephan (1995), conducted an experiment. Negative effects due to economic decisions made by labor welfare. The corporate management handles the retention accounting problem.

Bh. VenkateshwaraRao, J.Durga Prasad (2013), This article states that coal mining is the most dangerous operation. Miners face various dangers, Explosions, falling roofs, toxic gases, etc. And all these excavation features make it more important for welfare measures.

Binquin Li and Huamin Peng (November 2006), in this study, limited dependence. Restricted to formal social protection schemes that address worker susceptibility From rural areas. It shows the organization itself and other issues related to social security.

Deborah Walker, Stephen La Garden Mark Neilio (December 2008), which provides a An overview of current developments in the field of employee benefits, including Executive compensation, qualifying plans, and benefits.

Deborah walker, oh hyuck, Stephen la graden (December 2011), this article is two articles And talk about the important development of labor welfare in 2010 and 2011. Including executive compensation, qualified plans, employment tax, health and welfare benefit.

Dylan, Michelle Lynn (2002), the goal of the study is to analyze dependents. Variables that make demand factors important for predicting economic success Benefit recipients.

Irwin B.Horwitz and BRIAN P. McCall, (1990-1997), investors are interested Understand whether population factors are related to accident risk Finds higher mortality among female workers than men Worker.

James W. Yeates (2010), this paper talks about the general saying: "Death is not welfare "It's also included in various welfare legislation and policies." Country.

Javier Irizarry, George Washington, Dr. Carver Researcher, DULCY M. Abraham, Postdoctoral Research Engineer, Carlos Arboleda, Assistant, Graduate study. This paper Describes incomplete analysis of trenching analysis Mentioned in the OSHA inspection.

Joel C. (2003), conducting a comparative study to understand the extent of insights
The relationship between organizational support perceptions and commitments,
Differences between groups of participants .Their commitment and opinions.

Laura Leete, Neil Bania (1999), this article discusses the development of the local market
Workforce Information System to assess the impact of the recently passed labor market Welfare
law.

Paul Oysterman (January 2000), This article discusses the HPWO approach and its impact
Benefits from employee productivity and quality gains.

Peotik Basu, Shovan Chowdhury, Paeveen Ahmed Alam (September 2015), This model
Describes the need to achieve more goals in a smaller number of people in the organization
surroundings. The model was tested and found to have a positive impact on flexibility.

Pg MdSalleh, AkMdHasnolAlwee (2015), the purpose of the study is to provide advice
By focusing on welfare recipients, it will be included in different financial knowledge levels in
Brunei.

Prasad. Y Ramakrishna (July/September 2014), this study is to determine
Clear Attributes of Employee Satisfaction with Welfare and Analytical Measures
The impact of welfare measures on improving the productivity of the sugar industry.

Pratibha Joshi, Prommila Sharma, T.C and AmitKhatter (April to June 2012), Multiple
Of which 45%-20% are workers Construction activities and about 16% belong to the supervision
group and security management. Further Findings, Respondents Think Hazard
Construction site can use PPE and its different types of removal
Used to protect eyes and face, including protective glasses, safety glasses,
Chemical goggles, etc.

Shri Sarbeswara Sahoo, construction industry involves unsafe work

The extra height, welding, takes the staff to a higher place without using technology.
Accidents in India's construction industry caused the most serious deaths and injuries
It was found that 40% of deaths were due to falling from high places.

Tracey Dickson, Jeremy Huyton (2008), this study is to study this degree
Employee benefits measures and human resources management affect it In customer service.

CHAPTER:3

Research design

3.1 STATEMENT OF THE PROBLEM:

If workers are uncomfortable in the workplace, they will not be able to achieve their best. Just like the working conditions and the environment need to work. Through this productivity and employee performance, employees perform better. Improvements in working conditions will increase. Provide welfare facilities for workers. It will increase the morale of employees, thereby increasing efficiency and reducing costs. Management providing employee benefits will be a tool to achieve its goals, how to reach the goal.

3.2 NEED FOR THE STUDY:

1. Workers are part of the organization. In order to motivate and motivate them, employers should take care and provide facilities to make them happy so that they can match the costs. Live. Employee benefits should exist in every organization so that they can take care of employee benefits.
2. Health and safety also contribute to training and development. Due to the socio-economic conditions of the industrial sector, welfare measures need to be taken. So study employee benefits.
3. Research scope: The study covered 50 respondents from JSW employees. Research scope is limited to JSW staff to study and understand the facilities provided to them.

3.3 The objective of the study

1. To measure the various welfare measures adopted by JSW
2. To analyze the relationship between satisfaction and Performance associated with Employee welfare
3. To Suggest strategies to improve the welfare measures to employees at JSW

3.4 SCOPE OF THE STUDY:

Study covers 50 respondents who are employees of KAPL. The scope of study is limited only to employees of JSW to study and understand the facility provided to them.

3.5 Research methodology

Descriptive research design has been adopted for this study it's adopted because it deals with the present suction.

Data Collection

Primary data:

Primary data should be collected through personal interviews with the important person in HRD department by asking related questions.

Secondary data:

As secondary data is a handy data or information which has been already been collected by on else and readily available from other sources.

Examples: Magazine, Internet, Website, Reference Books etc.

Sample design

Probability sampling

Non probability sample

1. Analysis and Interpretation:

Presentation of tables in numerical form Graphical representation

3.6 Hypotheses

Hypothesis framework

H0: Performance and Satisfaction are not related to employee welfare

Ha: Performance and Satisfaction are related to employee welfare

Hypothesis testing

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

3.7 Limitations of the study:

Employees neglects to fill the questionnaire.

Primary data may be improper.

Companies were not ready to describe the material facts.

Time for the study was limited.

Time Activity Chart

Activity	Time Line	Remarks
Understanding Structure, culture and functioning of the Organization	Week 1 & 2	Understand product / service and organization problems.
Preparation of research equipment for data collection	Week 3 & 4	Discuss and present in the guide the guide for finalizing the research tool in his / her area.
Data Collection	Week 5 & 6	The dates collected are edited, coded, and tabulated, and suggestions for analysis are provided in the guide.
Analysis & finalization of the report	Week 7 & 8	Use regression and other appropriate statistical tools and techniques to analyze your data.
Submission of Report	Week 7 and 8	Discuss with the guide, make a final correction, and submit a tied copy.

CHAPTER:4

Data Analysis and interpretation

1. The company provides conducive work environment to the employees

Table No: 4.1

Table representing conducive work environment to the employees

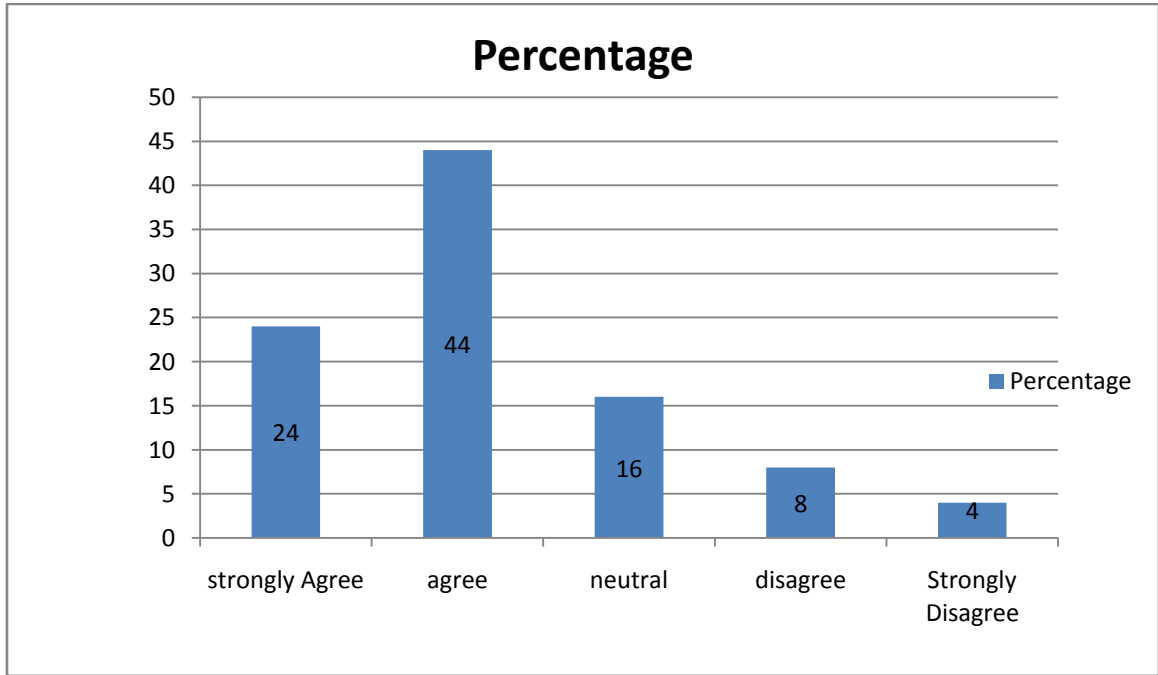
Particulars	Respondent	Percentage
Strongly Agree	12	24
Agree	22	44
Neutral	8	16
Disagree	4	8
Strongly Disagree	2	4

- **Analysis**

From the above table it states that the percentage of conducive work environment towards the employees are 24% have strongly agree,44% have agree,16% have neutral ,8.6% have disagree and 4% have strongly disagree.

Graph No: 4.1

Graph representing conducive work environment to the employees



Interpretation:

From the above graph it states that maximum number of employees agree the company's conducive work environment which intern motivates the employees their work and leads to effectiveness of the company.

2. There is a zero tolerance towards violation of industrial safety rules in the company

Table No: 4.2

Table representing a zero tolerance towards violation of industrial safety rules in the company

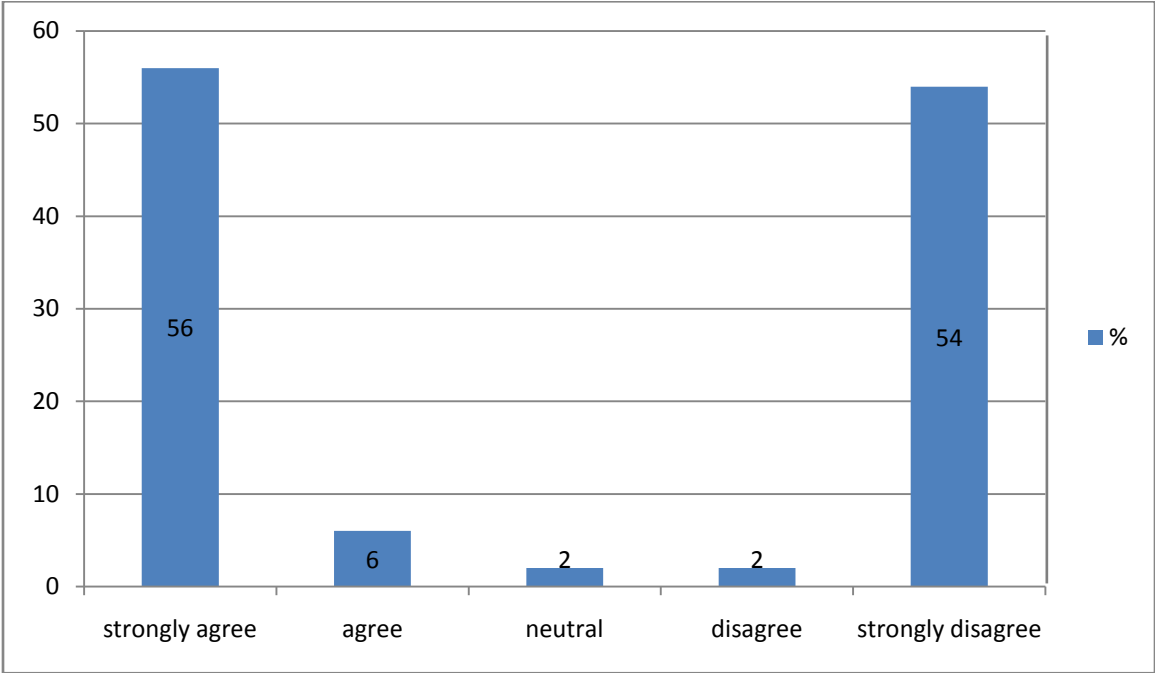
Particulars	Respondent	Percentage
Strongly Agree	18	36
Agree	3	6
Neutral	1	2
Disagree	1	2
Strongly Disagree	27	54

Analysis

From the above table it states that the percentages towards violation of industrial safety rules in the company are -36% have strongly agreed, 6% have agree, 2% have neutral, 2% have disagree and 54% have strongly disagree.

Graph No: 4.2

Graph representing zero tolerance towards violation of industrial safety rules in the company.



Interpretation

From the above graph states that the employees disagrees towards a violation of industrial safety rules in the company, the company in order to increase its efficiency can take some precautionary measures for the purpose of safety and security.

3. The company provides state of medical facility to employees and their families?

Table No: 4.3

Table representing the state of medical facility to employees and their families.

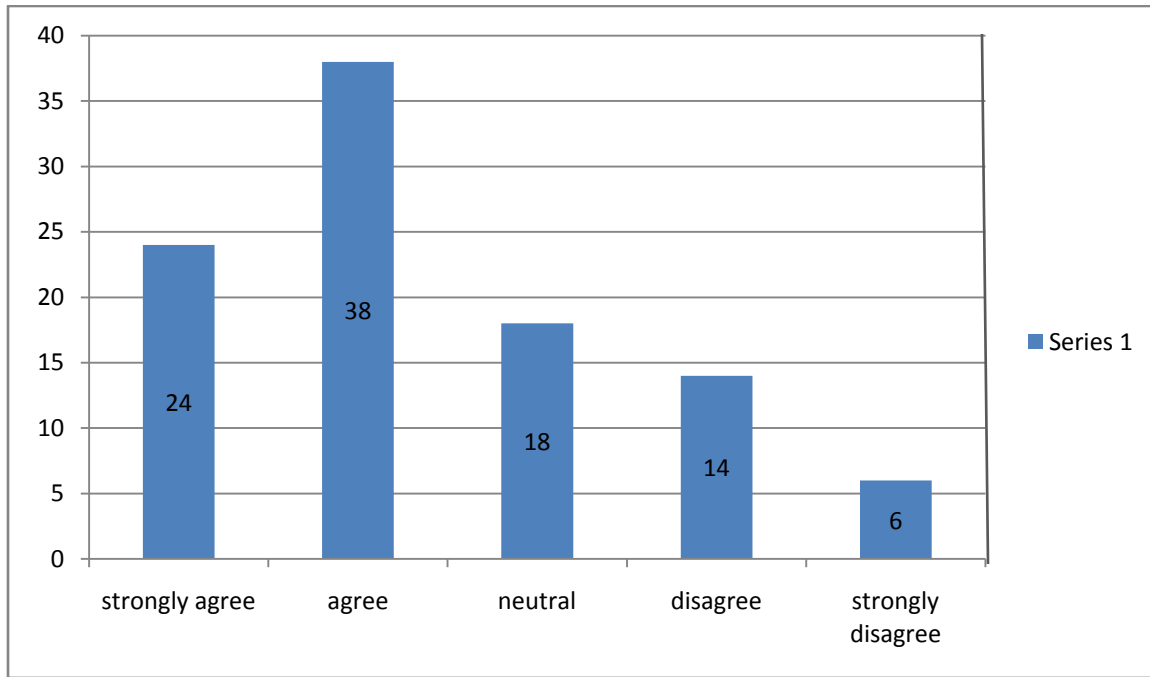
Particulars	Respondent	Percentage
Strongly Agree	12	24
Agree	19	38
Neutral	9	18
Disagree	7	14
Strongly Disagree	3	6

Analysis

From the above table it states that the percentage of conducive medical facility provided towards the employees are 24% have strongly agree,38% have agree,18% have neutral ,14% have disagree and 6% have strongly disagree.

Graph No: 4.3

Graph representing state of medical facility to employees and their families.



Interpretation:

From the above graph it states that, the maximum number of employees agrees about the medical facilities given to their family which is good sign. Weir the company treats their employees as the asset.

4. Are you satisfied with multi level communication to address the concern of the company?

Table No: 4.4

Table representing multi level communication to address the concern of the company.

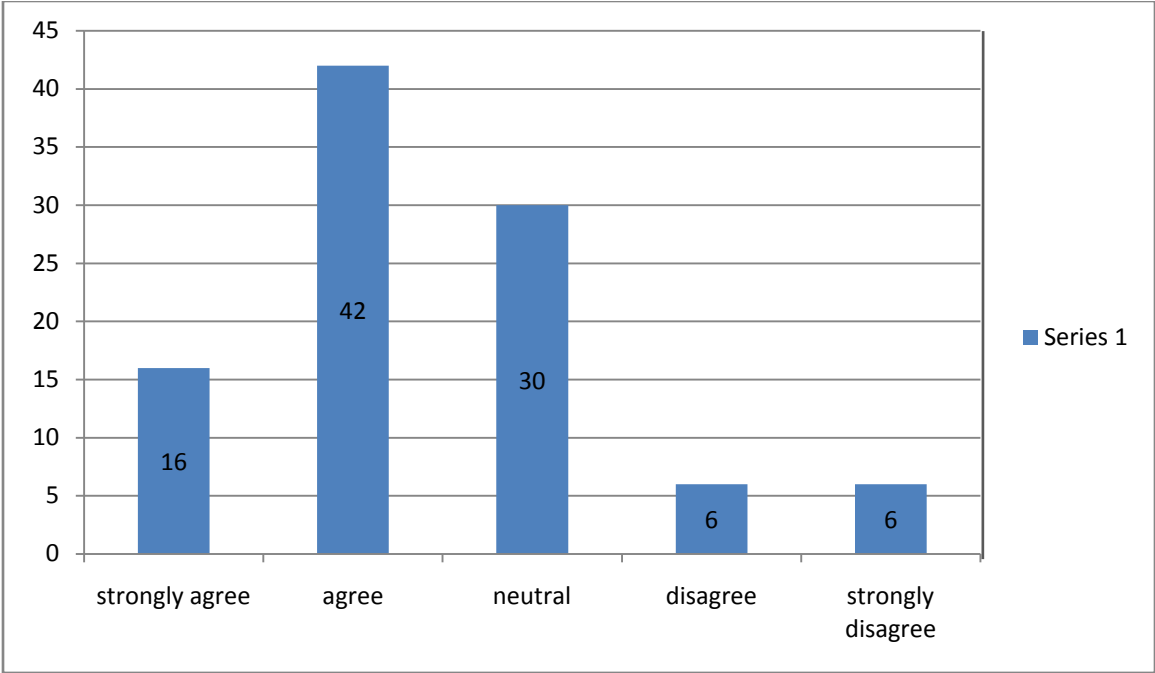
Particulars	Respondent	Percentage
Strongly Agree	8	16
Agree	21	42
Neutral	15	30
Disagree	3	6
Strongly Disagree	3	6

Analysis

From the above table it states that the percentage towards multi level communication to address the concern of the company are - 16% have strongly agree,42% have agree,30% have neutral ,6% have disagree and 6% have strongly disagree.

Graph No: 4.4

Graph representing multi level communication to address the concern of the company.



Interpretation:

From the above graph it states that the maximum number of employees about the multi level communications to address the concern of the company, which states about the effectiveness and efficiency of the company.

5. Does work in organization give a feeling of job security in the organization?

Table No: 4.5

Table representing a feeling of job security in the organization

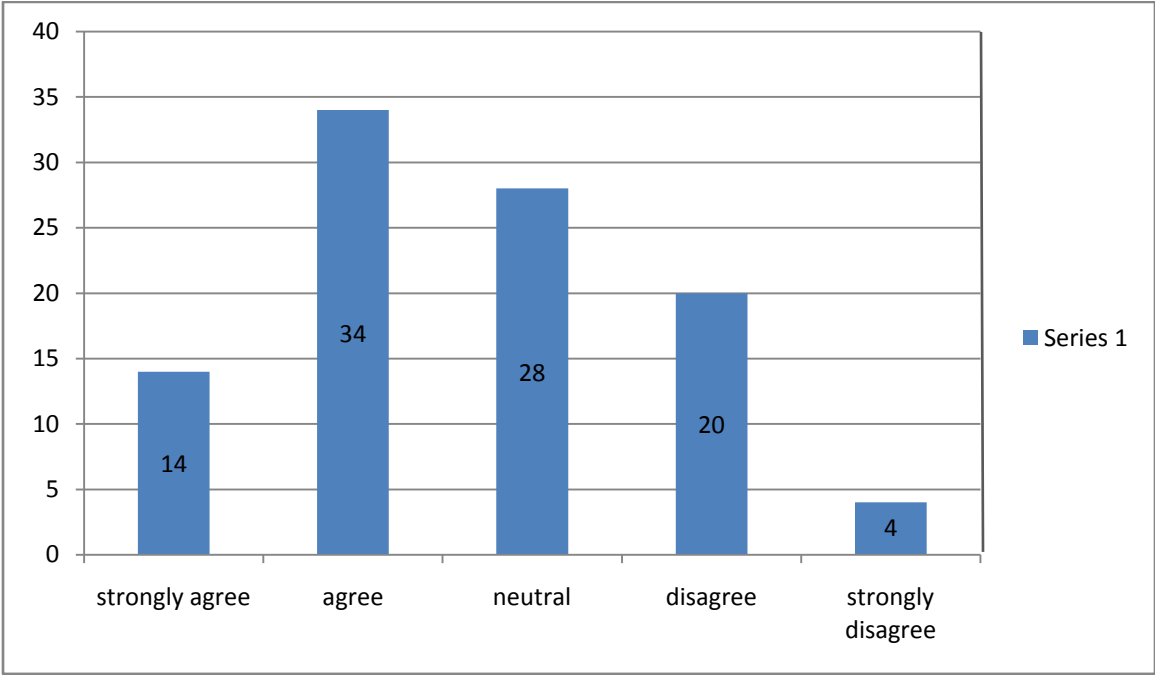
Particulars	Respondent	Percentage
Strongly Agree	7	14
Agree	17	34
Neutral	14	28
Disagree	10	20
Strongly Disagree	2	4

Analysis:

From the above table it states that the percentage of job security provided by organization to the employees are - 14% have strongly agree,34% have agree,28% have neutral ,20% have disagree and 4% have strongly disagree.

Graph No: 4.5

Graph representing a feeling of job security in the organization.



Interpretation:

From the above graph it states that the maximum number of employees agrees about the feeling of job security in the organization. This plays a very important aspect for the employees to work in the organization and intern leads to efficiency and effectiveness in organization.

6. Are you satisfied with extent of your participation in decision making at work place.

Table No: 4.6

Table representing the extent of your participation in decision making at work place.

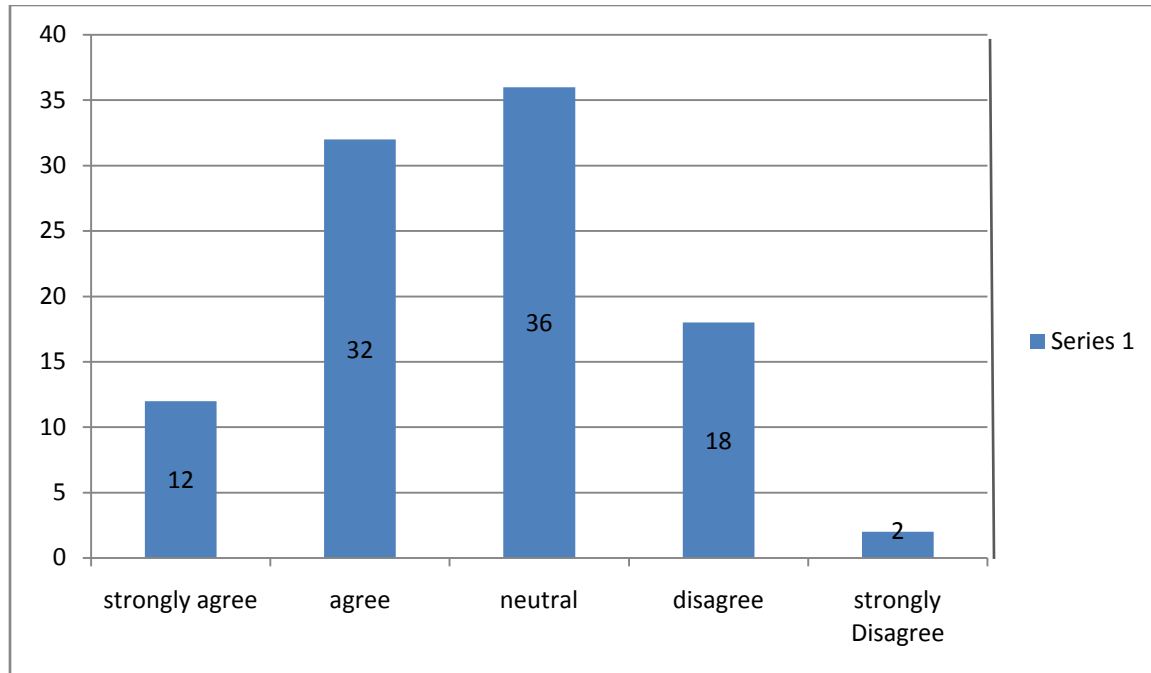
Particulars	Respondent	Percentage
Strongly Agree	6	12
Agree	16	32
Neutral	18	36
Disagree	9	18
Strongly Disagree	1	2

Analysis:

From the above table it states that the percentage of participation of an employee in decision making at work place are - 12% have strongly agree,32% have agree,36% have neutral ,18% have disagree and 2% have strongly disagree.

Graph No: 4.6

Graph representing the extent of your participation in decision making at work place.



Interpretation:

From the above graph it indicates that there is a neutral extent of participation in decision making at work place. This helps the company to get innovative idea and employees will be more responsible towards their work.

7. Are you satisfied with the canteen service provided by the company?

Table no: 4.7

Table representing the canteen service provided by the company

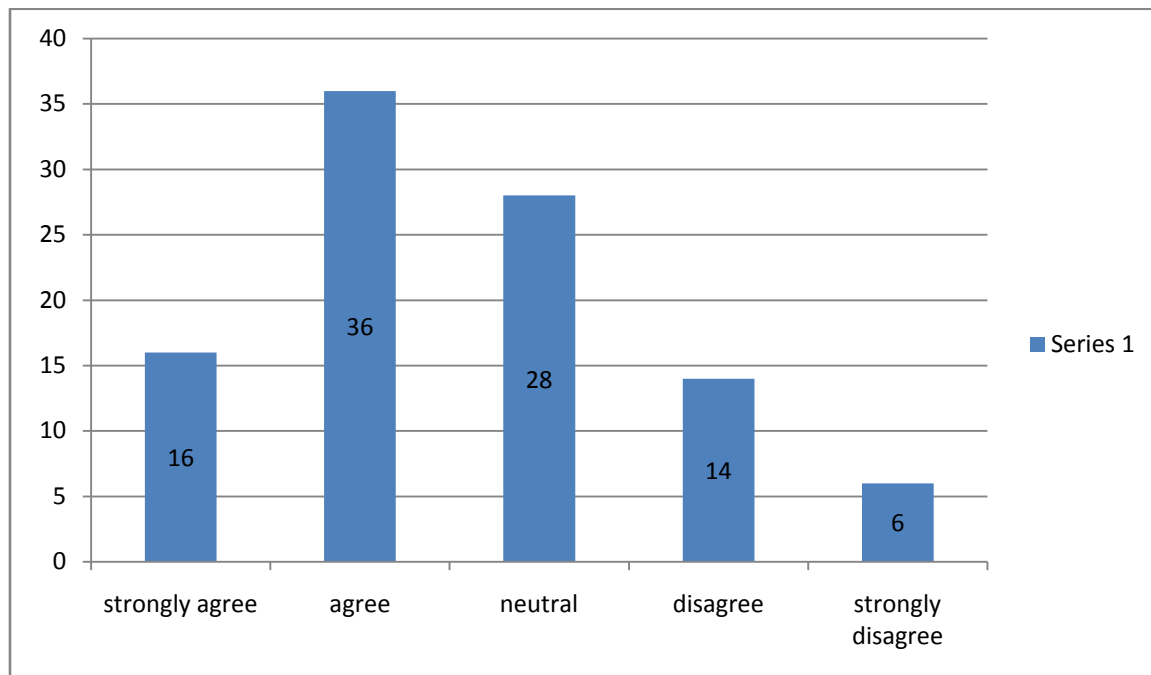
Particulars	Respondent	Percentage
Strongly Agree	8	16
Agree	18	36
Neutral	14	28
Disagree	7	14
Strongly Disagree	3	6

Analysis:

From the above table it states that the percentage of canteen facility provided towards the employees are - 16% have strongly agree,36% have agree,28% have neutral ,14% have disagree and 6% have strongly disagree.

Graph No: 4.7

Graph representing the canteen service provided by the company



Interpretation:

From the above graph it states that maximum number of employees agrees about the facility provided by the company in the canteen, employees are satisfied quality, quantity, service and about food taste.

8. Are you satisfied with the compensation provided by the company?

Table No: 4.8

Table representing compensation provided by the company

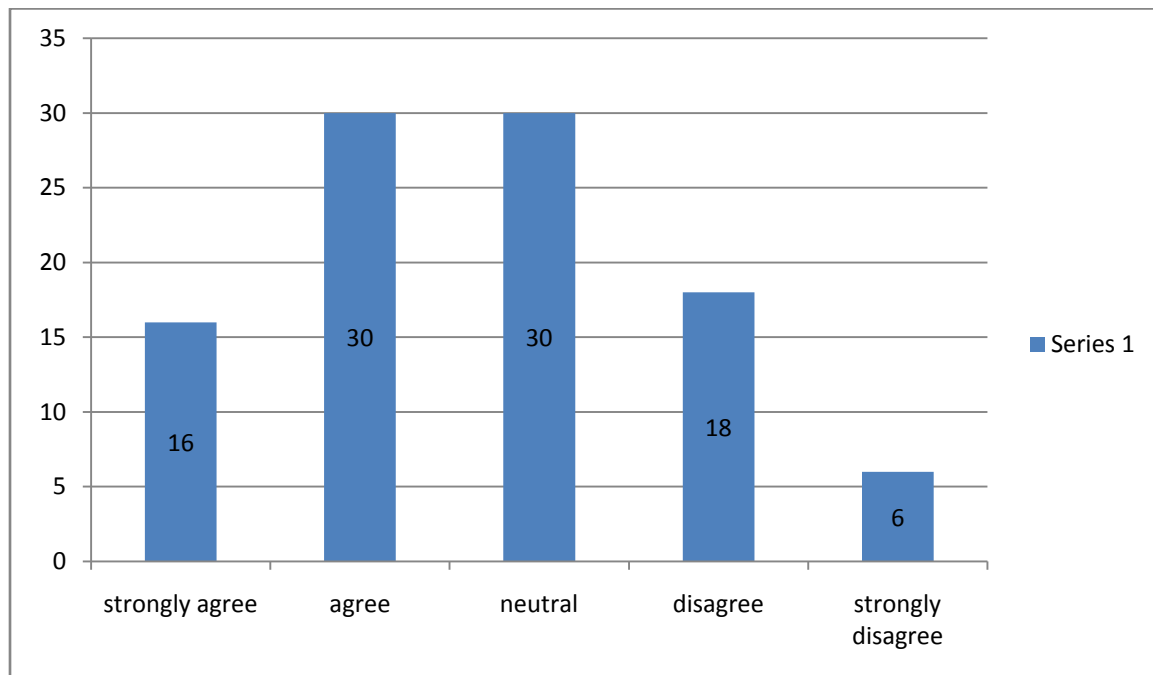
Particulars	Respondent	Percentage
Strongly Agree	8	16
Agree	15	30
Neutral	15	30
Disagree	9	18
Strongly Disagree	3	6

Analysis:

From the above table it states that the percentage of satisfaction with the compensation provided towards the employees are - 16% have strongly agree, 30% have agree, 30% have neutral, 18% have disagree and 6% have strongly disagree.

Graph No: 4.8

Graph representing compensation provided by the company.



Interpretation

From the above graph it states that some people are agree and some people neutral towards the compensation facility provided by the company. This states that they are not completely satisfied by the facility provided by them

9. Are you satisfied with the TQM growth journey in pursuit towards achieving organizational goals by the company?

Table No: 4.9

Table representing the TQM growth journey in pursuit towards achieving organizational goals by company?

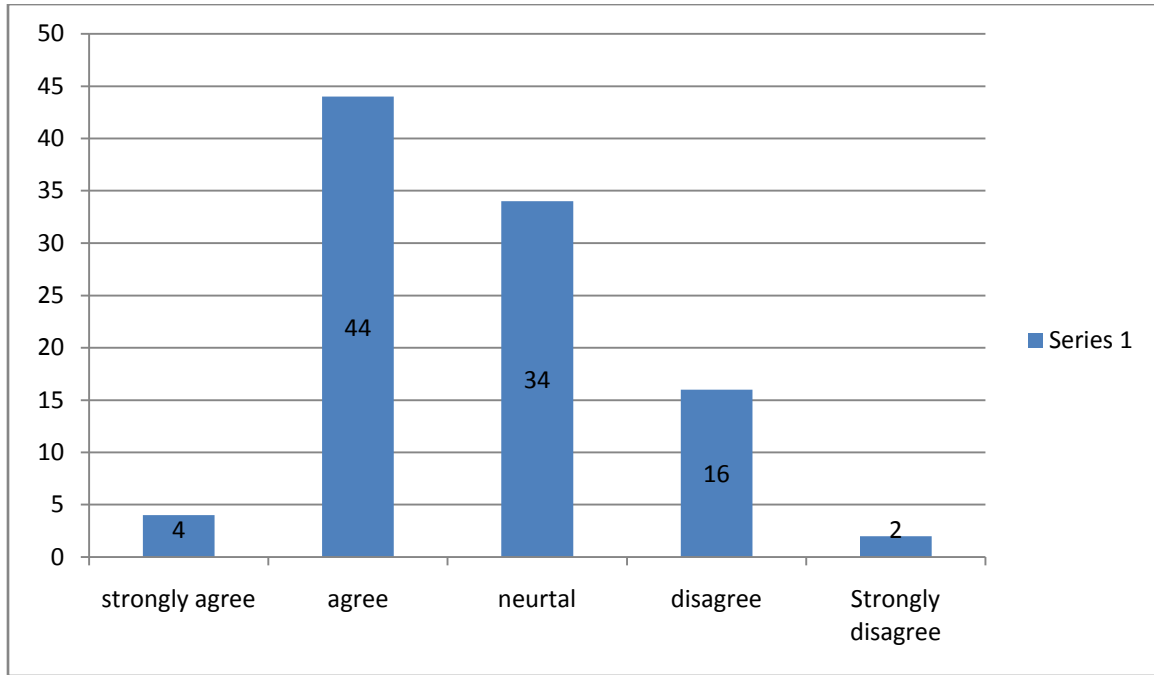
Particulars	Respondent	Percentage
Strongly Agree	2	4
Agree	22	44
Neutral	17	34
Disagree	8	16
Strongly Disagree	1	2

Analysis:

From the above table it states that the percentage of TQM growth journey by the company towards achieving organization goals are - 4% have strongly agree,44% have agree,34% have neutral ,16% have disagree and 2% have strongly disagree.

Graph No: 4.9

Graph representing the TQM growth journey in pursuit towards achieving organizational initiated by company.



Interpretation:

From the above graph it states that the maximum number of employees agrees about the total quality management journey. This interprets that the company growth, efficiency and effectiveness is increasing.

10. Are you satisfied with the CSR activities of the company?

Table No: 4.10

Table representing the CSR activities of the company

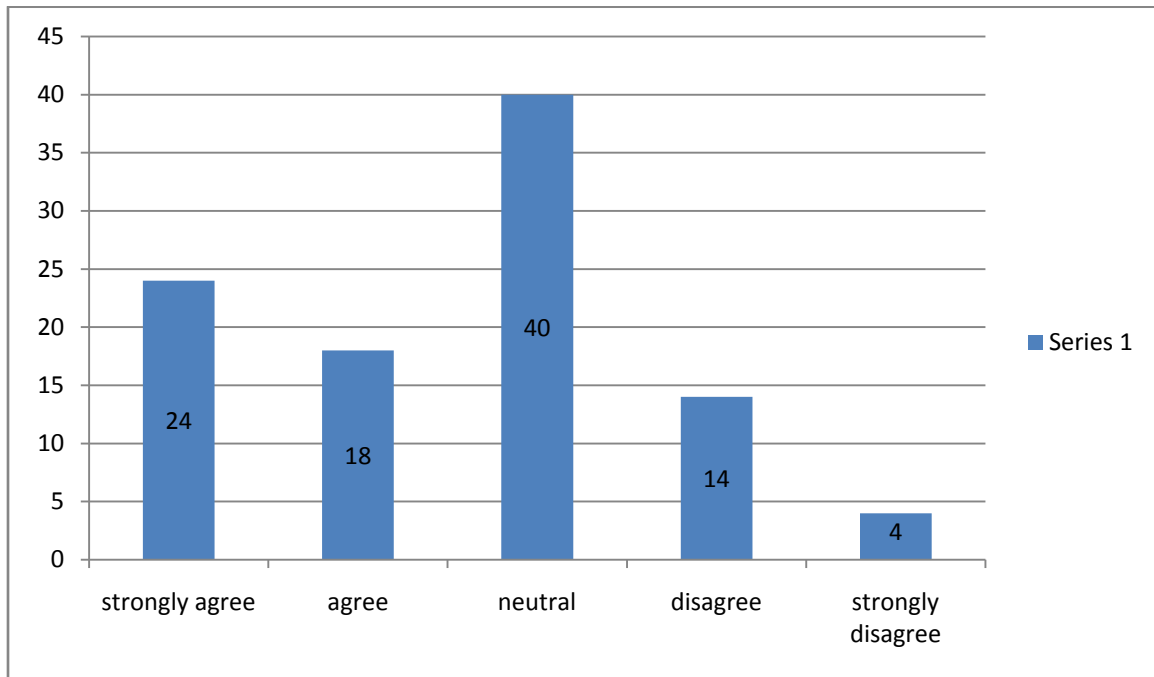
Particulars	Respondent	Percentage
Strongly Agree	12	24
Agree	9	18
Neutral	20	40
Disagree	7	14
Strongly Disagree	2	4

Analysis:

From the above table it states that the percentage of CSR activity conducted towards the employees are - 24% have strongly agree,18% have agree,40% have neutral ,14% have disagree and 4% have strongly disagree.

Graph No: 4.10

Graph representing the CSR activities of the company



Interpretation:

From the above graph it states that employees are neutral towards facility providing by the company. Therefore the company should not only aims at increasing the profit but also should society which plays an important aspect for the economic development of the company.

11. Are you satisfied with the recreation and welfare facilities provided by company?

Table No: 4.11

Table representing the recreation and welfare facilities provided by company

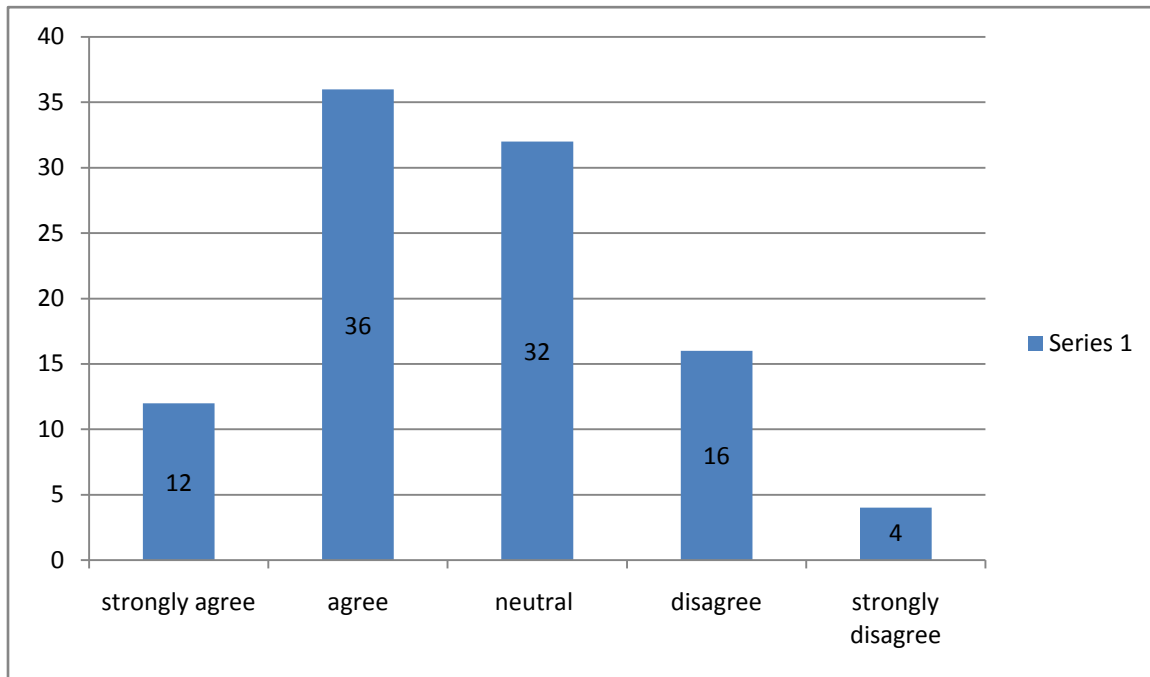
Particulars	Respondent	Percentage
Strongly Agree	6	12
Agree	18	36
Neutral	16	32
Disagree	8	16
Strongly Disagree	2	4

Analysis:

From the above table it states that the percentage of recreational facility provided towards the employees are - 12% have strongly agree,36% have agree,32% have neutral ,16% have disagree and 4% have strongly disagree.

Graph No: 4.11

Graph representing recreation and welfare facilities provided by company



Interpretation:

From the above graph it states that employees completely agree about the welfare and recreational facility providing by the company. This intern increases the efficiency, motivates employees and increases smoothness of the organization.

12. The company provides you adequate number of paid leaves to employees?

Table No: 4.12

Table representing adequate number of paid leaves to employees

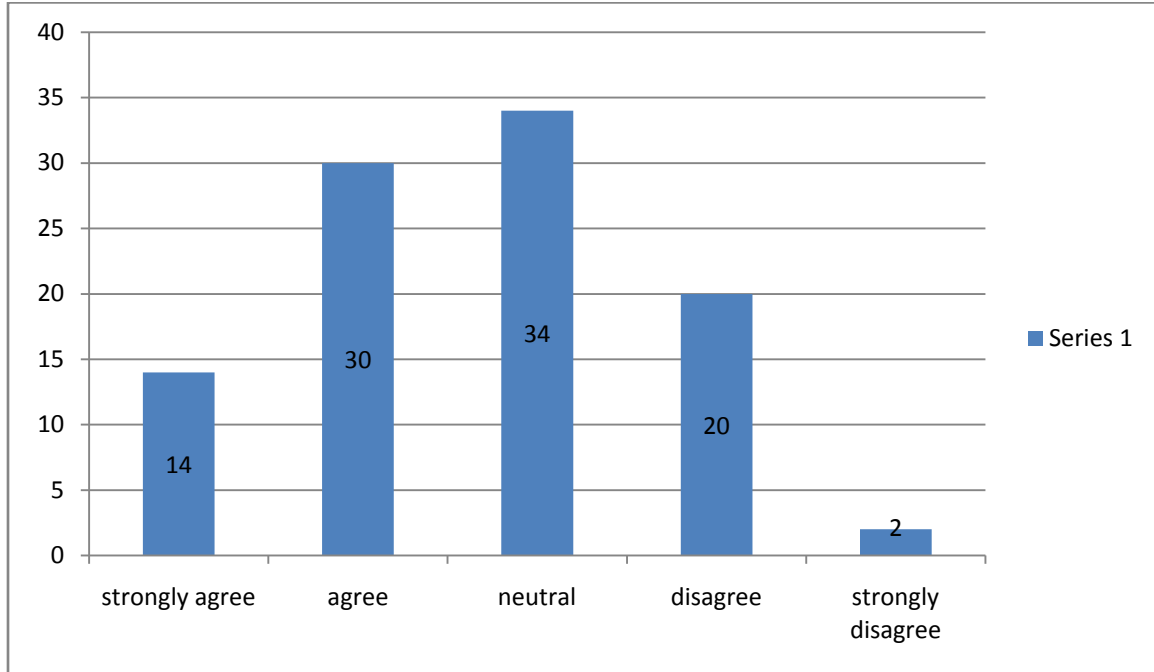
Particulars	Respondent	Percentage
Strongly Agree	7	14
Agree	15	30
Neutral	17	34
Disagree	10	20
Strongly Disagree	1	2

Analysis:

From the above table it states that the percentage of paid leaves provided towards the employees are - 14% have strongly agree,30% have agree,34% have neutral ,20% have disagree and 2% have strongly disagree.

Graph No: 4.12

Graph representing adequate number of paid leaves to employees



Interpretation:

From the above graph it states that some employees strongly agree and some neutrally agree about number of employees. This states that employees are not completely satisfied about paid leaves provided by company.

13. Do you think employee's welfare activities of the organization give you the feeling of safety and improve you performance?

Table No: 4.13

Table explains about welfare activities of the organization give you the feeling of safety and improve you performance

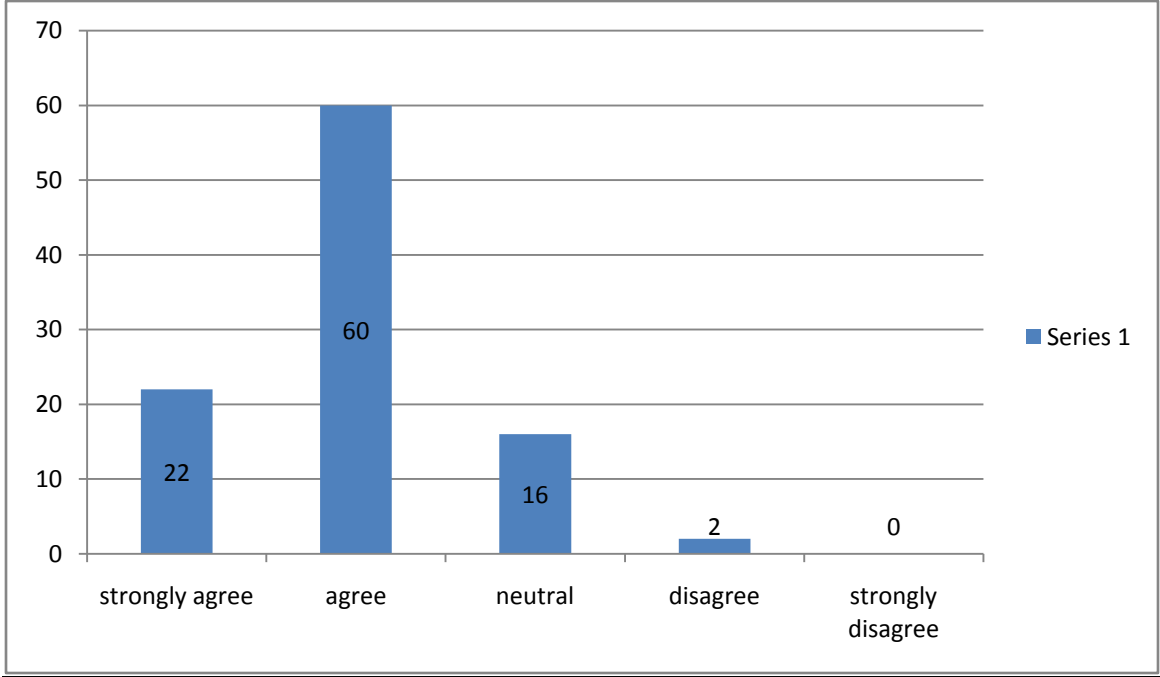
Particulars	Respondent	Percentage
Strongly Agree	11	22
Agree	30	60
Neutral	8	16
Disagree	1	2
Strongly Disagree	0	0

Analysis:

From the above table it states that the percentage of welfare activities of the organization to improve in work performance, by the employees are - 22% have strongly agree,60% have agree,16% have neutral ,2% have disagree and 0% have strongly disagree.

Graph No: 4.13

Graph explains about welfare activities of the organization give you the feeling of safety and improve you performance.



Interpretation:

From the above graph it states that the maximum number of employees agrees about the welfare activities of the company gives them feeling of safety and helps them to improve their performance. This is good sign to increase its growth.

14. Does the company take care of the employees working under night shifts?

Table No: 4.14

Table representing taking care about the employees working under night shifts.

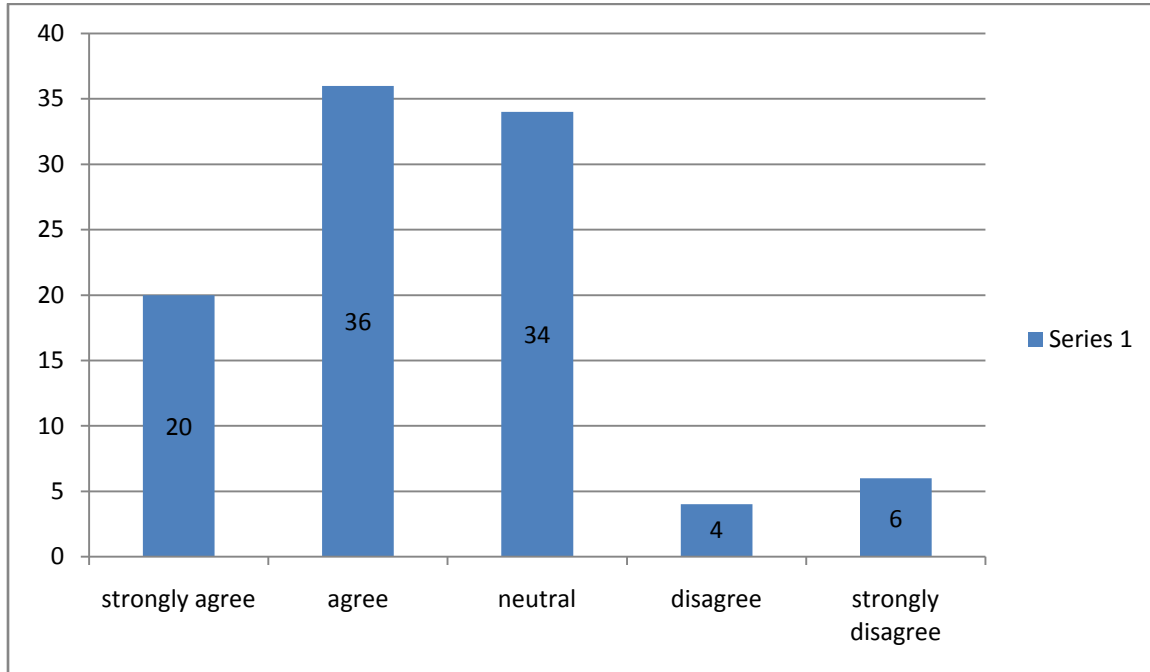
Particulars	Respondent	Percentage
Strongly Agree	10	20
Agree	18	36
Neutral	17	34
Disagree	2	4
Strongly Disagree	3	6

Analysis:

From the above table it states that the percentage of taking care about the employees who works in night shifts by the company - 20% have strongly agree,36% have agree,34% have neutral ,4% have disagree and 6% have strongly disagree.

Graph No: 4.14

Graph representing taking care about the employees working under night shifts.



Interpretation:

From the above graph it states that the options of the employees are neutral relating to taking care of the employees who are working under night shifts. Therefore the company has to increase its safety and security concern for the employees who are working in night shifts.

15. Rate the overall satisfaction with the employee welfare activities of the organization.

Table No: 4.15

Table represents the overall satisfaction with the employee welfare activities of the organization.

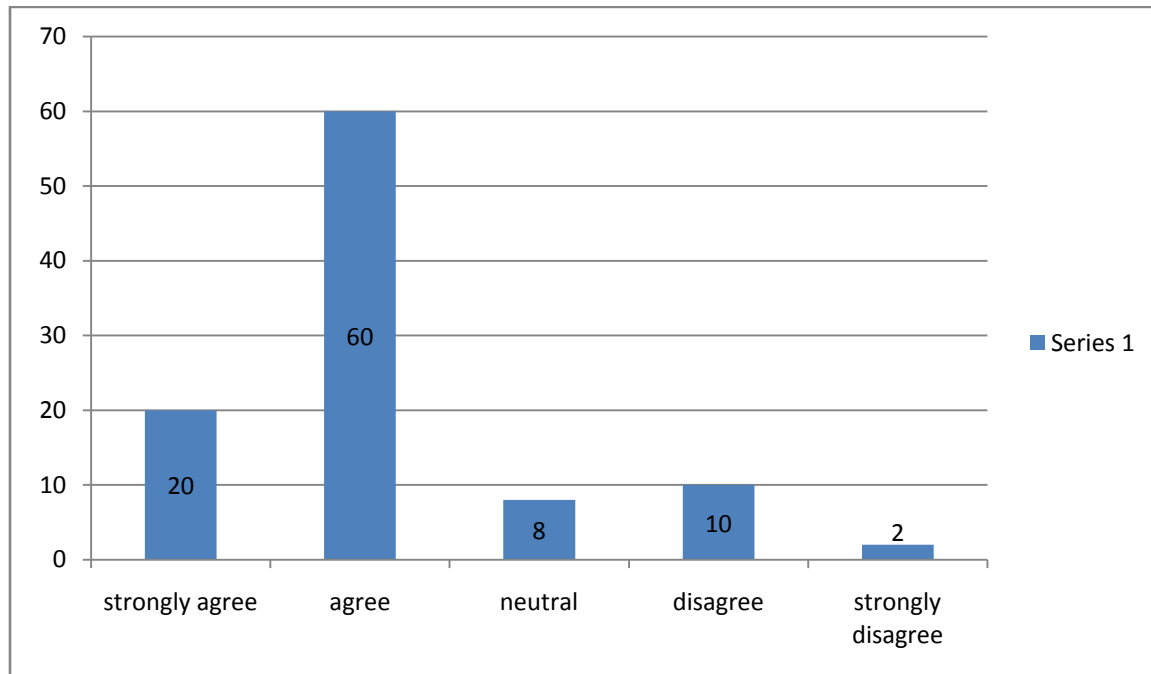
Particulars	Respondent	Percentage
Strongly Agree	10	20
Agree	30	60
Neutral	4	8
Disagree	5	10
Strongly Disagree	1	2

Analysis:

From the above table it states that the percentage of overall satisfaction with the employee welfare activities programs carried out by the company towards the employees are - 20% have strongly agree,60% have agree,8% have neutral ,10% have disagree and 2% have strongly disagree.

Graph No: 4.15

Graph representing the overall satisfaction with the employee welfare activities of the organization.



Interpretation:

From the above graph it states that the employees agree with the overall satisfaction with the employee welfare activities of the organization this increases the smoothness of the company.

16. Are you satisfied with the employee grievance settlement the company?

Table No: 4.16

Table representing employee grievance in the company

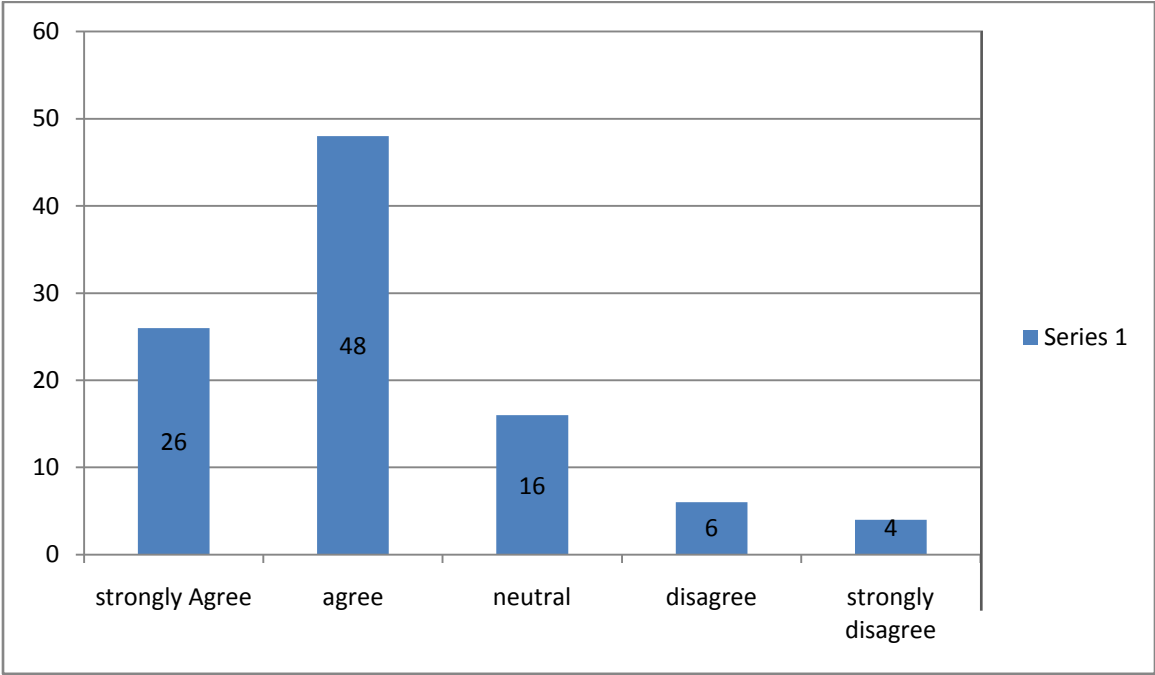
Particulars	Respondent	Percentage
Strongly Agree	13	26
Agree	24	48
Neutral	8	16
Disagree	3	6
Strongly Disagree	2	4

Analysis:

From the above table it states that the percentage of employee grievance settlement by the company towards the employees are - 26% have strongly agree,48% have agree,16% have neutral ,6% have disagree and 4% have strongly disagree.

Graph No: 4.16

Graph representing grievance settlement in the company



Interpretation:

From the above graph it states that the maximum number of employees agrees with the settlement of employee grievance in the company.

17. Rate the education facility provided by the company?

Table No: 4.17

Table representing education facility provided by the company.

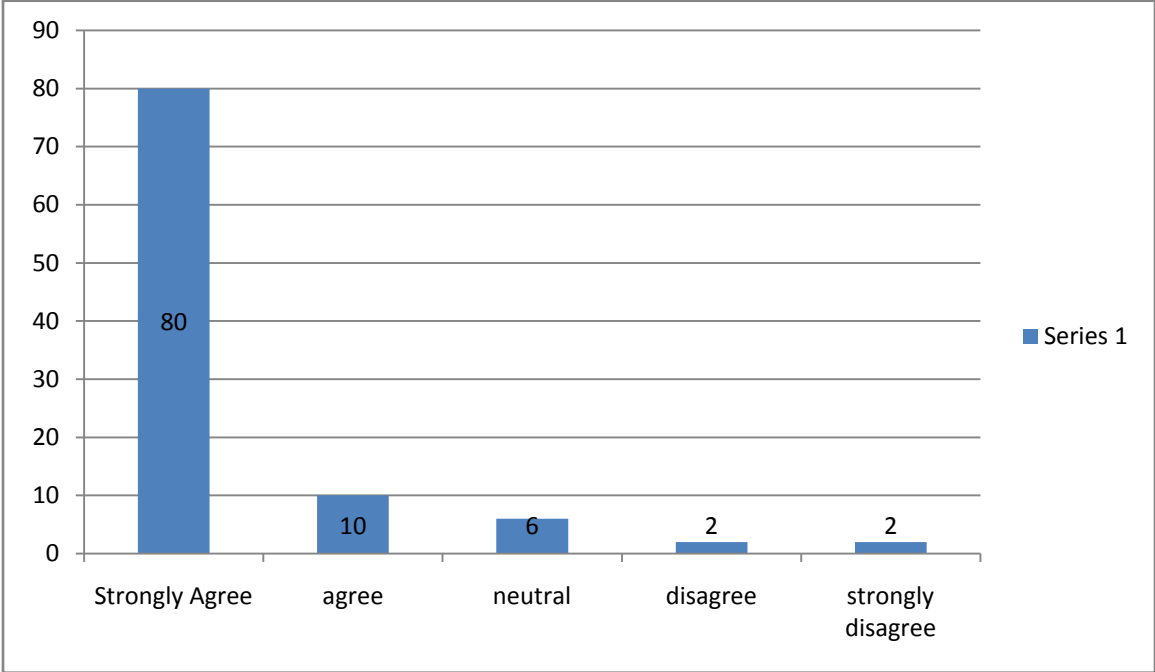
Particulars	Respondent	Percentage
Strongly Agree	40	80
Agree	5	10
Neutral	3	6
Disagree	1	2
Strongly Disagree	1	2

Analysis:

From the above table it states that the percentage of educational facility provided towards the employees are - 80% have strongly agree,10% have agree,6% have neutral ,2% have disagree and 2% have strongly disagree.

Graph No: 4.17

Graph representing education facility provided by the company.



Interpretation:

From the above graph it states that employees strongly agree with the educational facility provided by the company. This states that company is concerned with educational aspect to their children which plays a very important role for the economic development of the company.

18. Are you pleased with the travelling allowance by the company?

Table No: 4.18

Table representing the travelling allowance by the company.

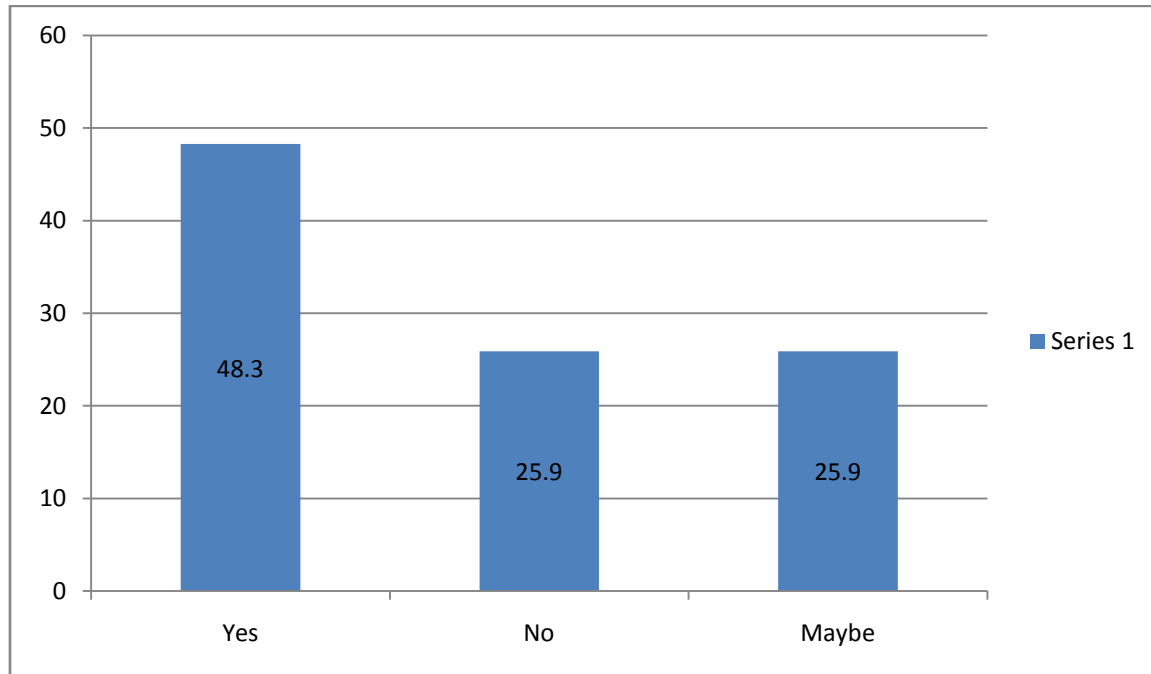
Particulars	Respondent	Percentage
Yes	25	50
No	13	26
Maybe	12	24

Analysis:

From the above table it states that the percentage of travelling allowance provided towards the employees are - 50% says yes,26% says no and 24% of employees are in neutral state.

Graph No: 4.18

Graph representing the travelling allowance by the company.



Interpretation:

From the above graph it states that employees are satisfied with the travelling allowances by the company which intern motivates employees towards their work and standard of living.

19. Are you satisfied with the house rent allowances provided by the company?

Table No: 4.19

Table representing the house rent allowances provided by the company.

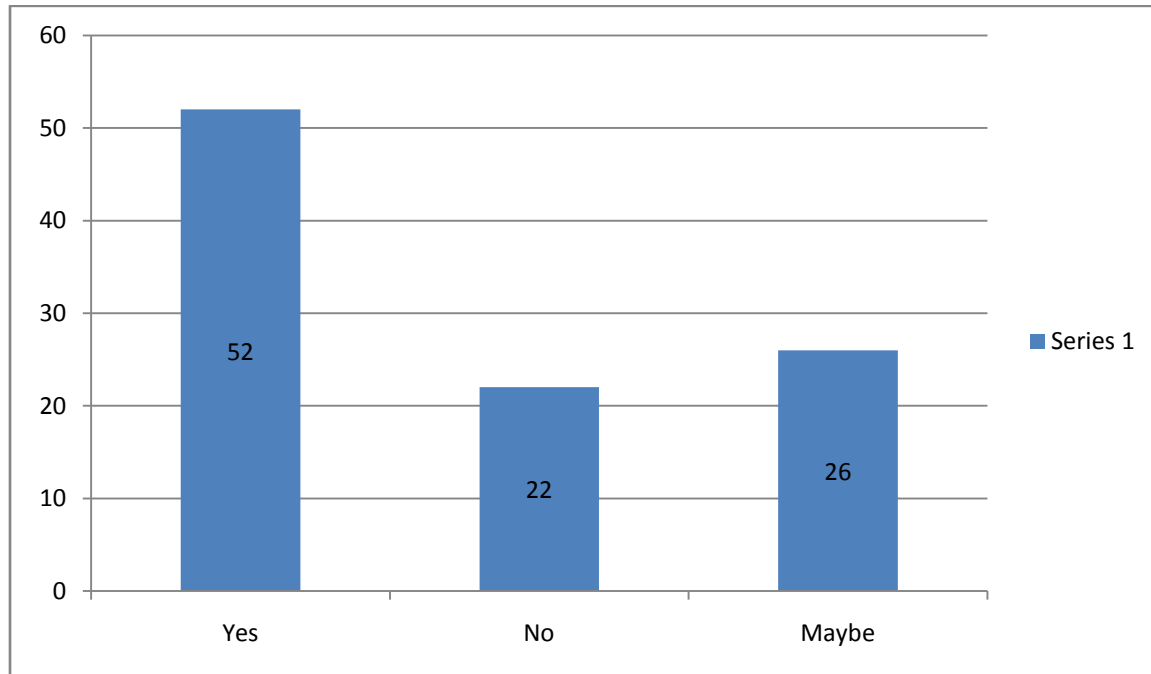
Particulars	Respondent	Percentage
Yes	26	52
No	11	22
Maybe	13	29

Analysis:

From the above table it states that the percentage of housing allowance provided towards the employees are - 52% says yes, 22% says no and 29% of employees are in neutral state.

Graph No: 4.19

Graph representing the house rent allowances provided by the company.



Interpretation:

From the above graph it states that employees are satisfied with the house rent allowances by the company which intern motivates employees towards their work and standard of living.

20. Are you satisfied with capability building grooming initiative by the company?

Table No: 4.20

Table representing the capability building grooming initiative by the company.

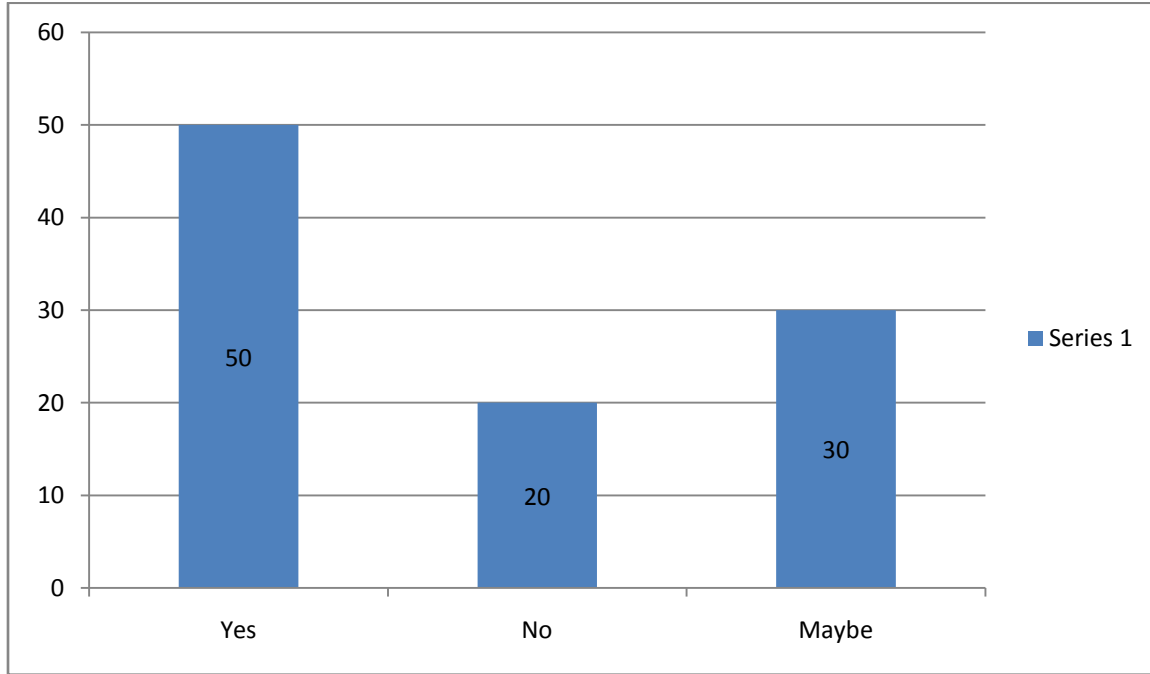
Particulars	Respondent	Percentage
Yes	25	50
No	10	20
Maybe	15	30

Analysis:

From the above table show that 50% of the employees are satisfied with the capability building grooming initiative by the company,20% of the employees are says NO and 30% of the employees are in the neutral state.

Graph No: 4.20

Graph representing capability building grooming initiative by the company.



Interpretation:

From the above graph it states that employees are satisfied with the capability grooming initiatives by the company. This intern increases the smoothness of the company.

21. Gender

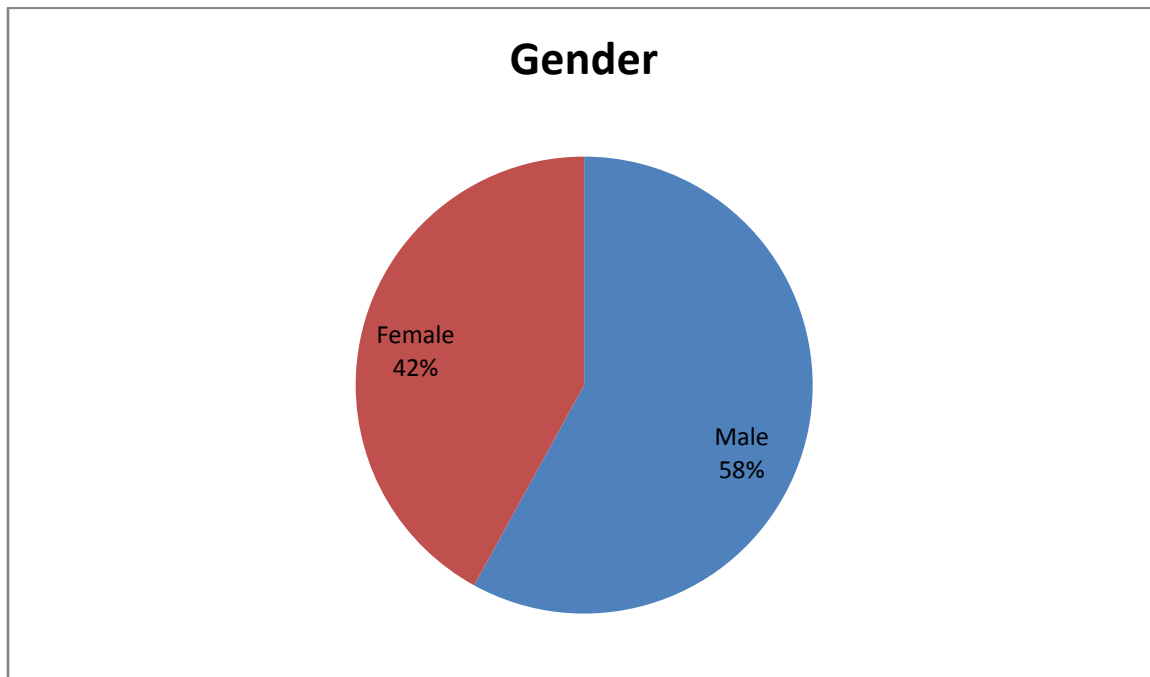
4.21 Table showing the results of Gender

GENDER	No. of Respondent	Percentage
Male	29	58
Female	21	42

Analysis

From the above table it states that 58% are male employees and 42% are female employees are working in the company

4.21. Graph Showing the results of Gender



INTERPREATION:

From the 50 respondents 57% employees are male and 43% of employees are female, compare to female employees male employees are more.

4.22 Age

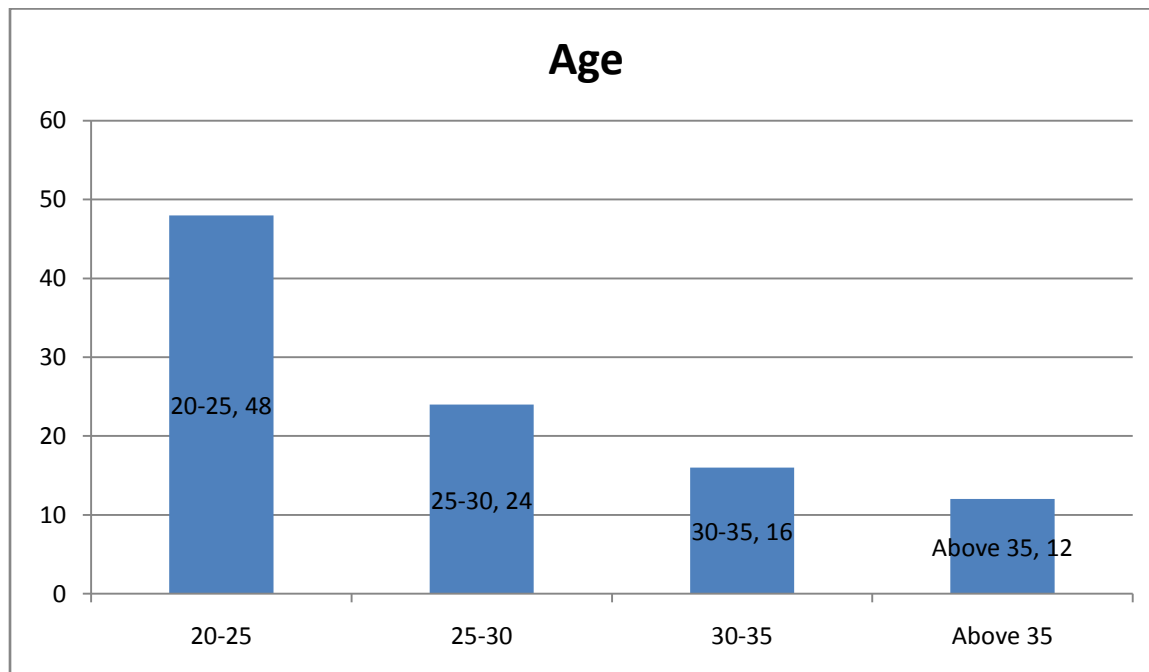
4.22 Table showing the results of Age

AGE	No. of respondent	Percentage
20-25	24	48
25-30	12	24
30-35	8	16
Above 35	6	12

Analysis:

From the above table it states that the percentage of age of the employees ranging from 20-25 is 48%, 25-30 is 24%, 30-35 is 16%, and above 35 is 12%.

4.22 Graph showing the results of Age



Interpretation:

48% of employees belong to 20 to 25 year of age.

23. Qualification

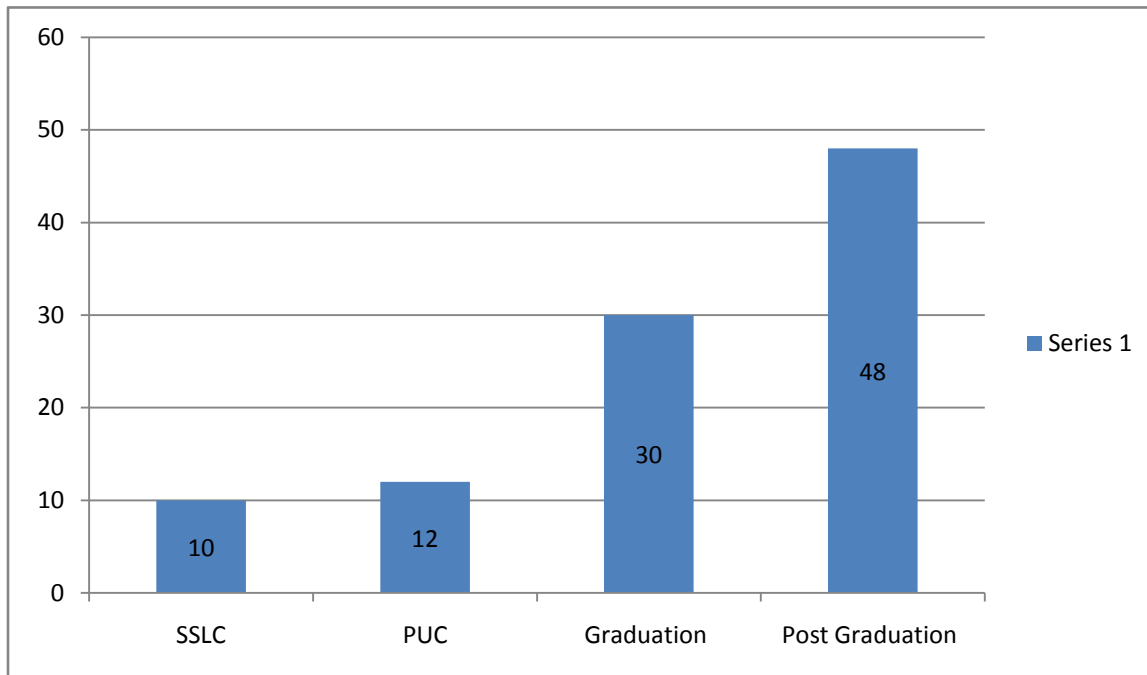
4.23 Table showing the results of qualification

Qualification	No. of Respondent	Percentage
SSLC	5	10
PUC	6	12
Graduation	15	30
Post Graduation	24	48

Analysis:

From the above table it states that the percentage of educational qualification of the employees in the organization for SSLC is 10%, PUC is 12%, Graduation is 30%, and Post Graduation is 48%.

4.23 Graph representing the result of educational qualification.



Interpretation:

48% of the employees are post graduated and qualified p

Hypothesis:

H0: Performance and Satisfaction are not related to employee welfare

Ha: Performance and Satisfaction are related to employee welfare

Correlations

	Employee Welfare activities helps to improve performance	overall satisfaction towards Employee Welfare
Employee Welfare activities helps to improve performance	Pearson Correlation Sig. (2-tailed) N	1 .906** .000 50
overall satisfaction towards Employee Welfare	Pearson Correlation Sig. (2-tailed) N	.906** 1 .000 50

** . Correlation is significant at the 0.01 level (2-tailed).

Interpretation:

The above correlation table shows that, the employee welfare activities helps to improve performance and employees are satisfied with the employee welfare facilities at workplace with significant value 0.00 which is less than 0.001. It means the Performance and overall satisfaction are related to/depends upon employee welfare

Chapter 5

Findings, conclusion and

suggestion

5.1 FINDINGS:

- Majority of employees satisfied with the conducive work environment in organization.
- 56% of employees says that there is zero tolerance towards violation of safety rules
- More number of employees are satisfied with the medical facility provided by the company.
- More than half of the employees are satisfied with multilevel communication to address the concern of the company
- Most of the respondents' has given positive response about job safety.
- Majority of the employees are satisfied with the canteen facility given by the organization.
- 29% responds for both agree and neutral criteria of compensation provided by the company
- Majority of employees had average opinion about CSR activates of the company
- Most number of employees are satisfied with the recreation and welfare facilities provided by the company
- 34 % of the employees had average opinion about the paid leaves given by organization
- Most number of employees are agree with the welfare activity will help the employee benefit.
- Most number of employees are fully satisfied with the education facility Given by the organization.
- More than half of the employee are satisfied with the house rent allowance paid by employee.

5.2. SUGGESTIONS

- Good relationship should be maintained by the organization in respect to meeting the Trade union demands
- Organization should conduct more training programs to the employees.
- Communication with level of employees should improve.
- Women employees are less when compare to men.
- CSR activities should be increased by the company.

5.3. CONCLUSION:

HENCE, in the report, the staff fully cooperated with facilities provided by JSW

Efforts are being made to improve the organization and themselves.

Through the survey, it seems that employees and employers benefit from welfare facilities

Offered in the organization, which increases the energy in the work and earns income through them Good profits and employee performance have been recognized by employers

Has been supported.

On the other hand, I can see that employees are satisfied with the welfare facilities they provide.

This stronger relationship between the company and employees and employers will help The same is true of the growth of the company.

Therefore welfare facility should be there in the organization.

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Annexure

Questionnaire on Employee Welfare

I am Naveen Kumar 2nd year MBA, Acharya Institute of Technology, Bangalore would request you to please fill the questionnaire that will help me to carry out my project. I would be grateful if you spare a few minutes to participate in it.

- 1) **Strongly agree**
- 2) **Agree**
- 3) **Neutral**
- 4) **Disagree**
- 5) **Strongly disagree**

Sl. No.	Questions	1	2	3	4	5
1	The company provides conducive work environment to the employees					
2	There is zero tolerance towards violation of industrial safety rules in the company.					
3	The company provides state of art medical facilities to the employees and their family?					
4	Are you satisfied towards multilevel communication to address the concerns of the company?					
5	Does working in the organization give a feeling of job security in the organization?					
6	Are you satisfied with the extent of your participation in decision making process at work place?					
7	Are you satisfied with the canteen services provided by the company?					

8	Are you satisfied with the compensation provided by the company?					
9	Are you satisfied with the TQM growth journey in pursuit towards achieving organizational initiatives initiated by company?					
10	Are you satisfied with the CSR activities of the company?					
11	Are you satisfied with the recreation and welfare facilities provided by the company?					
12	The company provides you adequate number of paid leaves to the employees?					
13	Do you think employee welfare activities of the organization give you the feeling of safety and improve your performance?					
14	Does the company take care of the employees working in night shifts?					
15	Rate the overall satisfaction with the employee welfare activities of the organization?					
16	Are you satisfied with the employee grievance settlement by the company?					
17	Rate the education facility provided by the company?					

1. Yes

2. No

3. Maybe

Sl. No.	Questions			
18	Are you pleased with the travelling allowance by the company?			
19	Are you satisfied with the house rent allowances provided by the company?			
20	Are you satisfied with capability building grooming initiative by the company?			

Demographic Information

Sl. No.		Male	Female
21	Gender		

Sl. No.		20-25	25-30	30-35	Above 35
22	Age				

Sl. No.		SSLC	PUC	Graduation	Post Graduation
23	Qualification				



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

Name of the Student: - Naveen Kumar

Internal Guide: Prof. Monica.M

USN No: 1AZ16MBA42

Specialization: Finance and HR

Title of the Project: A Study on Employee welfare measures towards an employee to enhance job satisfaction

Week	Work undertaken	External Guide Signature	Internal Guide Signature
15-01-18 to 20-01-18	Orientation with the company. Collection of secondary data relating to industry and Organization.	<i>S Bagchi</i>	<i>Monica M</i>
22-01-18 to 27-01-18	Orientation with functional department of the organization and detailed study of department.	<i>S Bagchi</i>	<i>Monica M</i>
29-01-18 to 03-02-18	Finalization of problem area of the study and finalization of research objectives and Methodology.	<i>S Bagchi</i>	<i>Monica M</i>
05-02-18 to 10-02-18	Finalization of data collection questionnaire instruments and formats. Etc...	<i>S Bagchi</i>	<i>Monica M</i>
12-02-18 to 17-02-18	Collection of primary data from the restaurants by administrating the questionnaire.	<i>S Bagchi</i>	<i>Monica M</i>
19-02-18 to 24-02-18	Discussion with the external guide and internal guide. Formation of hypothesis. Classification and analysis of collected data.	<i>S Bagchi</i>	<i>Monica M</i>
26-02-18 to 03-03-18	Compilation of research data and interpretation of data.	<i>S Bagchi</i>	<i>Monica M</i>

05-03-18 to 10-03-18	Data analysis and Finalization Of report.	<i>S Bagchi</i>	<i>Monica M</i>
12-03-18 to 17-03-18	Finalization of project report and approval of draft by company and college guide.	<i>S Bagchi</i>	<i>Monica M</i>
19-03-18 to 24-03-18	Report submission to the Institution.	<i>S Bagchi</i>	<i>Monica M</i>



S Bagchi



HOD

[Handwritten Signature]

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