



Karnataka Antibiotics Pharmaceuticals Limited

NO: 2017-18/INT/MBA/007

Mar 24th, 2018

CERTIFICATE

This is to certify that **MADHAN KUMAR S(1AZ16MBA32)** student of **ACHARYA INSTITUTES OF TECHNOLOGY, Bangalore** studying **M.B.A** has undertaken project entitled as **"A STUDY ON EMPLOYEE WELFARE"** at **KARNATAKA ANTIBIOTICS AND PHARMACEUTICAL LTD** from 16th January 2018 to 24th March 2018.

During the stay in our organization Mr. Madhan Kumar S was very useful and completed the project work successfully.

We wish him best for his career.



For KAPL

H. R MANAGER

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ACHARYA INSTITUTE OF TECHNOLOGY

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

Date: 25/05/2018

CERTIFICATE

This is to certify that **Mr. Madhan Kumar S** bearing USN **1AZ16MBA32** is a bonafide student of Master of Business Administration course of the Institute 2016-18 batch, affiliated to Visvesvaraya Technological University, Belgaum. Project report on “**A Study on Employee Welfare with Reference to Karnataka Antibiotics and Pharmaceuticals Ltd, Bangalore**” is prepared by him under the guidance of **Prof. Reena Mahesh Rao**, in partial fulfillment of the requirements for the award of the degree of Master of Business Administration, Visvesvaraya Technological University, Belgaum, Karnataka.

Signature of Internal Guide

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DECLARATION

I, MADAN KUMAR S bearing USN 1AZ16MBA42 hereby declared that the project report entitled “ EMPLOYEE WELFARE with reference to “KAPL Ltd” prepared by me under the guidance of Prof.REENA MAHESH, faculty of MBA Department, AIT and external assistance by JAGADISH C HIREMATH HR Manager-KAPL Ltd. I also declare that this project work is toward the partial fulfillment of the university Regulations for the degree of Master of Business Administration by Visvesvaraya Technological University, Belgaum. I have undergone a summer project for the period of ten 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: Bangalore

Date: 29/05/2018



Signature of the Student

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 Bengaluru for his help in initiating the project report in advance for the regular motivation, my guides Prof. Reena Mahesh faculty of MBA Department, AIT Bengaluru and Mr,Jagadish C Hiremath Manager, KAPL Ltd for their admirable help, suggestions and opinions on the contribution during and after the project report period.

Place: Bengaluru

Madhan kumar S

Date:

USN: 1AZ16MBA32

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EXECUTIVE SUMMARY

Employee welfare is a process taking actions to encourage and motivate workers in the organisation. It is process in which the employee of the organisation 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 organisation 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 attract and retain employees in the organisation.

The study talks about employee welfare theoretical along with new idea and views that in trend now. It deals identifying the factors that affect the employee welfare in the organisation. Many factors like canteen facility benefits working conditions manual review and feedback, etc., are taken into account.

CHAPTER-1
INTRODUCTION

1.1. INTRODUCTION

Welfare is all about comfortable living at work place and feeling comfortable at working situation. employee welfare that meansto make better life worth living for workers with inorganization.In an organization people are the most important assets and an organization should record the value then they should maintain the outlay of people working in the firm by the accounting profession. The value of human assets are as important as machinery in the organization as machines need repairs etc, same way human assets need more investments on their training and welfare activities and further in training and development etc, and expenditure on welfare activities can be added to investment separately. Employee welfare means taking care of workman intellectually or socially and things done foe the improvement and comfort of the worker over and above wage pay which is not compulsorily followed my the industry or organization.

1.2. INDUTRIAL PROFILE:

This type of industry produces life saving chemicals like antibiotics and drugs, antibiotics and pharmaceuticals industry is an manufacturing sector industry. This industry mainly concentrate on health of human beings and animals .this industry has maintained relationship with world health organisation(WHO) it takes guidancethrough them and other national and local authoritative bodies.

1.3. COMPANY PROFILE:

KAPL Karnataka antibiotics and pharmaceuticals limited is an manufacturing industry and they are marketing about the product which ishelfful and life saving they manufacture healthy drug which is saving many life all over country.

KAPL was established in1984, it has always given importance for its growth and its with ISO accreditation. Company gives commitment of value and servicesinboth domestic market and international market. And their facilities are approved by many international clients.

When we talk about its physical establishment land in peenya industrial area, Bengaluru. To contribute to the environment in order to avoid the pollution which is generated by the industry they have created some garden area and have planted some trees.

KAPL have also made their contribute in SWACHHA BHARAT ABHIYAN on 2nd October 2014. All contributions towards the PMNRF are notified for 100% deduction from taxable income under section 80G of the income tax act, 1961.

In order to recommend health requirement of our country they has formed committee. To reach every state in the country and that should be available in every public sector units, institutions and hospitals.KAPL is engaged in producing life saving drugs in the form of tablets, parenterals, capsules, orals, dry powder.

KAPL as a joint Venture was consigned and established in 1981 with investment from central government 59% state government through KSIIDC and remaining 41% was invested by the company itself.

1.4. VISION,MISSION AND GOALS:

Vision:

To achieve commercial excellence in the field of quality drugs at reasonable prices. To develop and maintain highly motivated human resources.

To generates internal and external financial resources to diversification projects.

Mission:

To have manufacturing services, complying with worldwide standards.

To make stronger the advertising efforts to achieve growth in exports and private trade market every year.

To incessantly improve the value in products and services to enhance customer satisfaction.

Goals:

Promote their product and services to other country and market their product in other country.

To help people provide proper medicine and good health condition and less costly.

1.5. PRODUCTS AND SERVICES:

They have a very wide variety of product such as:

- Tablets:**
 - Moxybiotic kid
 - Monybiotic kid
 - Numol tablets
 - Emidon tablets
 - Quin tablets
 - Paracetaol tablets
- Liquid injection tablet:**
 - Gentamycin injection veal
 - Gentamycin injection ampoule
 - Nufnac injection
- Dry powder injectable:**
 - Benzyl penicillin injection
 - Benzadrine penicillin injection
 - Certruax
 - Amplicillin injection
 - Cefotaxine injection
 - Kolamzan penicillin injection
 - Fortified procaine penicillin
- Syrups:**
 - Extol syrup
 - Vast syrup
 - Dycon syrup

- Suspensions:**
 - Remieic
 - Pediatric
 - Ampicilin for oral suspension
- Capsules:**
 - Zynfc capsule
 - Cyfolac capsule
- Ointments:**
 - Fubac
 - AG-X
 - Nufenac-gel

Only few of them have been taken as a sample

1.6. AREAS OF OPERATION:

They have been distributing there products all over the world in some places like Germany, Denmark, Netherlands, Philippines, Ethiopia and Belgium.In domestic and international.

1.7. INFRASTRUCTURE FACILITIES:

The KAPL have excellent infrastructure facility. The manufacturing industry which is located at peenya is provided with 10 acres of land, machinery, chemical lab, furniture and fixtures, garden area, computers etc. this are owned by company. Apart from this they distribution centres and outlet units all over India and out of which 8 branches are owned by the company and rest are given for lease basis. Vehicles are provided for executives of company.

1.8. COMPERTITORS INFORMATION:

There are many competitors in this industry and some are listed here:

- Ranbaxy
- Glaxosmithkline
- Nicholas
- Aventis etc.

1.9. SWOT ANALYSIS:

Strength:

- It has company goodwill.
- It's having strength of cooperative and good relationship between its entire workforce those actively contribute to the growth and development of the organization.
- Continuous profit making.

Weakness:

- Less marginal profit paid to different levels of distribution.
- Low investment in innovative R&D
- Huge gaps, tough to find the right resource

- Major functioning procedures are manual in finance, marketing and administration.

- Opportunity:**
 - Marketing alliances to sell MNC's products in domestic market.

 - Significant export potential

 - It has a wide spread markets for its products both from domestic to international market.

 - Inject able drugs will drive market growth.

□ **Threats:**

- Ever greening strategy of MNC's to protect market loss due to expiry of patents.
- Macro factors such as economy, will affect the base.
- It is to be ever alert by the auditing bodies like internal, stationary, and government auditors.
- Quoting lower prices than competitors is not possible.

1.10 FUTURE GROWTH PROSPECTS:

KAPL recommendation to expand their industry make joint sector pharmaceutical and also caters to the future needs. This nees was an innovative, organization structure to have been suggested by the committee to face challenges and future requirements of the industry.

CHAPTER-2

CONCEPTUAL BACKGROUND AND LITERATURE REVIEW

2.1 THEORETICAL BACKGROUND:

Today's laborer is ending up noticeably more aware of his power. Association like exchange unions helps them being capable. The cutting edge idea of work welfare involve each one of those exercises of the businesses which are matched towards furnish the representatives with specific offices and administrations despite wages or pay rates.

In the nineteenth century, work requests were kindly stifled, yet those days are no more. The requests of the laborer have now to be recognized, both on a good and functional plane. That a plant proprietor must to come in riches, while the laborers, who worry for him, cower in neediness, is today perceived as something faulty and dishonest.

Each business of work must make satisfactory activities of lodging and cleanliness, must contain free restorative help and make doctor's facility treatment accessible for the wiped out, motherhood consideration for the ladies representatives' ought to likewise be given.

An advantage of the welfare does not lie just with the laborers but rather in addition benefits the businesses. Representative's turnover is decreased because of the arrangement of welfare office. Legislative body appreciate their employments and work with a sentiment 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 and wellbeing 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.

The laborers are poor and ignorant and for the most part reprimand for being flighty and sluggish

2.2 REVIEW OF LITERATURE:

- Andreas Baldschun (Dec 2014), The purpose of the paper is to generate awareness of child welfare and also the description of the model's seven dimensions of well-being which are affective, social, professional, cognitive, personal, and psychological well being.
- Baker, C Richard, Hayes, Rick Stephan (1995), An experiment was conducted on negative effect caused because of economic decisions engaged by labour welfare which was handled by corporate management for the accounting stranded.
- Bh. Venkateshwara Rao, J. Durga Prasad (2013), this article states that the coal mining is the most hazardous operations. Miners are open to danger from various hazards like explosions, roof falls, noxious gases, etc.. And all these characteristics of the mining make it more significant for the welfare measures.
- Binqin Li and Huamin Peng (November 2006), In this research, limits that relying solely on formal social protection schemes which tackle the susceptibility of the workers from rural regions. It shows the problems that are under the organization its self and also the problems related to social security.
- Deborah Walker, Stephen La Garden Mark Neilio (Dec 2008), the paper provides an overview of current development in the area of employee benefits, that include executive compensation, qualified plans and welfare benefits.
- Deborah walker, oh hyuck, stephen la graden (Dec 2011), This article is two part article and this talk about the important developments in 2010 and 2011 in labour benefits, that includes executive recompense, qualified plans, employment taxes, health and welfare benefits.

- Dylan, Michelle Lynn (2002), The goal of the research was to analyze the dependent variables that makes a demand factors critical to the predicted economic success of welfare recipients.
- Irwin B.Horwitz, and BRIAN P. McCall, (1990-1997), Investor were interested in finding out whether the demographic factors are associated with the accident risk and found that female workers are having higher rate of fatalities as compared to male workers.
- James W.Yeates (2010), this paper talks about the general saying “death is not a welfare issue” and it has also been included in welfare legislation and policy in various countries.
- Javier Irizarry, George Washington, Carver Doctoral Fellow, DULCY M. Abraham , Post-Doctoral Research engineer, Carlos Arboleda, Geaduatestudy Assistant. This Paper describes the analysis of the analysis of the operation in trenching that is not fully addressed in the OSHA inspection.
- Joel C. (2003), The comparative study was conducted to see the insights of the degree of the relationship between perceptions and commitment of the organizational support, with the presence of differences between the various groups of participants with respect to their commitment and perceptions.
- Laura Leete,NeilBania(1999), This paper talks about developing a market of local
- labour information system that assess the effects of labour market on recently adopted welfare laws.
- Paul oysterman (Jan 2000), this paper talks about the HPWO practices and its impact on the productivity and quality gains for the employees benefit.

- PeotikBasu, ShovanChowdhury, Paeveen Ahmed Alam (Sep 2015), this model describes about the need to achieve more with less number of people in the organization environment. The model was tested and a positive impact of flexibility was found.
- PgMdSalleh, AkMdHasnolAlwee(2015), The purpose of the study is to provide views onto the different levels of financial literacy in Brunei by focusing on welfare recipients.
- Prasad. Y Ramakrishna (Jul/sept 2014), the study was conducted to determine the explicit attributes of employee satisfaction towards the measures of welfare and analyse the affect of the welfare measures in improving the productivity in a sugar industry.
- Pratibha Joshi, Prommila Sharma, T.C and AmitKhatter (April-June, 2012), Multiple responses were observed of the workers out of which 45%-20% consist of the construction activities and around 16% were belonging to supervision group and safety management. Further it was found that respondents decided that hazards the construction site can removed with the use of PPE and its different kinds which are used for the protection of the eyes and face which includes impact goggles, safety glasses, chemical goggles, etc.
- ShriSarbeswaraSahoo, Construction sectors involves work that are unsafe like wring in an excess height, welding, carry staff to higher place without the use of technology. Death and injury from those accidents in Indian construction sector are the most and it is found that 40% of the deaths are due to fall from heights.
- Tracey Dickson, Jeremy Huyton (2008), the study was conducted to examine the extent to which the employee welfare measures and human resource management ha an impact on the customer service.
- Valerie K.Kepner (2009), this research was conducted to determine the migration effect of the various new incentives at the individual responsibility and job opportunity settlement act (PRWORA).

- Vater, A. Joseph (May/Jun 2002), The recent developments have showed that it is important that employee benefits professionals should be aware of the impact that the discrimination statues have on health and welfare also on pension plans.
- Vibhapandey, Kankwadhvani (Jan/mar214), this paper studies the various attributes of Raymond limited. It concentrates on the various welfare measures for the employees in Raymond limited.
- W. Susan Hicks (Dec 1992), this article talks about AICPA'S statements of position which are the sources of generally accepted accounting principles.
- Weikel-Morrison, David Alexander (2002), Due to the shortage of the workers in public child welfare companies in California, the researcher chose to study on the employee job satisfaction, retention and turnover in central San Joaquin valley.
- Wilson, BusseyBernice(1998), The study was conducted to examine employer's insight of contributing factors their participation and also the factors they felt that pretentious welfare recipients entry into their labour force.

CHAPTER 3
RESEARCH DESIGN

3.1 Statement Of The Problem:

Topic “A STUDY ON EMPLOYEE WELFARE”

If the workers are uncomfortable in working place they cannot perform there level best in work same as if the working condition and environment are good in there required to work the performance of the employee will be better through this the productivity and improvement in working condition will increase. Welfare facilities provided to workers willbemorale of the employee and consequent growth in the efficiency and reduction in cost. Management tings that providing employee welfare will be tool for achievingthere goal or way to reach their aim.

3.2 NEED FOR THE STUDY:

Workers are facet for organization. To boost and motivate them employer should take care and provide some facilities to keep them happy so that they can match up with the cost of living.

Employee welfare should be there in every organization so that it can take care of employee's health, safe and same while it helps in training and development too.

The welfare measure is needed due to socio economic conditions in industry sector.

Therefore a study is done on employee welfar

3.3. OBJECTIVES:

- To analyze the level of satisfaction towards welfare facility provided to worker.
- To study different aspects involved in employee welfare.
- To examine the opinion of employees towards the welfare services provided in the organization.
- To suggest various intervening process through which employee welfare can be enhance.

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 KAPL to study and understand the facility provided to them.

3.5. RESEARCH METHODOLOGY:

. Research Design:

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

Data And Sources Of Data:

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

Tools for data collection – The research tool used for this project is through questionnaires. The questionnaires designed for this study was structured and it consisted of multiple choice and close ended question.

. Sampling Techniques:

Population size – 750 employees.

Sample size – A sample of 50 employees will be considered.

Period –02/01/2017 to 10/03/2017

3.6 Hypothesis

Hypothesis testing:

H0: there association between satisfaction towards recreational activities and welfare facilities is insignificant

H0: there association between satisfaction towards recreational activities and welfare facilities is significant

Correlations

		12) Iam satisfied with The recreational Activities arranged by the company	10) Iam satisfied with welfare facilites conducted by company
12) Iam satisfied with the recreational activities arranged by the company	Pearson Correlation Sig. (2-tailed) N	1 50	.801 ** .000 50
10) Iam satisfied with welfare facilites conducted by company	Pearson Correlation Sig. (2-tailed) N	.801 ** .000 50	1 50

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

Interpretation:

Employees are satisfied with recreation facilities and welfare facilities conducted by the company with the significant level 0.00 which is less than 0.01. the result is significant. This means company is providing all the recreational facilities and required welfare facilities to all the employees.

H0: there is no association between satisfaction towards canteen and quality, quantity, cost and cleanliness

H0: there is association between satisfaction towards canteen and quality, quantity, cost and cleanliness.

Correlations

		18) Iam satisfied with canteen	19) Quality	20) Quantity	21) Cost of food	22) Cleanliness
18) Iam satisfied with Canteen	Pearson Correlation	1	1.000**	.786**	.845**	.845**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	50	50	50	50	50
19) Quality	Pearson Correlation	1.000**	1	.786**	.845**	.845**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	50	50	50	50	50
20) Quantity	Pearson Correlation	.786**	.786**	1	.845**	.845**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	50	50	50	50	50
21) Cost of food	Pearson Correlation	.845**	.845**	.845**	1	1.000**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	50	50	50	50	50
22) Cleanliness	Pearson Correlation	.845**	.845**	.845**	1.000**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	50	50	50	50	50

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

Interpretation:

The above table shows that there is positive significant relationship between satisfaction level towards canteen and quality, quantity, cost and cleanliness with the significant level 0.00 which is less than 0.01. Canteen is also one of the components of employee welfare. This shows that employees are satisfied with the canteen facility.

3.7.LIMITATIONS OF THE STUDY:

- Study is applicable only for KAPL employees, Bangalore area
- Analysis of the information is formulated based on the responses received assuming that the data provided is accurate
- Some of the respondents were reluctant to respond to certain questions.

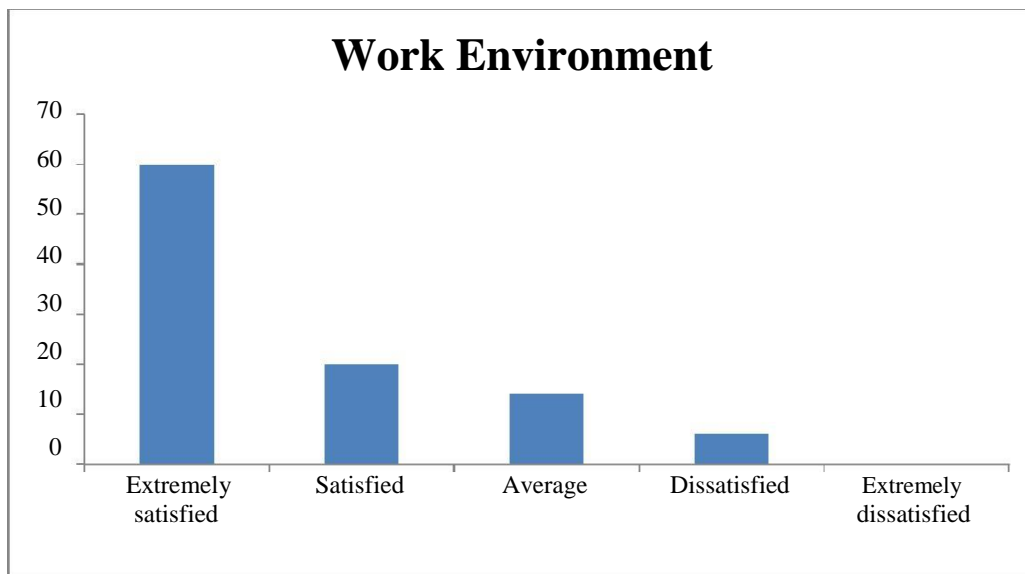
CHAPTER-4
DATA ANALYSIS AND INTERPRETATION

1. Specify the level of satisfaction towards the work environment

Table 4.1 Specify the level of satisfaction towards the work environment

PARTICULARS	RESPONDENTS	PERCENTAGE
Extremely satisfied	30	60
Satisfied	10	20
Average	7	14
Dissatisfied	3	6
Extremely dissatisfied	0	0

Chart 4.1. Satisfaction towards the work environment



Interpretation:

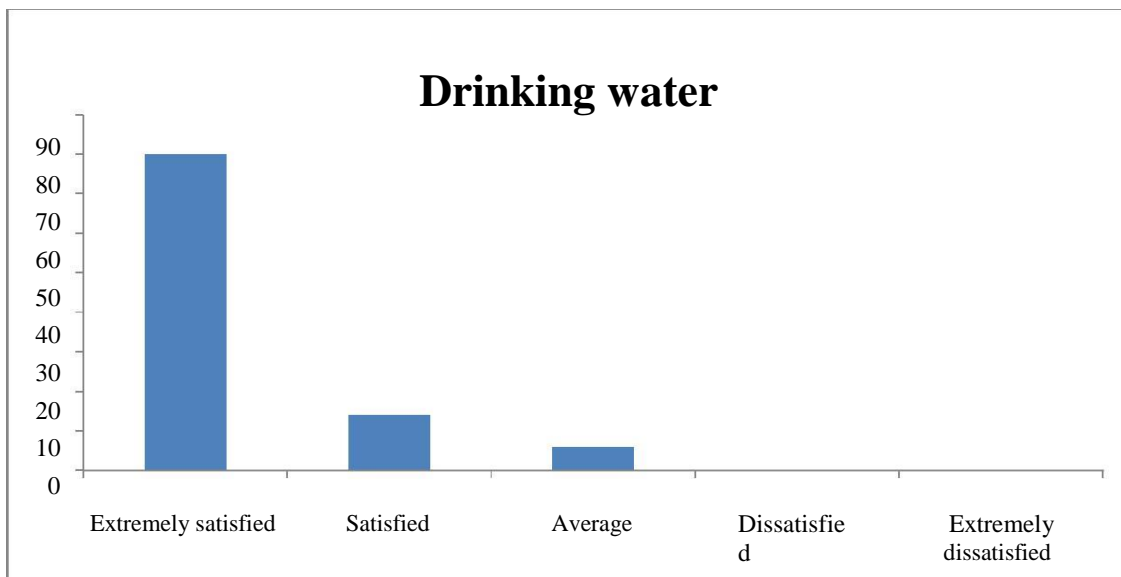
As per the graph it inferred, majority of the respondents are extremely satisfied with their work environment.

2. Specify the level of satisfaction towards the drinking water facility provided at workplace

Table 4.2. Drinking water facility

PARTICULARS	RESPONDENTS	PERCENTAGE
Extremely satisfied	40	80
Satisfied	7	14
Average	3	6
Dissatisfied	0	0
Extremely dissatisfied	0	0

Graph 4.2. Drinking water facility



Interpretation:

As per the graph, majority of the respondents are extremely satisfied with drinking water service provided at work place.

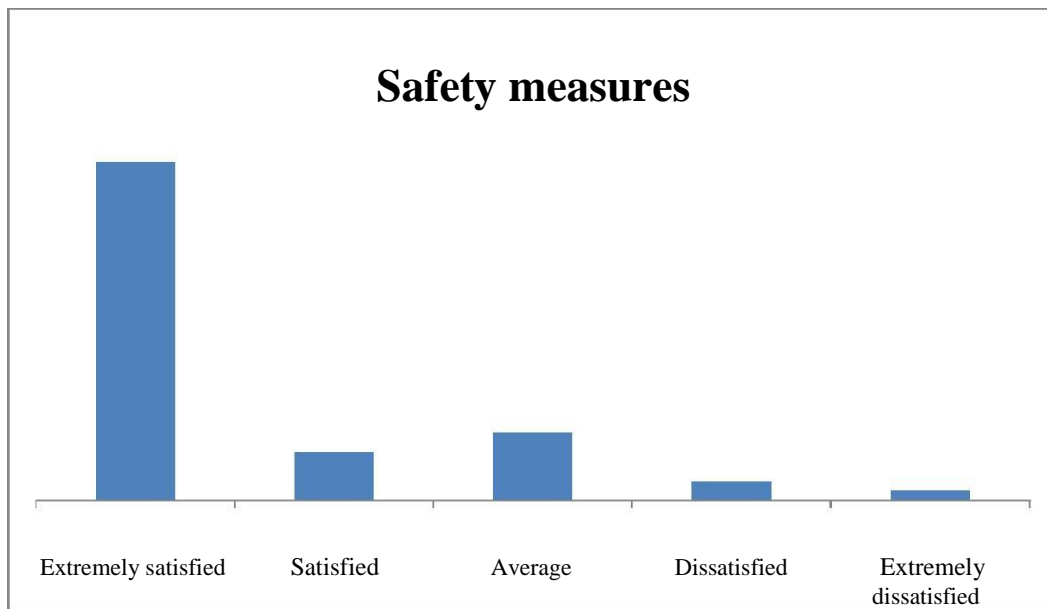
3. Specify The Level Of Satisfaction Towards Safety Measures Provided By Organization

table 4.3. Safety measure

PARTICULARS	RESPONDENTS	PERCENTAGE
Extremely satisfied	35	70
Satisfied	5	10
Average	7	14
Dissatisfied	2	4
Extremely dissatisfied	1	2

Table 4.3. Safety measures

Graph 4.3. Safety measure



Interpretation:

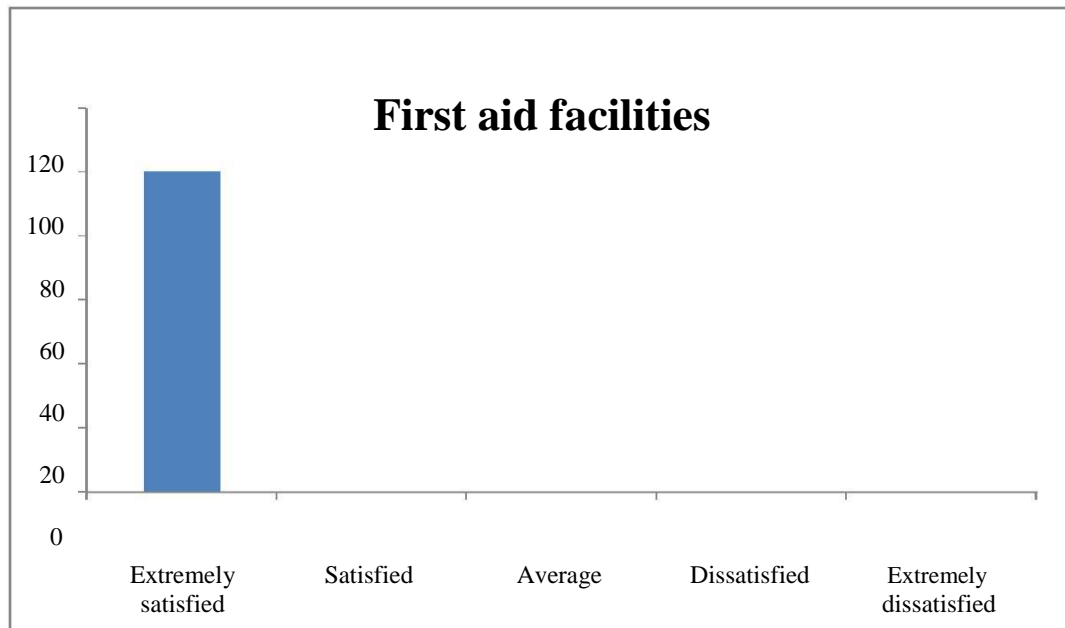
above graph it inferred that, majority of the respondents are extremely satisfied with their safety measures provided by company.

4. Specify the level of satisfaction towards the medical and first aid facilities at workplace.

Table 4.4. Medical and first aid facilities

PARTICULARS	RESPONDENTS	PERCENTAGE
Extremely satisfied	50	100
Satisfied	0	0
Average	0	0
Dissatisfied	0	0
Extremely dissatisfied	0	0

Graph 4.4. Medical and first aid facilities



Interpretation

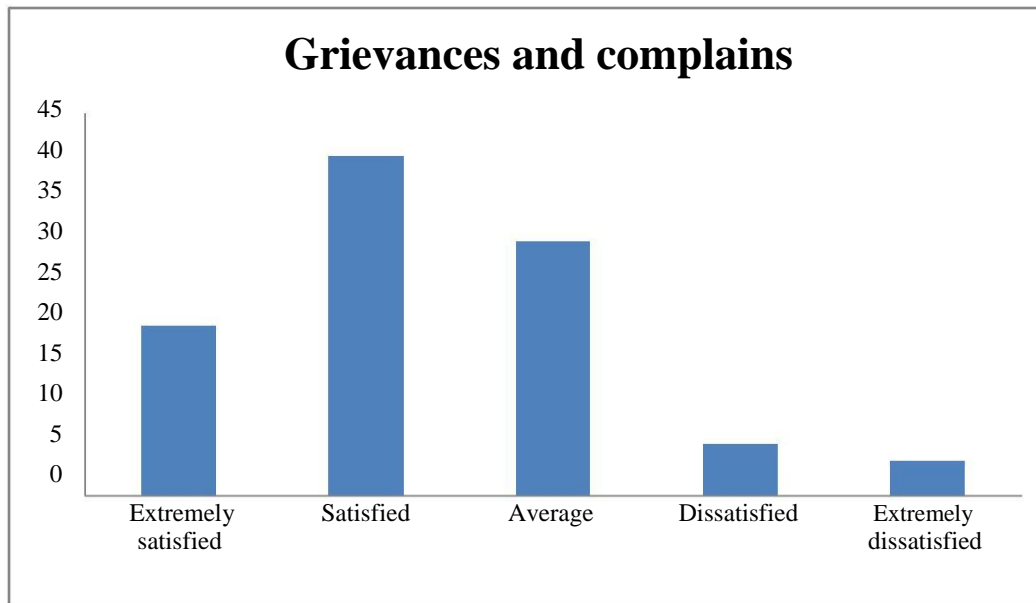
From the above graph it is inferred that, majority of the respondents are extremely satisfied with their Medical and first aid facilities.

5. Specify the level of satisfaction towards the settlement of grievances and complains of employees with regard to service condition

Table 4.5.Settlement of grievances and complains

PARTICULARS	RESPONDENTS	PERCENTAGE
Extremely satisfied	10	20
Satisfied	20	40
Average	15	30
Dissatisfied	3	6
Extremely dissatisfied	2	4

Graph 4.5. Settlement of grievances and complain



Interpretation:

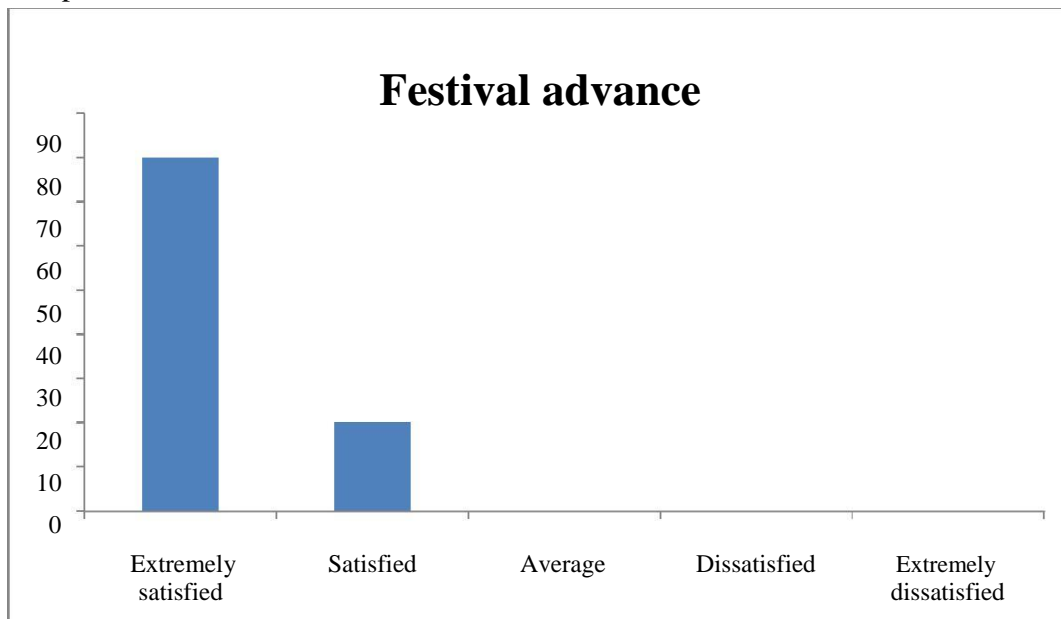
As per the above graph it inferred that, majority of the respondents are satisfied with their settlement of grievances and complains.

6. I am satisfied with the festival advance scheme

Table 4.6. Festival advance scheme

PARTICULARS	RESPONDENTS	PERCENTAGE
Extremely satisfied	40	80
Satisfied	10	20
Average	0	0
Dissatisfied	0	0
Extremely dissatisfied	0	0

Graph 4.6. Festival advance scheme



Interpretation:

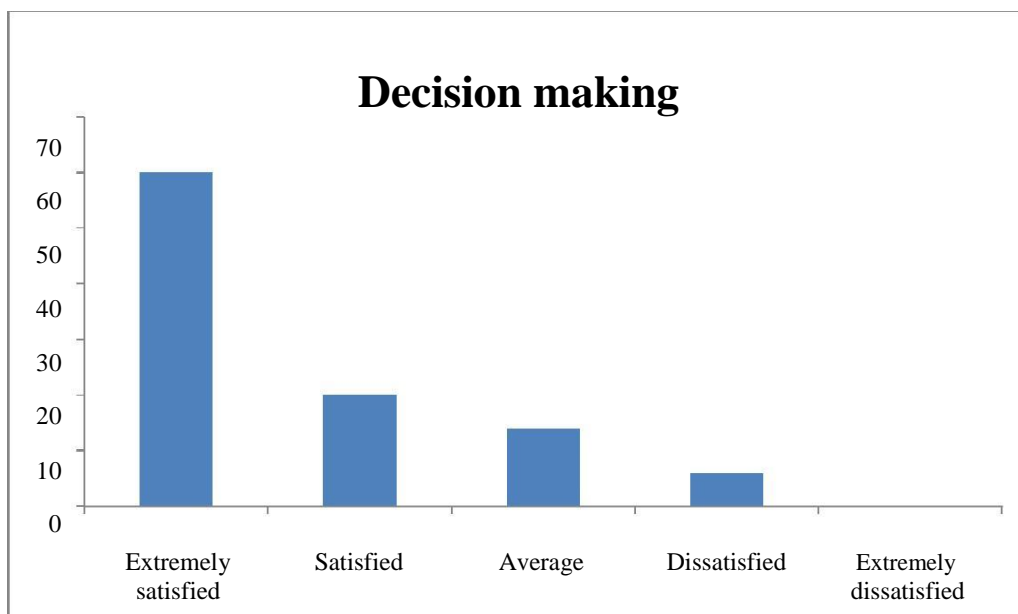
From the above graph it is inferred that, majority of the respondents are extremely satisfied with their festival advance scheme.

7. I am satisfied with the extent of participation in decision making

Table 4.7. Extent of participation in decision making

PARTICULARS	RESPONDENTS	PERCENTAGE
Extremely satisfied	30	60
Satisfied	10	20
Average	7	14
Dissatisfied	3	6
Extremely dissatisfied	0	0

Graph 4.7. Extent of participation in decision making



Interpretation:

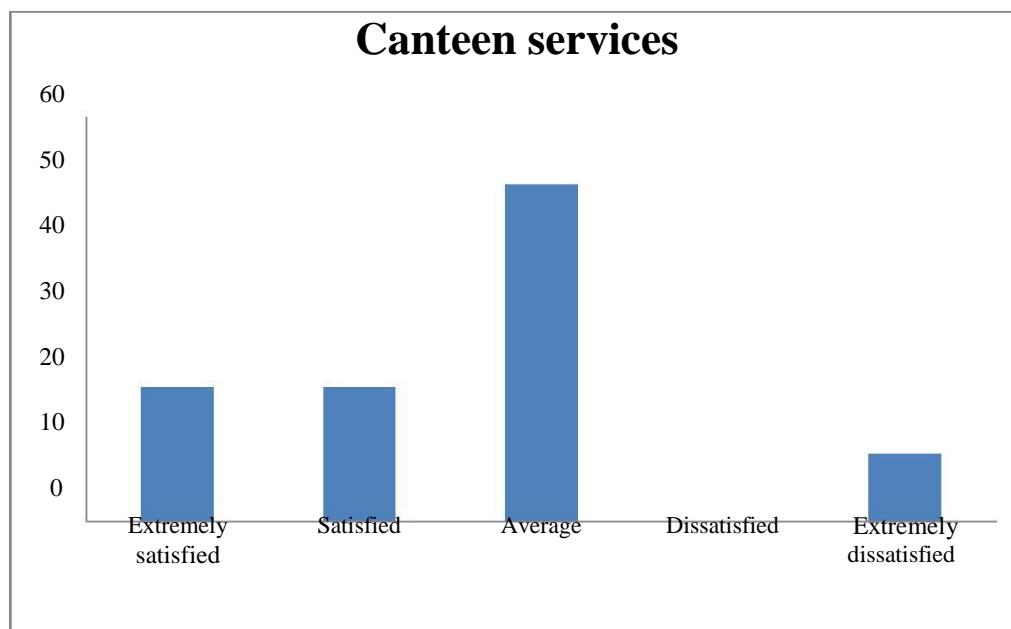
As per the above graph it inferred that, majority of the respondents are extremely satisfied with their extent of participation in decision making.

8. I am satisfied with the canteen services provided by the company

Table 4.8.Canteen services

PARTICULARS	RESPONDENTS	PERCENTAGE
Extremely satisfied	10	20
Satisfied	10	20
Average	25	50
Dissatisfied	0	0
Extremely dissatisfied	5	10

Graph 4.8.Canteen services



Interpretation:

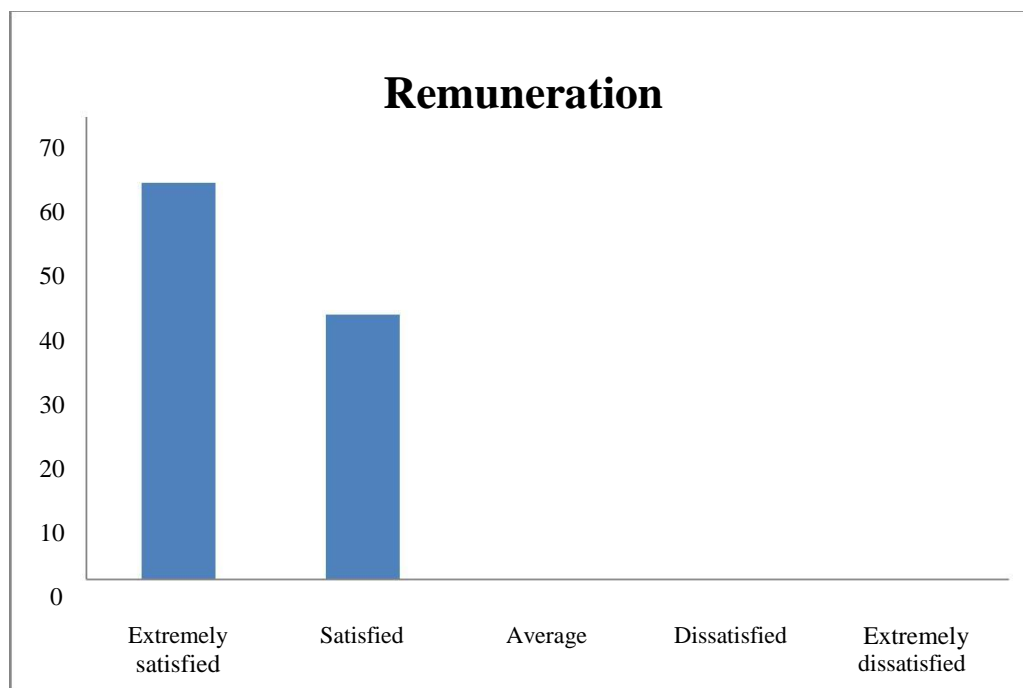
From the above graph it is inferred that, majority of the respondents said average about the canteen services.

9. I am Satisfied with remuneration provided by the company

Table 4.9. Remuneration

PARTICULARS	RESPONDENTS	PERCENTAGE
Extremely satisfied	30	60
Satisfied	20	40
Average	0	0
Dissatisfied	0	0
Extremely dissatisfied	0	0

Graph 4.9. Remuneration



Interpretation:

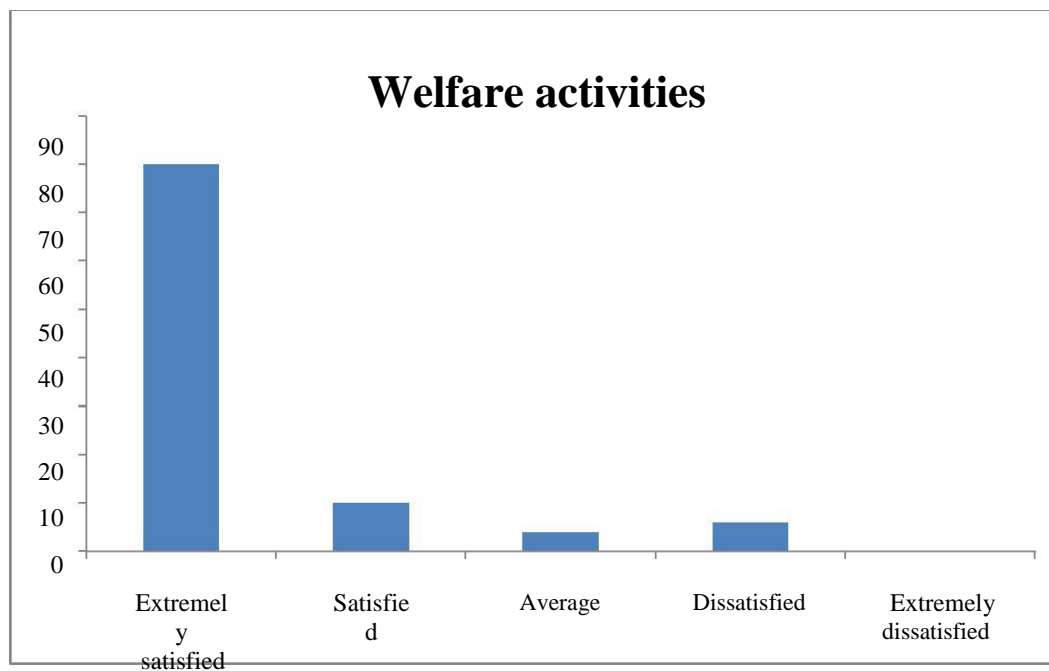
From the above graph it is inferred that, majority of the respondents are extremely satisfied with their remuneration provided by the company.

10 I am satisfied with welfare activities conducted by company

Table 4.10.Welfare activities

PARTICULARS	RESPONDENTS	PERCENTAGE
Extremely satisfied	40	80
Satisfied	5	10
Average	2	4
Dissatisfied	3	6
Extremely dissatisfied	0	0

Graph 4.10.Welfare activities



Interpretation:

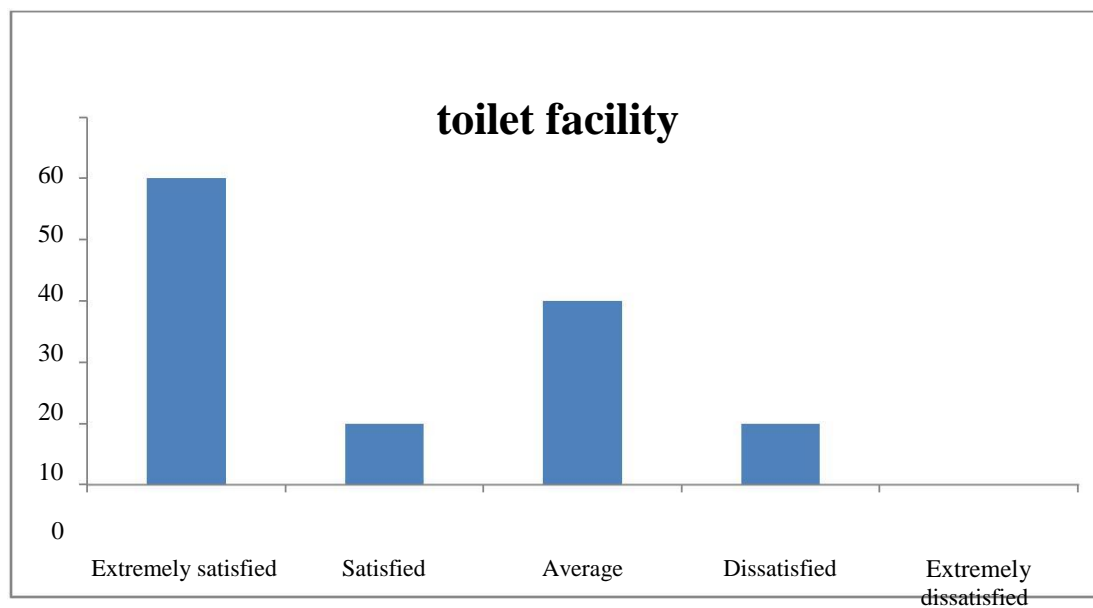
From the above graph it inferred that, majority of the respondents are extremely satisfied with their welfare activities conducted by company

I am satisfied with the hygienic conditions maintained in latrines and urinals

Table 4.11.Toilet facility

PARTICULARS	RESPONDENTS	PERCENTAGE
Extremely satisfied	25	50
Satisfied	5	10
Average	15	30
Dissatisfied	5	10
Extremely dissatisfied	0	0

Graph 4.11.Toilet facility



INTERPRETATION:

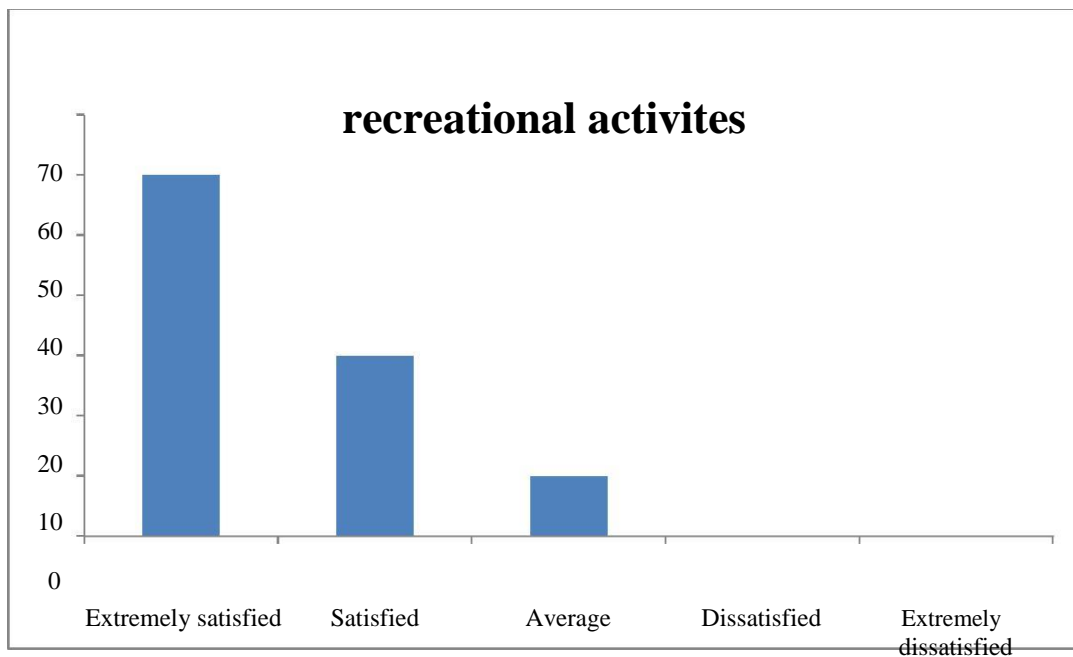
From the above graph it is inferred that, majority of the respondents are extremely satisfied with their hygienic conditions maintained in latrines and urinals.

10. I am satisfied with the recreational activities arranged by the company

Table 4.12.Recreational activities

PARTICAULARS	RESPONDENTS	PERCENTAGE
Extremely satisfied	30	60
Satisfied	15	30
Average	5	10
Dissatisfied	0	0
Extremely dissatisfied	0	0

Graph 4.12.Recreational activities



INTERPRETATION:

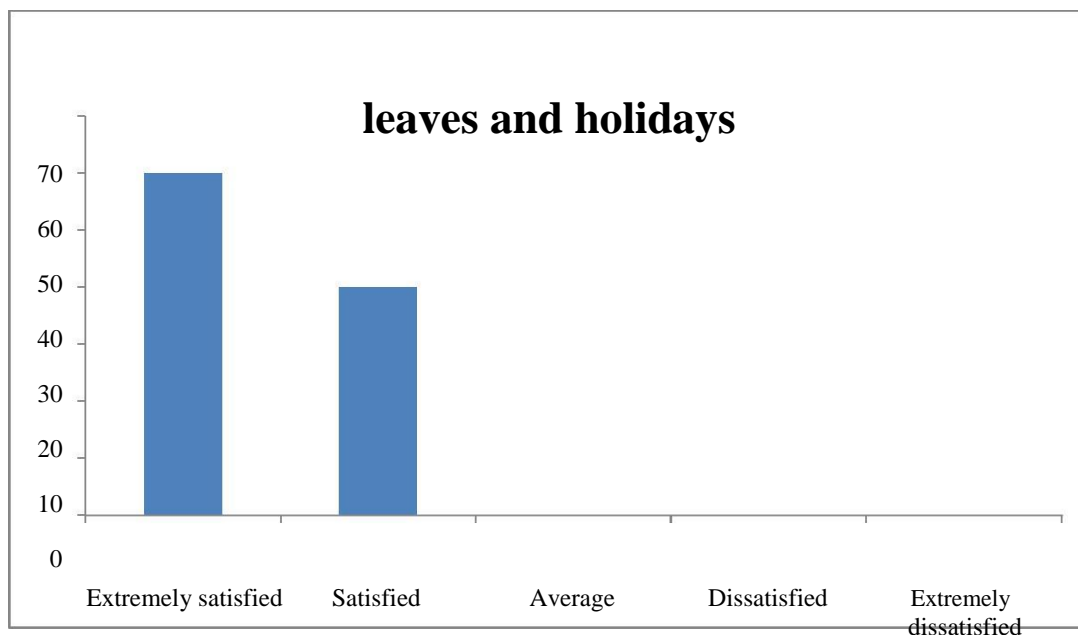
From the above graph it inferred that, majority of the respondents are extremely satisfied with their recreational activities.

11. I am fulfilled with the number of leaves and holidays provided by the company

Table 4.13.Number of leaves and holidays

PARTICULARS	RESPONDENTS	PERCENTAGE
Extremely satisfied	30	60
Satisfied	20	40
Average	0	0
Dissatisfied	0	0
Extremely dissatisfied	0	0

Graph 4.13.Number of leaves and holidays



INTERPRETATION:

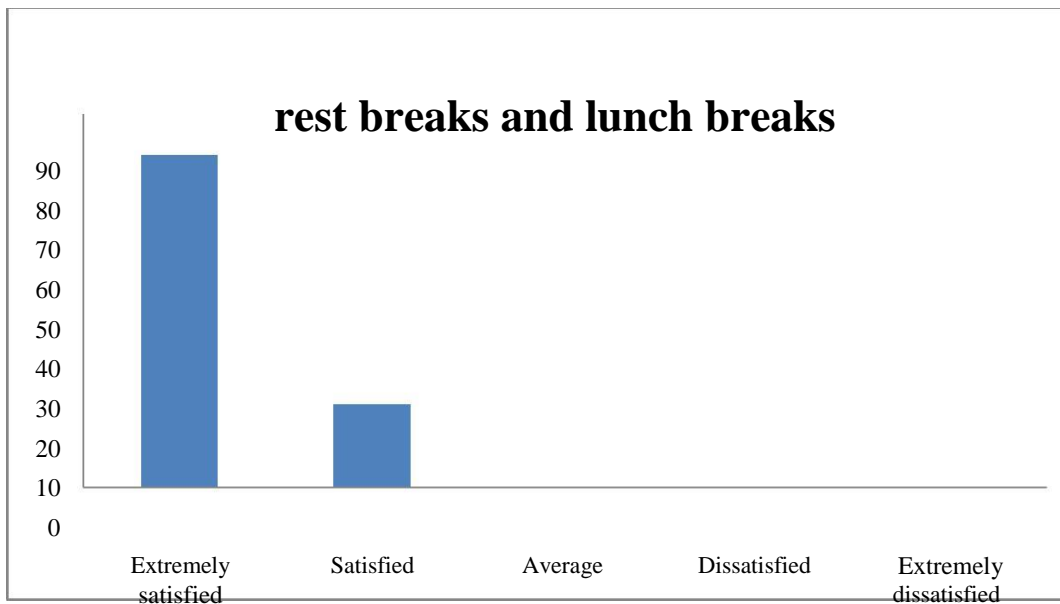
From the above graph it is inferred that, majority of the respondents are extremely satisfied with their number of leaves and holidays.

12. Table showing satisfied with the rest breaks and lunch breaks provided by the company

Table 4.14. Rest breaks and lunch breaks

PARTICULARS	RESPONDENTS	PERCENTAGE
Extremely satisfied	40	80
Satisfied	10	20
Average	0	0
Dissatisfied	0	0
Extremely dissatisfied	0	0

Graph 4.14. Rest breaks and lunch breaks



INTERPRETATION:

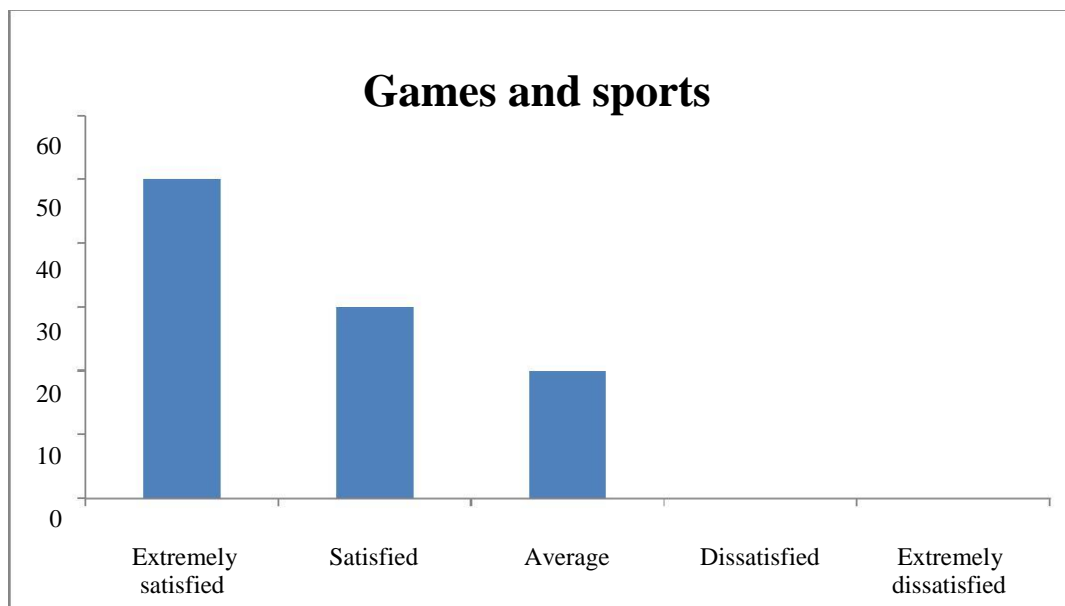
From the above graph it is inferred that, majority of the respondents are extremely satisfied with their rest breaks and lunch breaks

13. I am satisfied with the games and sports facilities

Table 4.15. Games and sports facilities

PARTICULARS	RESPONDENTS	PERCENTAGE
Extremely satisfied	25	50
Satisfied	15	30
Average	10	20
Dissatisfied	0	0
Extremely dissatisfied	0	0

Graph 4.15. Games and sports facilities



INTERPRETATION:

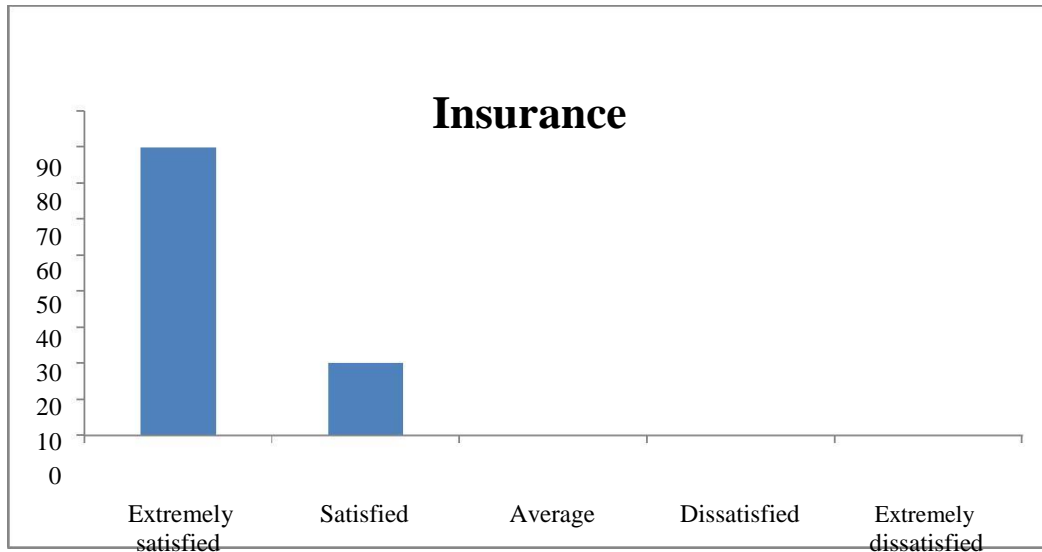
From the above graph it is inferred that, majority of the respondents are extremely satisfied with their games and sports facilities

14. I am satisfied with the Insurances and accidents benefits provided by the company

Table 4.16. Insurances and accidents benefits

PARTICULARS	RESPONDENTS	PERCENTAGE
Extremely satisfied	40	80
Satisfied	10	20
Average	0	0
Dissatisfied	0	0
Extremely dissatisfied	0	0

Graph 4.16. Insurances and accidents benefits



Interpretation:

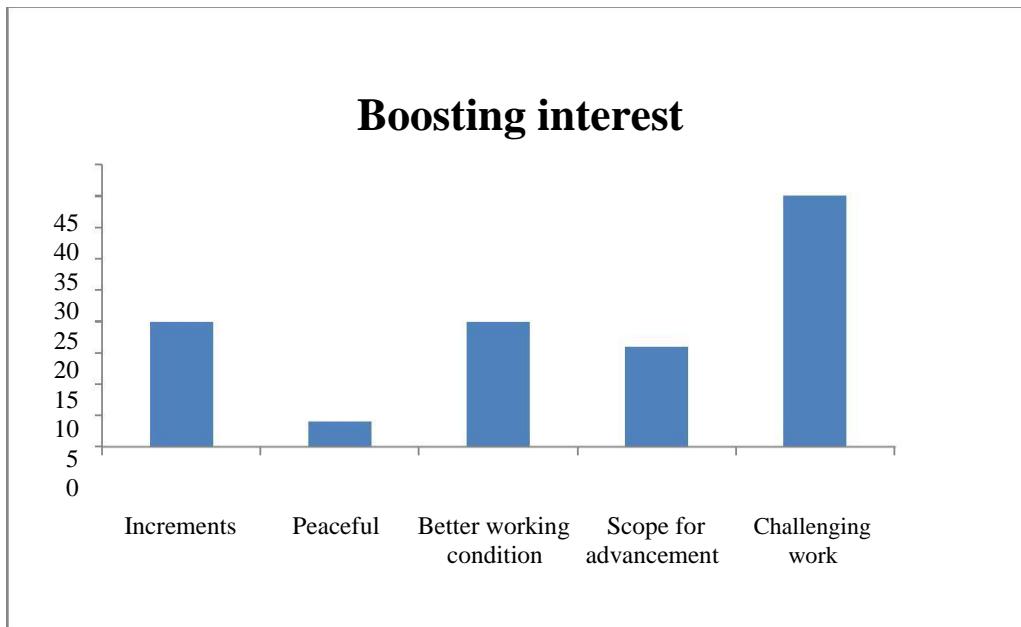
From the above graph it is inferred that, majority of the respondents are extremely satisfied with their Insurances and accidents benefits.

15. Which one among these makes you feel would boost up your interest on work

Table 4.17.Boost up your interest

PARTICULARS	RESPONDENTS	PERCENTAGE
Increments	10	20
Peaceful	2	4
Better working condition	10	20
Scope for advancement	8	16
Challenging work	20	40

Graph 4.17.Boost up your interest



Interpretation:

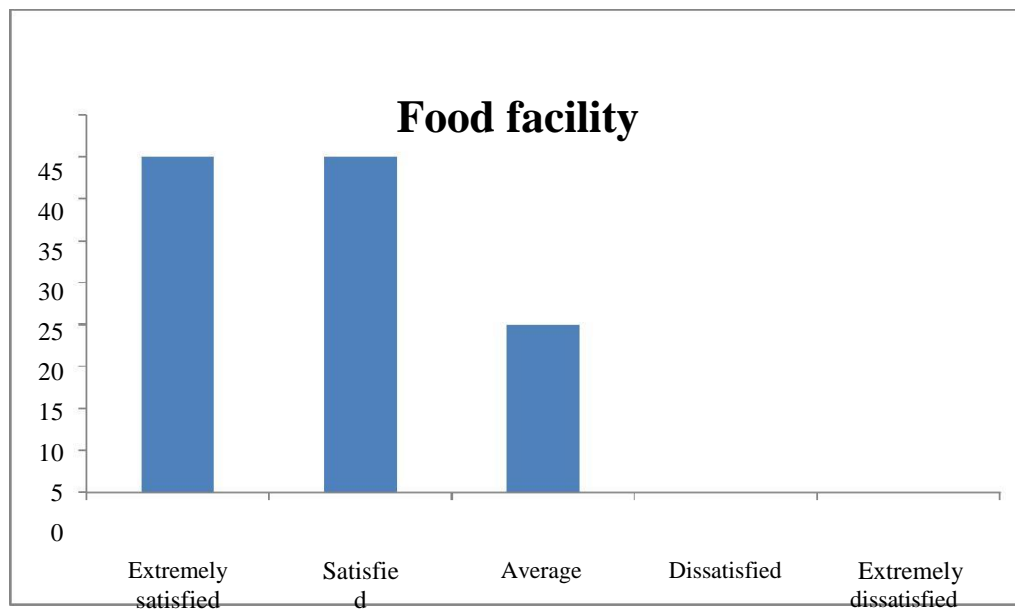
From the above graph it inferred that, majority of the respondents are boosting up there interest through challenging work.

18. I am satisfied with the food provided in the company

Table 4.18. Food facility

PARTICULARS	RESPONDENTS	PERCENTAGE
Extremely satisfied	20	40
Satisfied	20	40
Average	10	20
Dissatisfied	0	0
Extremely dissatisfied	0	0

Graph 4.18. Food facility



Interpretation:

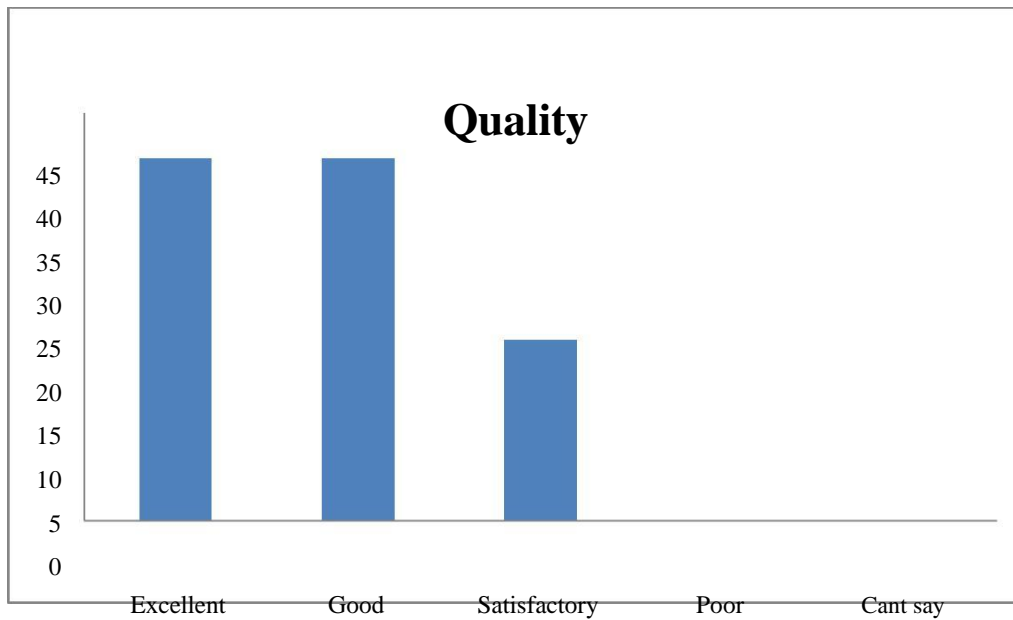
From above graph it shows that, most of them are both extremely satisfied and satisfied with food facility.

16. Quality

Take 4.19.Quality

PARTICULARS	RESPONDENTS	PERCENTAGE
Excellent	20	40
Good	20	40
Satisfactory	10	20
Poor	0	0
Can't say	0	0

Graph 4.19.Quality



Interpretation:

From the above graph it is inferred that, majority of the respondents are both excellent and good in food quality.

17. Quantity

Table 4.20.Quantity

PARTICULARS	RESPONDENTS	PERCENTAGE
Excellent	10	20
Good	20	40
Satisfactory	20	40
Poor	0	0
Can't say	0	0

Graph 4.20.Quantity



Interpretation:

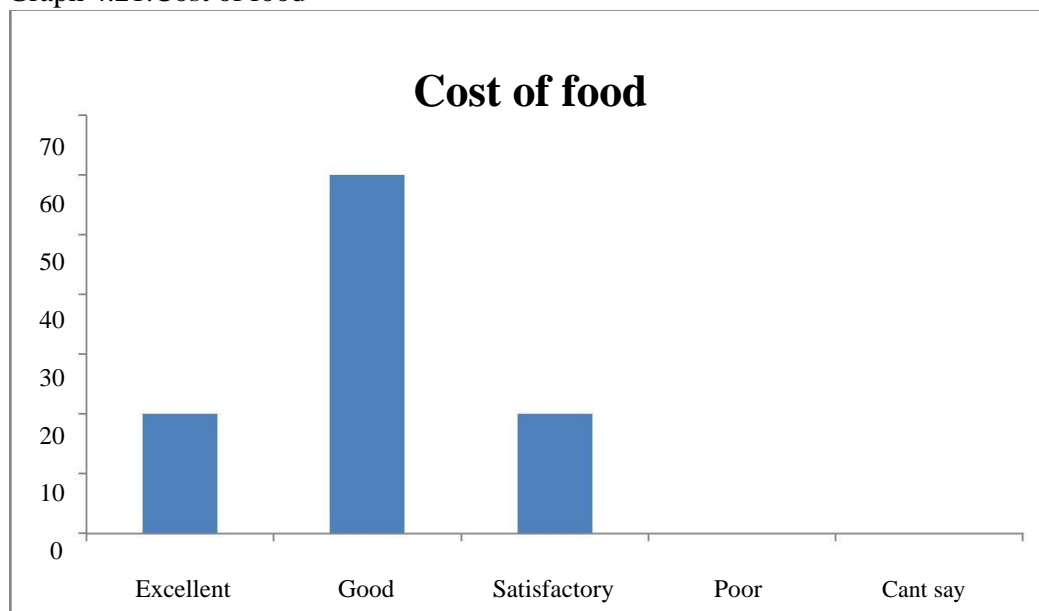
From the above graph it inferred that, majority of the respondents are for both satisfactory and good about food quantity.

21. Cost of food

Table 4.21. Cost of food

PARTICULARS	RESPONDENTS	PERCENTAGE
Excellent	10	20
Good	30	60
Satisfactory	10	20
Poor	0	0
Can't say	0	0

Graph 4.21. Cost of food



Interpretation:

From the above graph it is inferred that, majority of the respondents are good with their cost of food.

22. Cleanliness

Table 4.22.Cleanliness

PARTICULARS	RESPONDENTS	PERCENTAGE
Excellent	10	20
Good	20	40
Satisfactory	20	40
Poor	0	0
Can't say	0	0

Graph 4.22.Cleanliness



Interpretation:

From the above graph it is inferred that, majority of the respondents are both good and satisfactory in cleanliness.

CHAPTER-5

**SUMMARY OF FINDINGS, SUGGESTIONS AND
CONCLUSION**

5.1. FINDINGS:

- 1) Workenvironment at KAPL is comfortable for workers.
- 2) Most of them are extremely satisfied with their drinking water facility provided at work place.
- 3) Employees are extremely satisfied with their safety measures.
- 4) All employees are extremely satisfied with medical and first aid facility.
- 5) Most of them are satisfied with settlement of grievances.
- 6) Employees are extremely satisfied with their festival advance scheme.
- 7) Most of employees are extremely satisfied with the extent of participation in decision making.
- 8) Few of them are in between average with the canteen facility provided at work place.
- 9) Remuneration provided to employees is extremely satisfied from KAPL.
- 10) All most all are extremely satisfied with welfare activity under taken at KAPL.
- 11) KAPL has provided hygienic toilet facility.
- 12) KAPL has better recreational activities for their employees and they are extremely satisfied.
- 13) Workers are extremely satisfied with leaves and holidays provided.
- 14) All employees are happy with their breaks given at work place.
- 15) All most all the workers are satisfied with games and sports activity.
- 16) The company has provided insurances and accident benefits to their employee.
- 17) Employees say that challenging work will boost up their interest on work more.
- 18) Employees are satisfied with their food provided at canteen.
- 19) Quality of food is good for employee's food.
- 20) Quantity is more and employees are satisfied.
- 21) Cost of food is manageable.

5.2. SUGGESTIONS:

- i. Good relationship should be maintained by the organization in respect to meeting the trade union demands.
- ii. Improvement in washroom facility and providing separate rest room for women employees.
- iii. Organization should conduct more training programs for the employees.
- iv. Communication with level of employees should improve.
- v. Providing of education loan and housing loan should be increased by KAPL
- vi. Women employees are less when compared to men.

5.3. CONCLUSION:

HENCE, by the report the staff are totally fulfilled with facilities provided by the KAPL and both are working for the betterment of the organization as well as themselves.

Through the survey it seems that employees and employers are benefited with the welfare facilities provided in the organization which boost the energy in work and by that they are earning good profit and the performance of the employee has been recognized by their employer and has been supported.

On the other hand I can see that employees are fulfilled with their welfare facilities provided by the company and this builds a relationship between employee and employer stronger and it will help in the growth of the company too.

Therefore welfare facilities should be there in the organization

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ANNEXURE:

“Questionnaire on Employee Welfare”

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

1. Extremely satisfied
2. Satisfied
3. Average
4. Dissatisfied
5. Extremely dissatisfied

SL. NO.	QUESTIONS	1	2	3	4	5
1	Specify the level of satisfaction towards the work environment					
2	Specify the level of satisfaction towards the drinking water facility provided at workplace					
3	Specify the level of satisfaction towards safety measures provided by organization					
4	Specify the level of satisfaction towards the medical and first aid facilities at workplace					
5	Specify the level of satisfaction towards the settlement of grievances and complains of employees with regard to service condition					

6	I am satisfied with the festival advance scheme					
7	I am satisfied with the extent of participation in decision making					
8	I am satisfied with the canteen services provided by the company					
9	I am Satisfied with remuneration provided by the company					
10	I am satisfied with welfare activities conducted by company					
11	I am satisfied with the hygienic conditions maintained in latrines and urinals					
12	I am satisfied with the recreational activities arranged by the company					
13	I am satisfied with the number of leaves and holidays provided by the company					
14	I am satisfied with the rest breaks and lunch breaks provided by the company					
15	I am satisfied with the games and sports facilities					
16	I am satisfied with the Insurances and accidents benefits provided by the company					

17. Which one among these makes you feel would boost up your interest on work?

- a) Increments
- b) Peaceful Working Environment
- c) Better working Condition
- d) Scope for Advancement
- e) Challenging work

18. I am satisfied with the food provided in the company?

- a) Extremely satisfied
- b) satisfied
- c) Dissatisfied
- d) Average
- e) Extremely dissatisfied

19. Quality

- a) Excellent
- b) Good
- c) Satisfactory
- d) Poor
- e) can't say

20. Quantity

- a) Excellent
- b) Good
- c) Satisfactory
- d) Poor
- e) can't say

21. Cost of food

- a) Excellent
- b) Good
- c) Satisfactory

d) Poor

e) can't say

22. Cleanliness

a) Excellent

b) Good

c) Satisfactory

d) Poor

e) can't say

Demographic Questions:

23. Age

:

16 – 20

20 – 25

25 – 30

30 – 35

35 – 40

above 40

24. Gender

:

Female

Male

25. Tenure

:

0 – 5

5 – 10

10 – 15

15 –
20

20 – 30

above 31

...Thank you...



ACHARYA INSTITUTE OF TECHNOLOGY

DEPARTMENT OF MBA

INTERNSHIP WEEKLY REPORT (IAZI6MBA32)

Name : MADHAN KUMAR S
Name of the Project : EMPLOYEE WELFARE
Internal guide : Prof. REENA MAHESH
USN No : 1Z16MBA32
Specialization : Finance & Human Resource
Company name : KARNATAKA ANTIBIOTICS & PHARMACEUTICALS LTD

Week	Work Undertaken	External Guide Signature	Internal Guide Signature
15-1-2018 to 20-1-2018	Understanding Structure, culture and functioning of the Organization.		
22-1-2018 to 27-1-2018	Understand products/services and the problems of the organization		
29-1-2018 to 3-2-2018	Industry profile and company profile		
5-2-2018 to 10-2-2018	Competitors analysis		
12-2-2018 to 17-2-2018	Questionnaire design and distribution		

17-2-2018 to 24-2-2018	Data collection	<u>Mhad</u>	<u>Reddy</u>
26-2-2018 to 3-3-2018	Editing and coding	<u>Mhad</u>	<u>Reddy</u>
5-3-2018 to 10-3-2018	Data Analysis	<u>Mhad</u>	<u>Reddy</u>
12-3-2018 to 17-3-2018	Interpretation of data	<u>Mhad</u>	<u>Reddy</u>
19-3-2018 to 24-3-2018	Suggestions and conclusions	<u>Mhad</u>	<u>Reddy</u>



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