



THE TRAVANCORE - COCHIN CHEMICALS LTD.

(A KERALA GOVERNMENT COMPANY)

P.B. No. 4, UDYOGAMANDAL P.O., KOCHI - 683 501, KERALA.

CIN:U24299KL1951SGC001237



HR/PW/ 574 /2018

24.03.2018

CERTIFICATE OF PROJECT WORK

This is to certify that Mr. Robin James Abraham a student of MBA from Acharya Institute of Technology, Soldevanahalli, Hesaraghatta Main Road, Bangalore – 560 090, has successfully completed Project Work in “Employee Motivation” in our company during the period from 15.01.2018 to 24.03.2018.

We wish you all the best.



Shibu S. Dev
Manager (HR)



ACHARYA INSTITUTE OF TECHNOLOGY

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

Date: 08/05/2018

CERTIFICATE

This is to certify that **Mr. Robin James Abraham** bearing USN **1AZ16MBA55** 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 Motivation in Travancore Cochin Chemicals, Cochin**” is prepared by him under the guidance of **Prof. Bhagyashree G Kasturi**, 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

Signature of HOD

Signature of Principal/Dean Academics

DECLARATION

I, Robin James Abraham, hereby declare that the Internship report entitled "A Study On Employee Motivation" with reference to "Travancore Cochin Chemicals, Ernakulam" prepared by me under the guidance of Prof. Bhagyashree G Kasturi, faculty of M.B.A Department, Acharya Institute Of Technology and external assistance by Mrs. Radhika, Assistant general manager, Travancore Cochin Chemicals.

I also declare that this Internship work is towards the partial fulfilment of the university regulations for the award of degree of Master of Business Administration by Visvesvaraya Technological University, Belgaum.

I have undergone a summer project for a period of 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: 15/05/2018



Signature of the student

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I am truly grateful to my external guide Radhika Assistant General Manager,TCC , and my internal research Guide, Prof. Bhagyashree G Kasturi, for their research guidance, encouragement, and opportunities provided.

I wish to thank all the respondents from the firms who spent their valuable time in discussing with me and giving valuable data by filling up the questionnaire.

I deem it a privilege to thank our Principal, Dr.Sharanabasava Pilli, Dr. Mahesh, Dean Academics and our HOD Dr.Nijaguna for having given me the opportunity to do the project, which has been a very valuable learning experience.

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EXECUTIVE SUMMARY

This report evaluates the study on employee motivation and tries to understand the different method of motivation that satisfies the employees. Motivation plays important role in organisation. It improves performances of the workers. Convenient sampling is used by the researcher.

The researcher has selected 100 respondents randomly in TCC, In this study the primary data (PD) collected through questionnaire & secondary data (SD) was collected from books and websites. Primary objective is to understand the motivational techniques in the TCC. I did my internship at “TRAVANCORE COCHIN CHEMICALS (TCC)” over a period of 10 weeks. From that I understand the motivation level in the organisation. Motivation is the key success of every organisation.

CHAPTER 1
INTRODUCTION

1.1INTRODUCTION

Organization could be a social unit which is purposely developed and reproduced to attain particular objectives. An organization comes into presence when there are number of people in communication and relationship with each other and are willing to contribute towards a common try. The most point of organizational think is about to secure the information with respect to useful as well as administration angles of the organization. It offer assistance us to familiarize with a trade organization and their working. The consider is basically concentrated on the destinations of the company, covering the organizational structure, the items, divisions and their capacities.

The Travancore cochin chemicals(TCC), a Government of Kerala undertaking, could be a pioneer within the field of fabricating caustic soda and chlorine items which are essential industrial chemicals.Travancore Cochin Chemicals(TCC) one of most seasoned chlor-Alkali units in India. It was primary mercury cell plant for fabricating caustic soda within the nation and subsequently it was the pioneer maker of Rayon review caustic pop in India. The company underpins a expansive number of mechanical units strategic importance providing fundamental chemicals with nonstop endeavours for up degree of innovation and proficient administration, the company features a great best track record of operation and sound mechanical relations

TCC is offered with different grants for great execution with respects to generation, efficiency, vitality preservation and natural security which is considered as an grant for commitment instead of for efficiency.TCC is conscious around is social responsibility and is committed to preserve the quality of items. All these made me more inquisitive to know approximately the company in subtle elements

1.2INDUSTRY PROFILE

Travancore cochin chemicals(TCC) is a type of Industry which means the companies that deliver industrial chemicals. Changing over raw materials into more than 70000 diverse items. The chemicals are caustic soda lye, caustic soda flakes, chlorine, HCL, Sodium

Hypochlorite will be supplied to the industries worldwide. Chemicals utilized to make varietyof consumerproducts as well the inputs goes to horticulture, fabricating. 2 trillion

chemicals are there in the worldwide venture and U.S chemical companies are world's biggest makers.

GLOBAL SCENARIO

Worldchlor-alkali(CA) industry developing. It utilized within the generation of fertilizers and other chemical compounds. World chemical businesses are developing at display at a impressive rate after a lull within the year 2000 and 2001. It could be a truth that the origin of the world chemical industries utilize of chemicals and chemical handle begun in 7000BC. But ,the expansive scale world chemical businesses with appropriate shape and foundation came into presence within the 19th century. The final half of 19th century experienced huge headway within the field of natural chemistry which gave the world chemical businesses enormous boost.

In the world economic scenario, the chlor-alkali industry occupies a strategic position. The chlor-alkali industry have paved a way to the production of various daily usable products like soaps, detergents etc. Significant studies made by chlorAlkali(CA) technologies during last century economically&optionally producechlorine&causticsoda in environmentally safe manner complying with government regulation. Chlor-alkali(CA) industries in the world are growing very fastly. Chlorine is the basic chemicals in the industry. These chemicals are used in the production of fertilizers and other chemical compounds

During the 1970s caustic soda was manufactured by utilizing the mercury cell technology. it .but this technology consumes a lot of energy and power. there was a problem of mercury pollution also. it was during the same period due to the mina mata disease resulting from the mercury pollution the Japan government issued a direction to all caustic soda plants to change over to other process under a time bound program. this paved the way for the development of ion exchange membrane cell items. This process apart from totally avoiding mercury consumes 30% less compared to conventionalprocess(CP) of mercury cell technology(MCT). In the international scenario the increase in population has led to increase in consumption & hence increase in production. there has been increase in the production of soaps aluminium detergents. All this has caused a rise in demand for caustic soda. Global warming is on its rise over the past couple of decades. The GreenPeaceMovement(GPM) was seeking phase out of chlorine usage, especially (ChloroFluro Carbons) compounds. This resulted in closing down many chlorine producing plants in Europe. Restricted the production in North

American plants, with a drop in its production. But price of caustic Soda has been rising in the world market. The caustic soda was being sold at \$50 per ton. But now it has gone up to \$300 per ton. The international marketing has been operating in the context of demand and supply. Situations of shortage and surplus are cyclic as a result of which international price is common. Currently total installed capacity of caustic soda in world is 78m tonnes per year, while demand is only 61 tonnes per year. Global caustic soda capacity is expected to increase around 5.2m tonnes per year in 2011.

Chlorine generation is one of the biggest segments inside the worldwide chemical industry. According to the American Chemistry Chamber, a few 50 million tons is delivered around the world on an yearly basis. Major makes counting Dow materials, Olin organization, Occidental chemical and PPG businesses. The tremendous larger part is utilized to create plastics and chemicals for the rural and fabricating divisions, but around 5% or 2.5 million tons a year is utilized for water treatment

MAJOR COUNTRIES PRODUCING CAUSTIC SODA

USA	RUSSIA	CANADA
FRANCE	CHINA	JAPAN
INDIA	GERMANY	

INDIAN SCENARIO

In India Caustic Soda is created by electrolysis handle. The manufacturing of caustic soda begun during 1940's. The development was rather moderate during 1960's but after that the development picked up significantly. Nowadays there are 38 nations manufacturing caustic soda of which 4 are organized segments and the rest belong to the unorganized segment. The overall introduced capacity of all these units put together to approximately 17,50,000 tonnes/annum, Indian chlor-alkali industries follow membrane Cell Technology generally. This can be exceedingly useful since cell layer innovation is more proficient when compared to mercury cell technology. As it were 7% of Indian Chlor-Alkali capacity is based on mercury cell, which is able to be staged out by 2012 as per CREP deliberate commitment, innovation share in India contains a add up to capacity of 3.2 million MTPA, India was a net merchant of

chemicals in early 1990's, but has presently gotten to be a net exporter due to usage of numerous expansive scale petrochemical plants like Dependence, ONGC etc

STATE SCENARIO

Caustic Soda one of essential inorganic chemicals made from salt. 4 items within fabricating of caustic soda, Chlorine, hydrochloric acid, and hypochlorite, final be byproduct. There are three innovations utilized within the electrolytic generation of caustic soda. They are diaphragm cell innovation, mercury cell technology and membrane cell technology. The Travancore Cochin chemicals (TCC) Restricted, could be state open segment which possessed by Government of Kerala reflecting quality arrangement of commitment and greatness Travancore Cochin Chemicals (TCC) has great records of productive operation and sound mechanical relations.

A overwhelming chemical industry within make and promoting of caustic soda, chlorine and united chemicals, TCC is authorize with ISO9001:2000 certification. TCC is consequently a mother company in Kerala, Travancore Cochin Chemicals (TCC) the only Chlor-alkali plant. 175 tons per day, Caustic soda produced by company & utilized within manufactured of soaps, textile, plastics. Numerous little scale businesses within state, which expends caustic soda for generation of cleansers, plastics & materials. In see of the tall transportation cost and hazardous nature of chemicals transported, the caustic soda industry within the state is more localized and the devouring units have come closer to the manufacturing unit. Moreover since of the tall transportation fetched, it isn't conceivable to trade caustic pop in huge volume from the state. TCC is running on the most recent technology.

1.3 COMPANY PROFILE

The Travancore Cochin chemicals Ltd famously known as TCC were built up '1950'. The thought of setting the unit was conceived by 'M/s Sheshasayee Brothers' Overseeing specialists of Reality. The venture begun as organization concern within title 'Travancore Mettur Chemicals (TMC)' and 'MCIC (Mettur Chemicals & Mechanical Organization)' partners. In 1951 association enlisted as Open Restricted Company, with State Government contributing major share value & company at that point named as Travancore Cochin Chemicals (TCC) M/s 'Sheshasayee Brothers' proceeded to overseeing specialists for next 10 a long time.

Generation of caustic Soda from primary plant of 20 TPD capacity begun in 1954. Travancore Cochin Chemicals (TCC) is primary unit in India to make Rayon grade caustic Soda. The Travancore Cochin Chemicals (TCC), could be state open division owned by Kerala Government. Reflecting the quality approach of commitment & greatness Travancore Cochin Chemicals (TCC) incorporates great track record of beneficial operation and healthy industrial relations. Travancore Cochin Chemicals (TCC) is authorize with ISO '9001:2008' certification. We risen as one of the foremost figured showcase pioneer within the chemical industry. We are supported by a sound infrastructural base and a exceedingly prepared workforce, which immensely contributes to the excellent advertise credentials that we enjoy today

1.3.1 PROMOTERS

INVESTORS	PERCENTAGE
Government of Kerala	80%
FACT	2%
KSIDC	17%

Vinyl investment Ltd	1%
TOTAL	100%

Table 1.1

1.3.2 VISION, MISSION AND QUALITY POLICY

VISION

‘Utmost level of conservation of all resources including energy.

Cost effectiveness in all the operation.

Regular up-gradation of technologies used in processing.

Compliance with laws&statutory regulation’

MISSION

‘TravancoreCochinChemicals is committed to supply quality chemicals at competitive prices to customers. Customer satisfaction, concern for environment and safety are priorities of the company’.

QUALITY POLICY

‘We are committed to `enhance customer satisfaction by providing products and related services complying with a continually improving QualityManagementSystem(QMS)’.

1.3.3 PRODUCT/ SERVICES PROFILE

The main products of TCC is,

PRODUCTS	PRODUCTION IN TDP(Tonnes per day)
CausticSoda lye(CSL)	175
Caustic Soda Flakes(CSF)	100
Liquid Chlorine	90
Commercial Hydrochloric Acid(HCL)	150
Sodium Hypochlorite	40

Table 1.2

TravancoreCochinChemicals(TCC) raw materials are ‘salt,electricity&water’.Company need 3700 units electricity&1.72 ton salt per ton of causticsodaproduced. Common salt is procured from Gujarat&TamilNadu.

PRODUCT 1

CausticSoda

CausticSoda is a basic alkali.It came from half of 19th century with development of electrolysis. Caustic soda lye,obtained from MembraneCell(MC)

2 types of causticSoda,

- CausticSoda lye
- CausticSoda flakes

Uses of Caustic Soda

- A cleaning agent
- For refining petroleum fractions
- Reagent for productions for various organic chemicals
- Pharmaceuticals

Industries Served

- Paper
- Pulp
- Textiles
- Rayon
- Mineral and rare earth elements
- Fertilizers
- Heavy Chemicals
- Engineering
- Drug and pharmaceuticals
- Petroleum Refining
- Rubber Chemicals
- Aluminium products

Major Customers of caustic soda

- The Fertilizers And Chemicals Travancore Ltd(FACT)
- Kerala Minerals and Metals (KMML), Kollam
- Indian Rare Earth Ltd(IRE),Udyogamandal
- Hindustan Newsprint Ltd(HIL), Vellore,Kottayam
- Hindustan Insecticides Ltd,Udyogamandal
- Hindustan Liver Ltd,Kochi
- Cochin Minerals And Rutilites Ltd(CMRL),Edayar
- Hindustan Organic Chemicals Ltd(HOCL),Ambalamedu

PRODUCT 2

CausticSodaFlakes

Causticsoda(NaOH)lye fused to create causticSoda flake. There may be a persistent caustic fusion plant produces causticsoda flakes. It could be a whereas deliquescent strong in drops form. Caustic soda flake have concentration 98% to 99% NaOH. It is ordinarily stuffed in 50kg sacks. Quality(metric ton)/Annum: 3000

Uses of caustic soda Flakes

- Rubber Chemicals
- Aluminium products
- Dyes and Pharmaceuticals
- Extraction of petroleum products
- Extraction of Zinc

PRODUCT 3

Chlorine

Chlorine is a byproduct obtained in process of manufacture of caustic soda(CS) is a chemical used for manufacturing of plastics,petrochemicals,textiles,insecticides and pharmaceuticals. It is the traditional water purification method.51532 metric ton chlorine is produced in Travancore Cochin Chemicals(TCC) per annum.

Uses of Chlorine

- For purifying drinking water
- For manufacturing PVC and allied co-polymers
- For producing chloramines and its organic derivatives
- For upgrading titanium content in Limonite

Industries served

- Paper
- Pulp
- Textiles
- Sugar
- Insecticides
- Plastics
- Rubber

Major customers of Chlorine

- Hindustan Newsprint Ltd.(HIL),Vellore,Kottayam
- Hindustan Insecticides Ltd, Udyogamandal

- Kerala Water Authority
- MerchemLtd,Udyogamandal
- KunnathChemicals,Edayar
- Tamilnadu Newsprint And Paper Ltd,pugalur

PRODUCT 4

Hydrochloric Acid(HCL)

The company too produces high purity HCL, which is utilized for Ossian, fertilizers etc.HCL finds its application a number of chemical businesses such as mineral processing,water treatment etc.It moreover serves the businesses like building, starch and plastics.It could be a yellowish green colour fluid. 127742 Metric ton of HCL is delivered in TCC per annum.

Uses of Hydrochloric acid

- For the generation of Ammonium Chlorine and within the make of the phosphoric acid.
- In Monazite preparing for the division of uncommon soil as chlorides from Thorium.
- A cleaning operator in Galvanizing
- For the fabricate of PVC
- For hydrolysing starch into sugar

Industries Served

- Fertilizers
- Minerals
- Ossian
- Starch industry
- Plastic
- Engineering

Major Clients Of Hydrochloric Acid

- Kerala Minerals And Metals Ltd.(KMML),Kollam
- Cochin Minerals and Rutiles Ltd.(CMRL),Edayar
- Indian Uncommon Earths Ltd(IRE),Udyogamandal

PRODUCT 5

Sodium Hypochlorite

Sodium hypochlorite is also called soda bleach. It is used as bleaching and disinfectant.

Specification

- Pale yellowish green colour liquid
- Mercury free

Uses of Sodium hypochlorite

- Bleaching agent in paper and textile industry
- Disinfecting agent
- Food processing
- Pharmaceutical industry
- Oxidizing agent
- Waste water treatment

Industries Served

- Textile
- Paper and Pulp
- Hospitals

Major Customers Of Sodium Hypochlorite

- Merchem Ltd, Udyogamandal
- KunnathChemicals,Edayar
- Kerala Water Authority
- The Fertilizers And Chemicals Travancore Ltd(FACT)
- Hindustan Liver,Kochi
- Indian Rare Earths Ltd(IRE), Udyogamandal

1.3.4 Areas Of Operation

The Travancore Cochin Chemicals is a chemical manufacturing firm. Travancore Cochin Chemicals(TCC) raw materials are salt,electricity&water.The company need almost 3700 units power&1.72 ton salt per ton of causticSoda created. salt is primarily obtained from Gujarat&TamilNadu. Here these chemicals will be transported to different businesses for the manufacturing of a few items. For example Chlorine is utilized in different ranges for killing the bacteria's within the water.

1.3.5 Infrastructure Facilities

The TCC Ltd is conveniently arranged at udyogamandal mechanical range in Kerala State on the river bank of periyar. Out of the 109 acres of arrive which the company claims 20 acres rented out of M/S BSES Kerala Power Ltd on which company gets rent lease. In expansion to the plant and building it has a full fledged lodging colony for convenience of the workers. The company is having a water Treatment plant, which draws water from periyar waterway with a capacity of 5mgcl

1.4 COMPETITOR'S INFORMATION

- Atul Ltd. Ahmadamad
- BILT, Chennai
- Century Ration , New Delhi
- CHEMFAD Alkalies, Pondicherry
- Champlastsanmat Ltd, Mumbai
- Gujarat Heavy Chemicals, Gujarat
- Gujarat Alkalies& Chemicals Ltd, Gujarat
- The Andra Sugars, Andhra Pradesh
- Tata Chemicals, Gujarat
- Jayasree Chemicals, Orissa

1.5 SWOT ANALYSIS

STRENGTH

Travancore Cochin Chemicals, is only Chlor-alkali(CA) unit in state.

Travancore Cochin Chemicals, is situated on banks of river periyar.

Travancore Cochin Chemicals, is the pioneer in chlorAlkali market and created reliability & credibility among wide range of customers.

Products of the Travancore Cochin Chemicals), are basic chemicals which are considered as building blocks of chemical industry.

Travancore Cochin Chemicals(TCC), has skilled workforce, qualified staff and professionally qualified managers in good numbers.

No competitors are there in that location

The company don't have any strike for past years because of excellent management.

Travancore Cochin Chemicals, has 80% market share for its products in kerala State.

Travancore Cochin Chemicals has excellent infrastructure facilities

Travancore Cochin Chemicals has excellent management labour relationship.

WEAKNESS

The infrastructure of company is obsolete, compare with others.

No flexibility in the organisation

Near to the TCC raw salt is not available so the transportation cost is high

60% of manufacturing cost is electricity so there is large consumption of energy.

Electricity tariff increased many folds in very short time which effects cost of production.

Employees cost is high.

OPPORTUNITIES

Generating their own power by TCC may result into lower cost of key input

Overall increase in business and trade in economy results in increasing demand for products of Travancore Cochin Chemicals).

Economic development of the country may results the higher demand products especially chlorine in future.

CausticSoda industry is subject to a business cycle, which turn feasible in future.

THREATS

Competition from foreign countries.

Cost of electricity is very high.

The infrastructure of the company is obsolete

Import duty of the government is not favourable. It causes changes in price of product of TCC

1.6 FUTURE GROWTH AND PROSPECTS

Travancore Cochin Chemicals(TCC), is within handle of setting up 5TonPerDay(TPD) sodiumChlorate manufacturing unit as TCC-VSSC joint venture at plant premises

Membrane cell technology utilized in TCC

1.7 FINANCIAL STATEMENT

PROFIT AND LOSS ACCOUNT(MARCH 2017)

Particulars	31.03.2017 In lakhs	31.03.2016 In lakhs
<u>Income</u>		
‘RevenueFromOperations’	22449.58	18699.69
Less:Excise duty`	2422.61	2053.55
`RevenueFromOperations	20026.97	16646.14
OtherIncome.	2502.88	677.10
TotalRevenue(TR)	22529.85	17323.24
Expenses		
a. `material consumed	1850.44	1926.83
b. Trading purchase	0.11	3.46
c. Changes`in`inventories of finished goods,wip,stock in trade	125.82	-73.71
d. EmployeeBenefits Expense(EBE)		
e. FinanceCost(FC)	7838.03	4588.36
f. `Depreciationand amortisation expense	466.48	750.64
g. Other expenses(OE)	763.61	838.81
Totalexpenses(TE)		
`	10867.20	10058.88
Profit before exceptional items and tax	21911.69	18093.27
Exceptional item	618.16	-770.03
Profit before tax(PBT)		
Tax expenses		
`Current Tax(CT)		

Deffered Tax(DT)		
Profit fore period	3.59	32.77
`Earning per equality	621.75	-737.26
share(EPS)	113.10	0.00
Nominal value share Rs10	-48.52	-11.15
a. Basic	557.17	-726.11
b. Diluted		
	2.61	-3.41

Table 1.3

BALANCE SHEET(MARCH2017

Particulars	31.03.2017	31.03.2016
EQUITY AND LIABILITIES		
Shareholder's fund		
a. `Share Capital	2131.19	2131.19
b. Reserves&surplus	-1978.63	-2535.80
Non-currentLiabilities		
a. Long term borrowings	1457.97	2835.94
b. DefferedTax liabilities	68.69	117.21
c. Long term provisions	2114.94	1993.93
Current Liabilities9CL)		
Short term borrowings	0.00	593.84
Trade payables	8055.89	5918.95
Other current liabilities	3574.71	2925.58
Short term provisions`	267.33	125.63
Total	15692.09	14106.47
ASSETS		
1. Non-current assets		
a. Fixed Assets		
i. Tangible assets	6697.05	66977.25
ii. Capital Work in progress(WIP)	387.00	211.71
b. Non current investments	2.30	2.30
c. Long term loan and advances	387.46	387.46
d. Other Non current assets	184.19	16.14
2. Current Assets		
a. Inventories	1655.35	1596.56
b. Trade receivables	2558.19	3729.41
Cash&Cash Equivalent	2948.95	111.11

	Short term loans&advances	871.60	1074.53
Total		15692.09	14106.47

Table 1.4

CHAPTER 2
CONCEPTUAL BACKGROUND AND LITERATURE REVIEW

THEORETICAL BACKGROUND OF THE STUDY

INTRODUCTION

Motivation may be a compelling instrument inside the hands of organization in moving work drive. It is genuine assignment of manager to stir the sub-ordinate or to form the will to work among sub-ordinates.

Motivation has a power for getting more productivity in the organisation. Motivation makes the employees for doing their work as much they can. By giving the motivation the supervisor can show the power of employees in front of the manager. The motivation will influence others for doing their work and there will be a possibility for getting rewards.

Importance of motivation

Motivation involves by getting the members of the group to pull weight effectively, to give their loyalty to the group, to carry out properly the purpose of organisation. If the employees are properly motivated the following results will come

1. Effective utilization of human resource (HR)
2. Make employees quality oriented
3. Maintain good human- relation
4. Basis of good co - operation
5. Better image
6. Less absenteeism
7. Improvement of skills & knowledge

Types of motivation:

2 types of motivation are there,

- a. `Positive motivation (PM)
- b. Negative` motivation (NM)

Positive Motivation (PM): It is an attempt for influencing others to do your will and there will be a possibility of reward. Pull mechanism is used

Negative Motivation (NM) :or fear motivation is based drive or fear. Fear cause person to act in a certain way since they are afraid of the consequences. Push mechanism is used.

Objective of motivation

Objective of motivation is to form condition, which individuals are eagerly to work with activity, interest and excitement, with a high personal and group.

Nature of motivation:

Based on motives (BOM): Motivation is based on people motive which are internal to individual. These motives are within the frame of feeling that person needs something.

Goal Directed Behaviour (GDB): Motivation Leads to goal coordinated behaviour. A goal directed behavior is one which fulfills the causes for which behavior takes put. Motivation has significant impact on human behavior.

Related to satisfaction: Motivation` is related to satisfaction. Satisfaction refers to the satisfaction encounters of a person which we determines out of needs fulfilment.

Complex Process (CP): Motivation may be complex in process. Complexity merges because of the nature of needs & the type of behavior

Significance of Motivation

It includes getting the individuals of the group to drag weight successfully, to donate devotion to the bunch, to carry out appropriately the reason of the organization. The following comes about may be anticipated of the representatives are legitimately motivated. The workforce will be superior fulfilled in the event that the administration gives them with openings to satisfy their physiological & psychological needs. The specialists will participate deliberately with management and will contribute their maximum towards the objectives of the organisation.

Workers will tend to be as productive as possible by moving forward upon their skills & `knowledge. so that they are able to contribute to the advance of the organization. It will expanded the productivity.

The rates of labour's Turnover (LT) & absenteeism among the specialists will be low.

There will be great human relations within the organization to contact among the specialists themselves&between the laborers and the administration will decrease.

Theories of Motivation:

There are various theory regarding motivations. From that theory we can know that what motivated employees and how they motivated. There will be six various theories which we are used for motivation. Now we can briefly explained this motivational theories

McClelland's Achievement Need Theory:

3 types of needs` are there

Needfor Achievement(nAch):

nAchis the strongest&lasting motivating factor. In case of persons who satisfy the other needs. They are constantly pre occupied with desire for improvement&lack for situation which successful outcomes are directly correlated with efforts.

Need forPower(nPow):

In this npow has the desire to control the behaviour of other people&thesurrounding's. The motivation's positive application results domestic leadership style(DLS), and the negative application results autocratic style(AS).

Need for affiliation (n Aff):

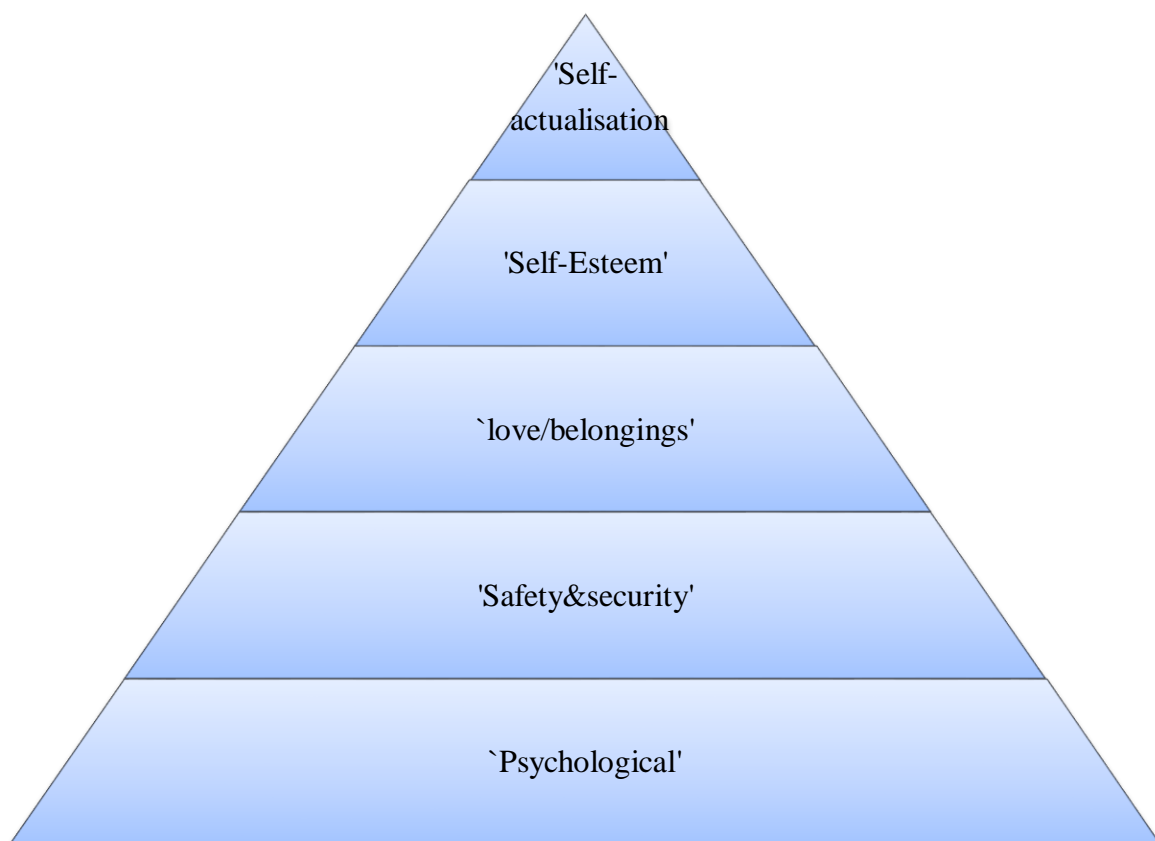
In this naff it tells regarding the socialNeeds(SN)&start a friendship bond. It results to the formation of informal groups.

Behavioural Modification Theory(BMT):

Here the people behaviour is the outcome of favourable&unfavourable past circumstances. It is a learning theory. Skinner conducted researches among rats&school children. He identify that the behaviour could be strengthened by rewarding. In the industrial situation, the relevance of theory may be found in the installation of financial&non-financial incentives. If there will be low standard of work they withdraw the rewards.

Maslow's-Hierarchy of human needs:

. The needs are,



- There will be needs and wants to the humans that will influence their behaviour. Unsatisfied needs can influence the behaviour
- The needs will be arranged based on the importance
- If a person want to satisfy the next level of needs he should have to satisfy the lower level needs

J.S.AdamsEquityTheory

When an employee compares the job inputs ratio with the references. If employee perceives inequity, she/he will correct the inequity: Lowerproductivity(LP), reduced quality(RQ), increased absenteeism, voluntary resignation(VR).

Vroom's Expectation Theory:

This is based on the belief that employee effort will lead to performance & the performance will lead to rewards. Reward may be positive/negative. If it is positive the reward will be more likely and=employee will be highly motivated. Conversely, If it is negative the reward the less likely.

The Factor Theory:

Douglas McGregor presentedthe theory with the help of two views; X&Y

'X-Theory'

- From the beginning itself individual's dislike work
- For achieving the objective the people should control to do the work
- Individuals likes to be co-ordinated

'Y-Theory'

- The individuals view of work as being as natural as play&rest.
- Individuals will exercise self-direction&controltowards achieving objectives they are
- Committed People learn to accept&seek responsibility

Motivational methods:

1. Building confidence(BC)
2. Team building(TB)

3. Coaching and Training (C&T)
4. Personal Motivation style and learning
5. Improving empathy and communications for motivation

2.2 LITERATURE REVIEW

Zheng Weibo(2010) :From the study it was found there are diverse variables that directly bear on employee's turnover such as employee's work attitude, employee's commitment and work fulfilment components require of choices, organisational value, versatile work course of activity and work coupling

Kumar(2011) : It was found that employee turnover(et) or retention prompted through motivational factors existed within the corporation. It became shown that work motivation to the personnel is highest for personal boom than non-financial gains. Example: need for social affiliation and conformity, need for success, autonomy and self-actualization

Gillman(2015) : Motivation is one of the complex procedure that underlie all the activities. A better motivation is leading to the increased performance of the personnel

Niorgoge, Caroline Ngonvo(2014):For achieving the goals and become success in their life organisation needed motivation among employees

Nicoleta, Isac; Eliza(2013): To perform well motivation will give employees a greater advantage

Maringa(2010): It was located that worker turnover undoubtedly related to the working conditions prevailed in the enterprise

Kinicki(2001): The conflicts and the job avoidance will affect the employee turnover indirectly and the employment rates affects the turnover

Bonito Joseph G(1990): Employee motivation(EM) can be done through various ways like by giving training to the employees at all level. It helps to build the skills and confidence(S&C)

Ongori(2007):Advising different techniques which can utilized by supervisors in different organizations to guarantee that there's low employee turnover.

Ludwig Steven(1973):In the management world the employees and organisation plays a profound role. Both the relationships give more turnover in the organisation.

Gunn Bruce(1986): Motivation could be a beneficial framework for employees.An interdisciplinary point of view of workers motivation is based on the standards of natural science given the elemental premise of physical and social productive system(SPS).

ZepnepTon(2008): The worker turnover might be overseen by method of conformance. It had been watched that performance depended on repetition of known assignments.

Baloch, Saira, Shafi(2016): The motivation and performance among the public sector employees, and the results of the think about shows that there's a positive relationship between higher compensation&execution of workers which motivates and improve of performance

Kreisman(2002):The disliking or not respecting the boss is essential reason for ability loss. Its charismatic leader individuals would connect or take off the organisation coming about employee turnover.

Vitkaskestutis(2012):The procedure that propels the employees are wages, social ensure, Service period, annual leaves and grants. These variables make them to work subjectively and dedicately

Basso's, Michael(2015):Two stages of motivational plan is to clarify the administrator a web study and non-monetary motivations authority style of motivational level. This asses the monetary and non-monetary motivation that encourage the employees to work

Employee Benefits(2004): In this study the author says that the monetary type motivation and employee anticipate more in future.

MarkleAlex(2007): The study appears the employee behave in motivating them and kept up judgements almost the degree of the representatives by utilizing distinctive theories used for appropriation of motivation.

Park Seejen(2014):This study is taken on open organization field using Ratter motivation model(RMM).The employee within the authoritative implies motivation is the way of execution examination.

Acha Vera(2013):. Motivation between leaders and employers abilities are tested and the study result was on representatives motivational abilities to work

Khan, Shahzad; Bagram(2013):Performance plays critical part with lifes of workers so motivation of employees in an organisation is conscious within the organisation

Schmitz Nicholas(2011):The motivation on the employees depends person to person, It keeps on changing from every single person and make numerous distinctive components of motivation on employees

Anna Salanova(2010):Human Resource Management(HRM), is getting more important within business these day, individuals and their information are the foremost imperative angles affecting efficiency of company. One of most aspects of HumanResource Management(HRM), is estimation of representative satisfaction(ES). Companies need to make beyond any doubt that employee fulfilment is high among the workers, Which may be precondition for expanding efficiency, responsiveness, quantity and client benefit.

CHAPTER 3
RESEARCH DESIGN

3.1 STATEMENT OF THE PROBLEM

Motivation is an intrinsic portion of a laborer which makes a difference to realize the hierarchical objectives. Motivational procedures like compensations, benefits, Salary hike, training programs and other compensate frameworks will offer assistance the workers to do their best execution within the association. The research is concentrated to get to climate the representatives are motivated

3.2 NEED FOR THE STUDY

Managers can motivate employees and increment their performance within the association. A good manager can encourage the employees and lead them to realize the organisational objectives. With the increase demand for the most excellent ability a competitive mind will come within the representatives mind and they attempt to do their maximum yield within the association. This investigate think about tries to analyze and assess the effectiveness of the motivational programs and also check that wheather the representatives are fulfilled with the current motivational techniques.

3.3 OBJECTIVES

PRIMARY OBJECTIVE

The primary objective is to understand the motivational techniques adopted by Travancore Cochin Chemicals.

SECONDARY OBJECTIVE

- To analyse how motivation affects the willingness among the workers to do the job.
- To increase loyalty in the company.
- To findout whether motivational techniques adopted by the organisation reduces employee turnover.
- To find out the relation between motivation and productivity.

3.4 SCOPE OF THE STUDY

The study is to get a clear picture of almost all the components which motivate employees. This in turn makes a difference in the management to define appropriate policy to motivate workers. Subsequently, the motivational level of the representatives too alter. Components that motivate employees may alter with change in time since the wants of the employees will change with respect to time. So, proceeding with observing & close perception components that motivate workers is fundamental to maintain a competent workforce. As it were with the competent workforce an organization can accomplish its objective.

3.5 RESEARCH METHODOLOGY

Research Design

Descriptive Research Design is used here. It is also known as statistical research.

Data collection

2 types of data collection

- Primary data (PD)
- Secondary data (SD)

Primary data: - Primary data (PD) are collected through questionnaires. Questionnaires consist of a set of questions presented before the employees who are working in the organisation.

Secondary data: - Secondary data (SD) are collected through the books, Records and the company websites.

Sample Size

Researcher selected 100 as sample size

Sampling techniques

Simple random sampling is used as the sampling technique. So we can collect the data's randomly from the respondents.

3.6 HYPOTHESIS

Hypothesis:

H0: the various components such as salary, Healthy Environment, Workload, working condition, Incentive and appreciation does not lead to Motivation

Ha:the various components such as salary, Healthy Environment, Workload, working condition, Incentive and appreciation leads to Motivation

Correlations

	Degrees of motivations	Salary	Healthy Environment	Workload	Working conditions	Incentives	Appreciation
Degrees of motivations	Pearson Correlation	.242*	.045	-.117	.011	.030	.013
	Sig. (2-tailed)	.015	.050	.044	.014	.770	.008
	N	100	100	100	100	100	100

*. Correlation is significant at the 0.05 level(2-tailed).

There is relationship amongst the various components such as salary, Healthy Environment, Workload, working condition, Incentive and appreciation which leads to high degree of Motivation.

Salary: There is positive significant relation between salary and motivation. Employees are Satisfied with Salary Given by the company, which is linked with the degree of motivation of an employee.

Healthy Environment: The relationship between Healthy Environment and Motivation is significant with significant value 0.050 which is equal to 0.05. It means when employees are provided with Healthy Environment, they get motivated.

Workload: there is inverse relationship between workload and motivation. It means as workload increases their motivation level decreases.

Working Condition: There is positive and significant association between working condition and degree of motivation. When employees are given good working environment, their motivation level will be more.

Incentive: The employees are provided good Incentives; then they get motivated to perform well in the organization.

Appreciation: Appreciation is must for the employees for their good performance. The association between appreciation and motivation is positive and significant.

3.7 LIMITATIONS

- Sample size is 100 only due to the busy schedule of the employees.
- The data's were collected from the respondents directly. The respondents have answered the questions based on their state of perception at that point of time.
- Due to the tight schedule of the employees they can't spend more time on this questionnaire. This could have lead to the slight variations in the data
- The organisation is verystrict , it acts as the problem of getting data.

3.8 CHAPTER SCHEME

CHAPTER -1

It consists of industry profile, Company profile. All the information regarding the TCC and the chemical industry will be clearly mentioned. Company vision, Mission, Quality policy. All the information regarding products in TCC is also there

CHAPTER-2

It consist of theoretical study regarding employee motivation and the literature reviews based on that

CHAPTER- 3

It consist of Research design

CHAPTER 4

It consist of data analysis and interpretation

CHAPTER 5

It consist of findings, Suggestions and conclusion

CHAPTER 4

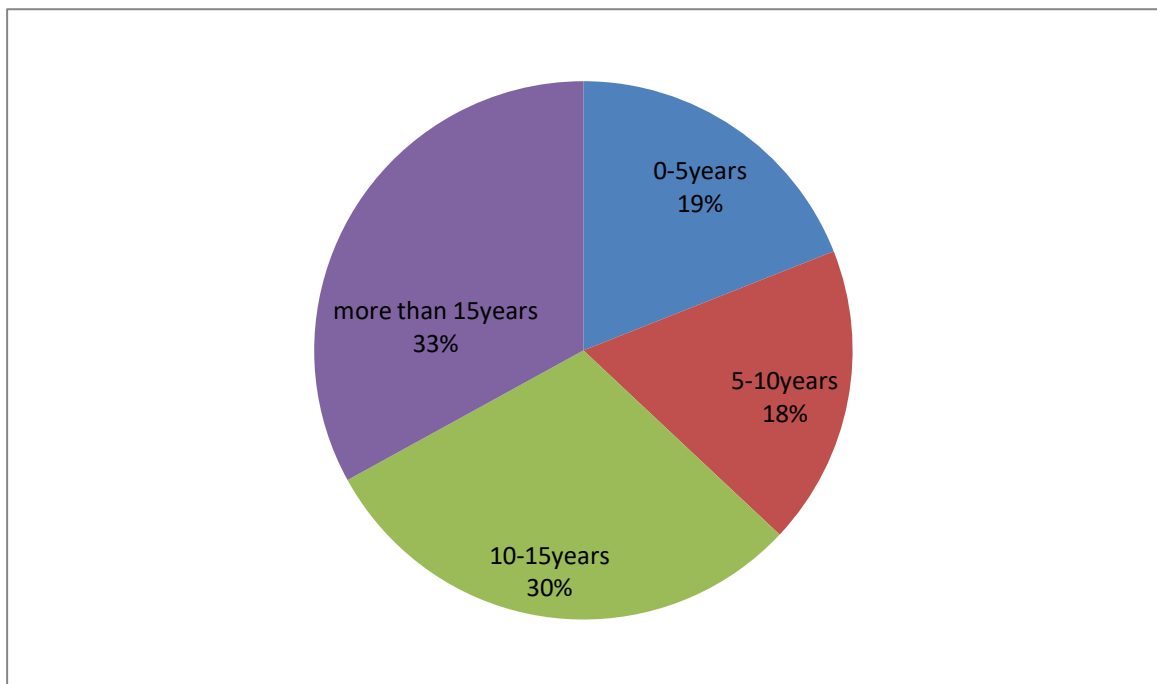
ANALYSIS AND INTERPRETATION

1. Work experience of the employees?

Table4.1

Serial No	Options	Respondents Number
(1)	'0-5' Years	19
(2)	'5-10' years	18
(3)	'10-15' years	30
(4)	'More than15years'	33
Total		100

Graph4.1



INTERPRETATION

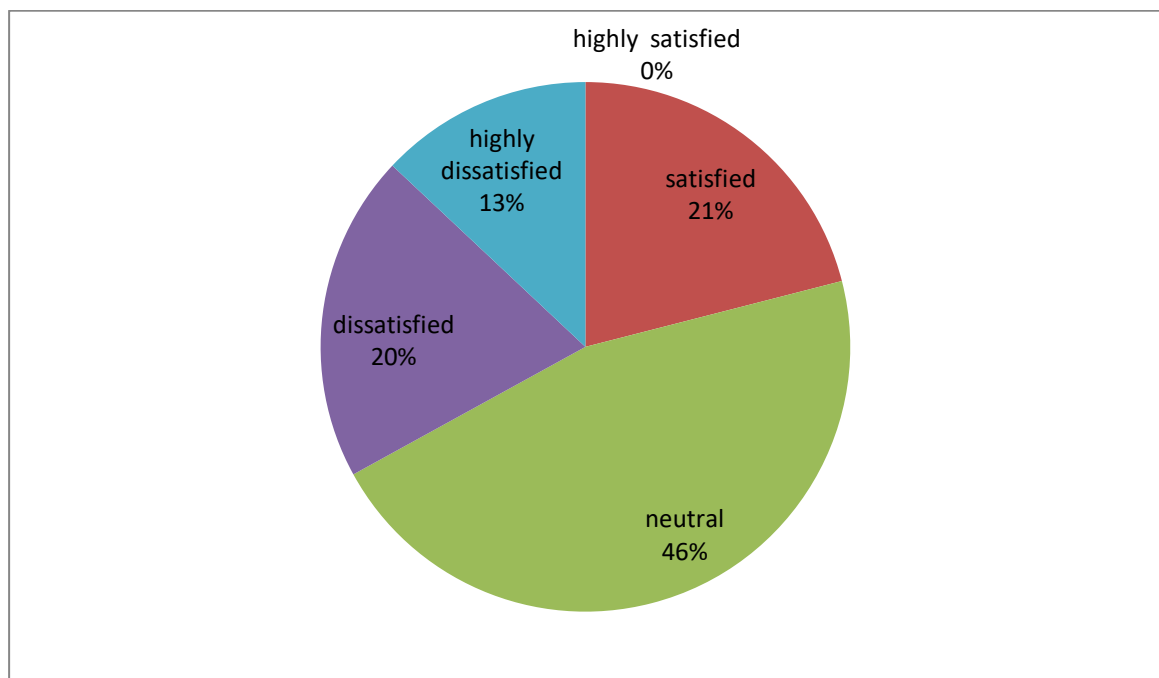
The 33% of the employees are worked for more than 15 years. 30% are worked in between 10 to 15 years. 18% are worked in between 5 to 10 years and the 19% are worked in between 0 to 5 years.

2. Degrees of motivation in the organisation

Table4.2

Serial No	Options	No of respondents
(1)	Highly Satisfied	0
(2)	Satisfied	21
(3)	Neutral	46
(4)	Dissatisfied	20
(5)	Highly Dissatisfied	13
Total		100

Graph 4.2



INTERPRETATION

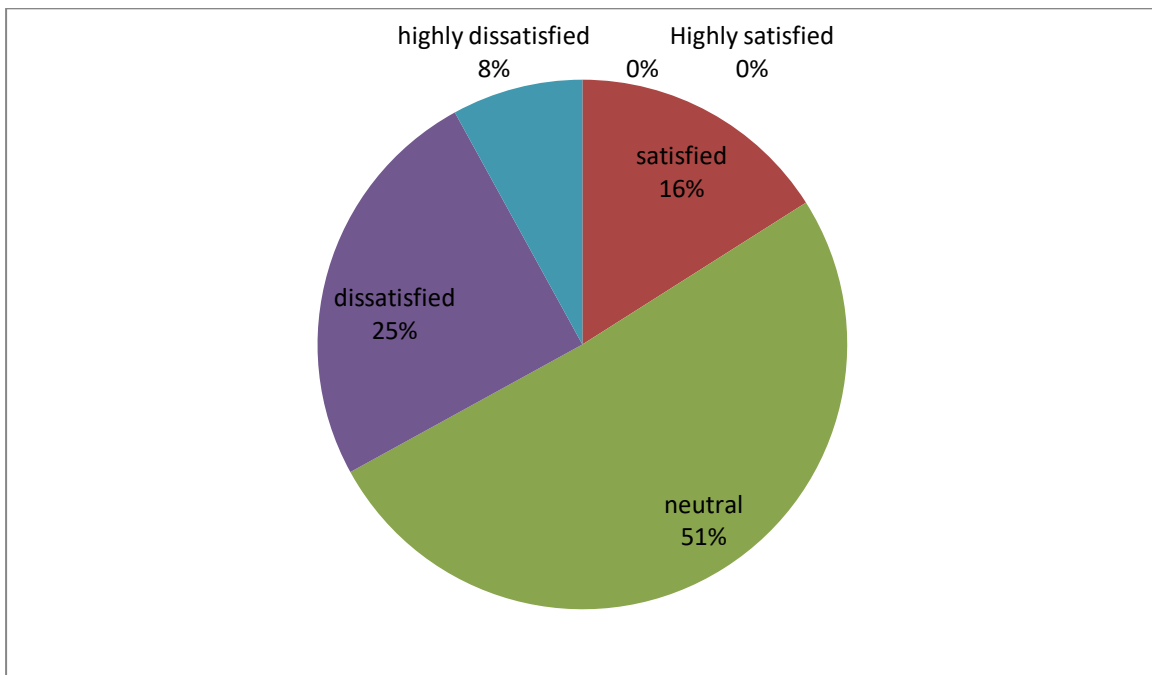
Nobody is highly satisfied with the motivation in the organisation. 21% of the employees are satisfied. 46% of the employees are voted for neutral. 20% of employees are dissatisfied and 13% of employees are highly dissatisfied with motivational techniques used in the organisation.

3. Incentives provided by the organisation

Table4.3

Serial No	Options	Respondents Number
(1)	Highly Satisfied	0
(2)	Satisfied	16
(3)	Neutral	51
(4)	Dissatisfied	25
(5)	Highly Dissatisfied	8
Total		100

Graph4.3



INTERPRETATION

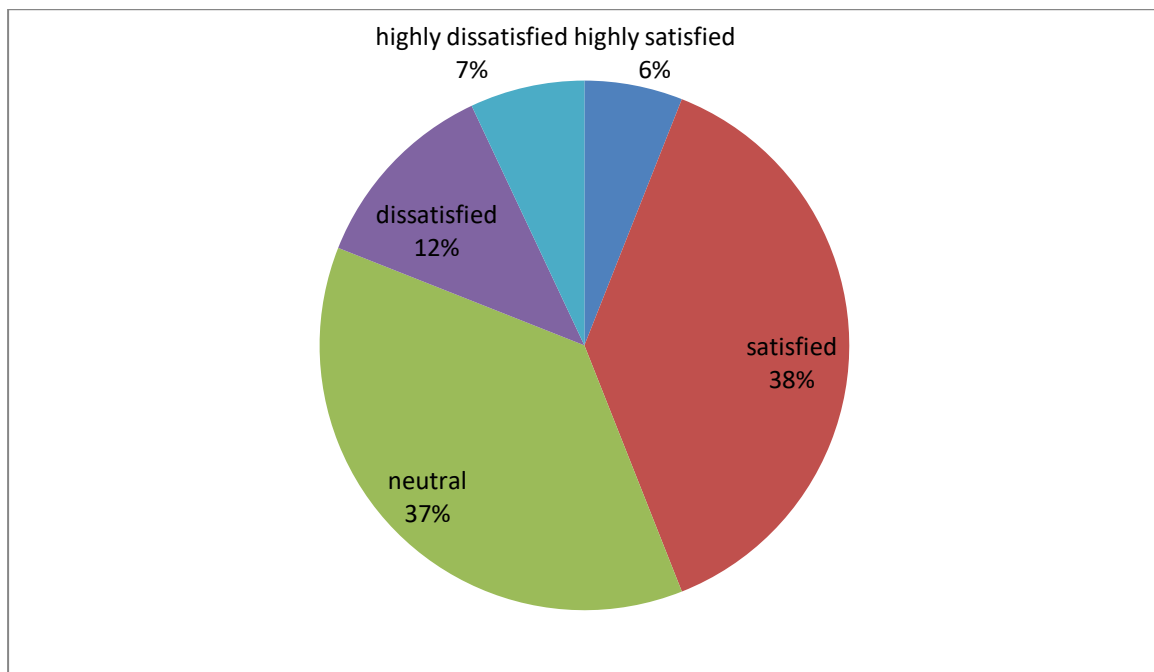
Nobody is highly satisfied with incentives provided in the organisation. 16% of the employees are satisfied. 51% of the employees voted for neutral. 25% of the employees are dissatisfied. 8% of employees are highly dissatisfied with incentives provided in organisation

4. Working condition in the organisation

Table4.4

Serial No	Options	No of respondents
(1)	Highly Satisfied	6
(2)	Satisfied	38
(3)	Neutral	37
(4)	Dissatisfied	12
(5)	Highly Dissatisfied	7
Total		100

Graph4.4



INTERPRETATION

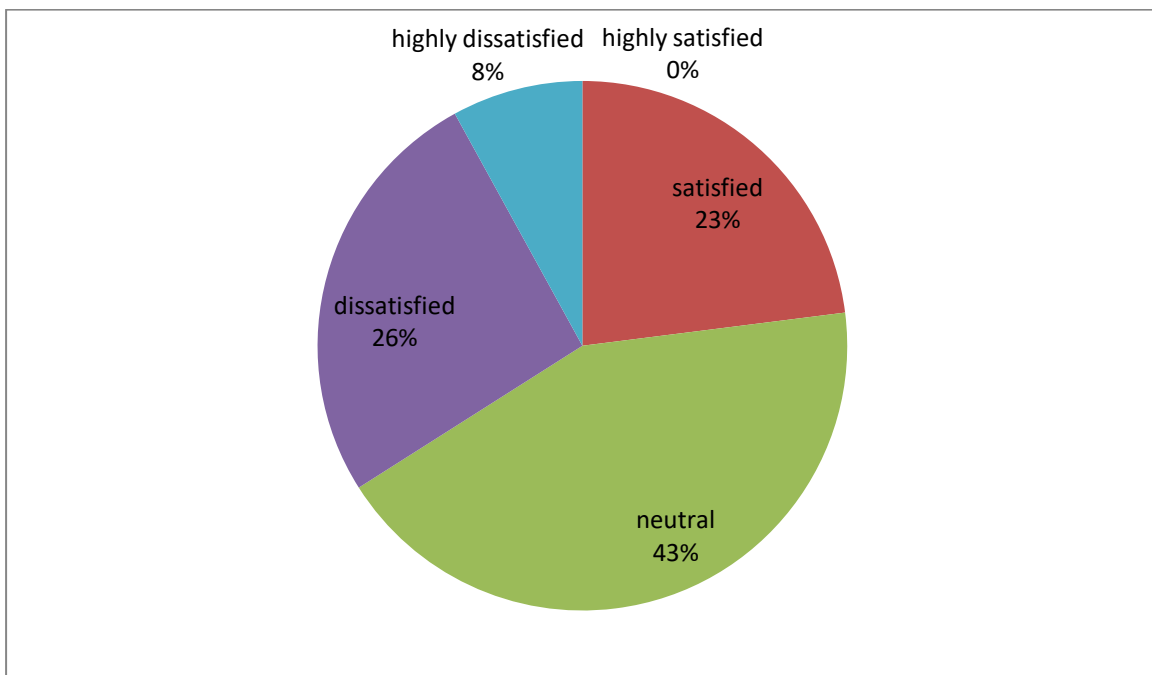
6% is highly satisfied with working condition in the organisation. 38% of the employees are satisfied. 37% of the employees voted for neutral. 12% of the employees are dissatisfied and 7% of the employees are highly dissatisfied with the working condition in the organisation

5. Support from department

Table4.5

Serial No	Options	Respondents number
(1)	Highly Satisfied	0
(2)	Satisfied	23
(3)	Neutral	43
(4)	Dissatisfied	26
(5)	Highly Dissatisfied	8
Total		100

Graph4.5



INTERPRETATION

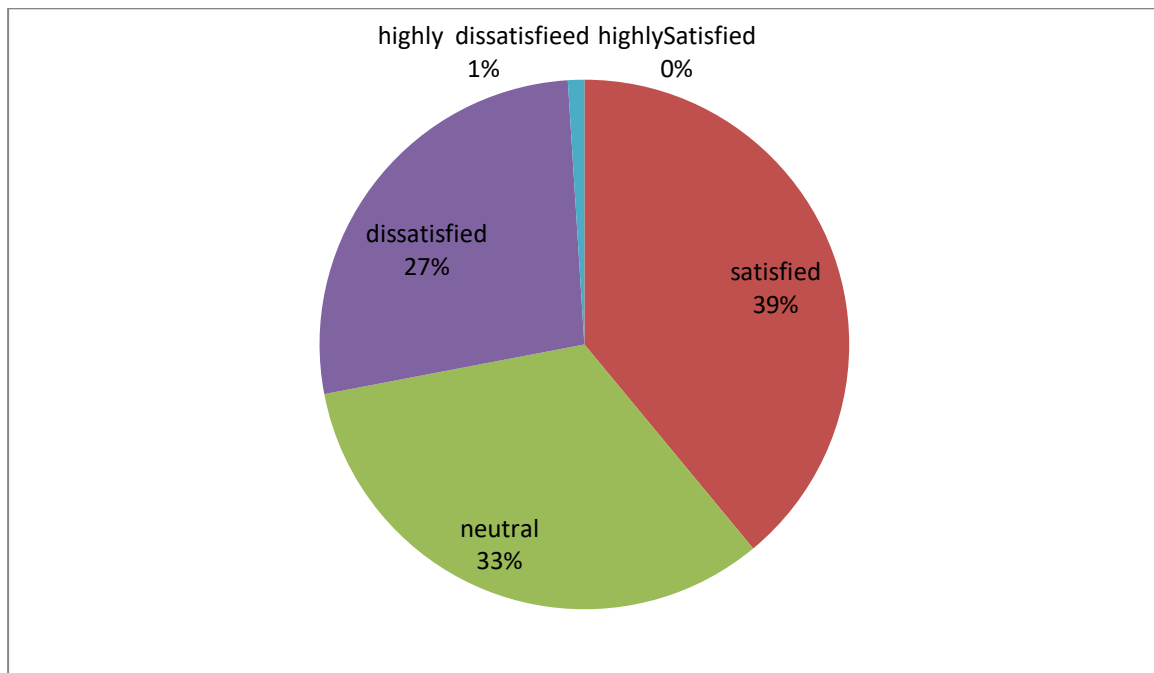
23% is satisfied with the support from the department in the organisation. 43% of the employees are neither satisfied nor dissatisfied. 26% of the employees are dissatisfied and 8% of the employees are highly dissatisfied with support from department

6. Healthy and comfortable environment in company

Table4.6

Serial No	Options	No of respondents
(1)	HighlySatisfied	0
(2)	Satisfied	39
(3)	Neutral	33
(4)	Dissatisfied	27
(5)	HighlyDissatisfied	1
Total		100

Graph4.6



INTERPRETATION

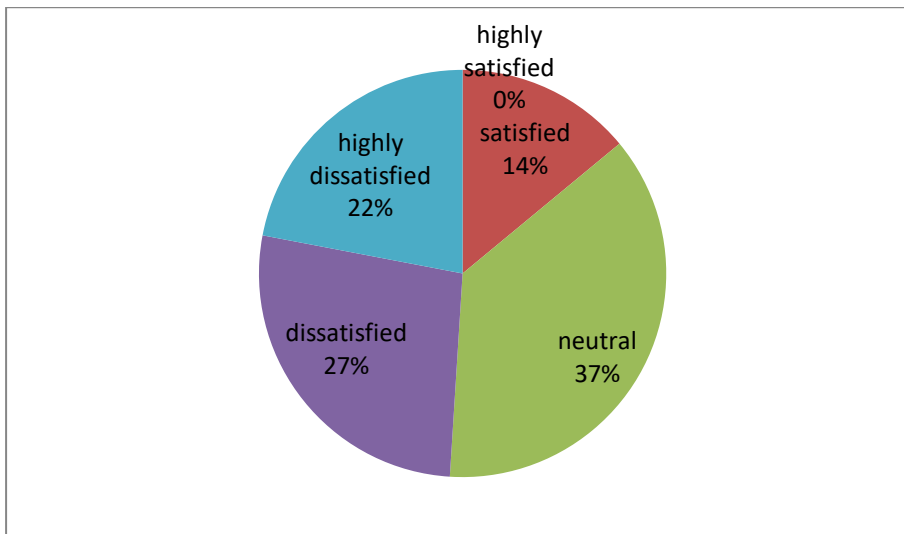
39% is satisfied with the healthy and comfortable environment in the organisation. 33% of the employees are neither satisfied nor dissatisfied. 27% of the employees are dissatisfied and 1% of the employees are highly dissatisfied with the healthy and comfortable environment

7. Workload of the job

Table4.7

Serial No	Options	No of respondents
(1)	Highly Satisfied	0
(2)	Satisfied	14
(3)	Neutral	37
(4)	Dissatisfied	27
(5)	Highly Dissatisfied	22
Total		100

Graph4.7



INTERPRETATION

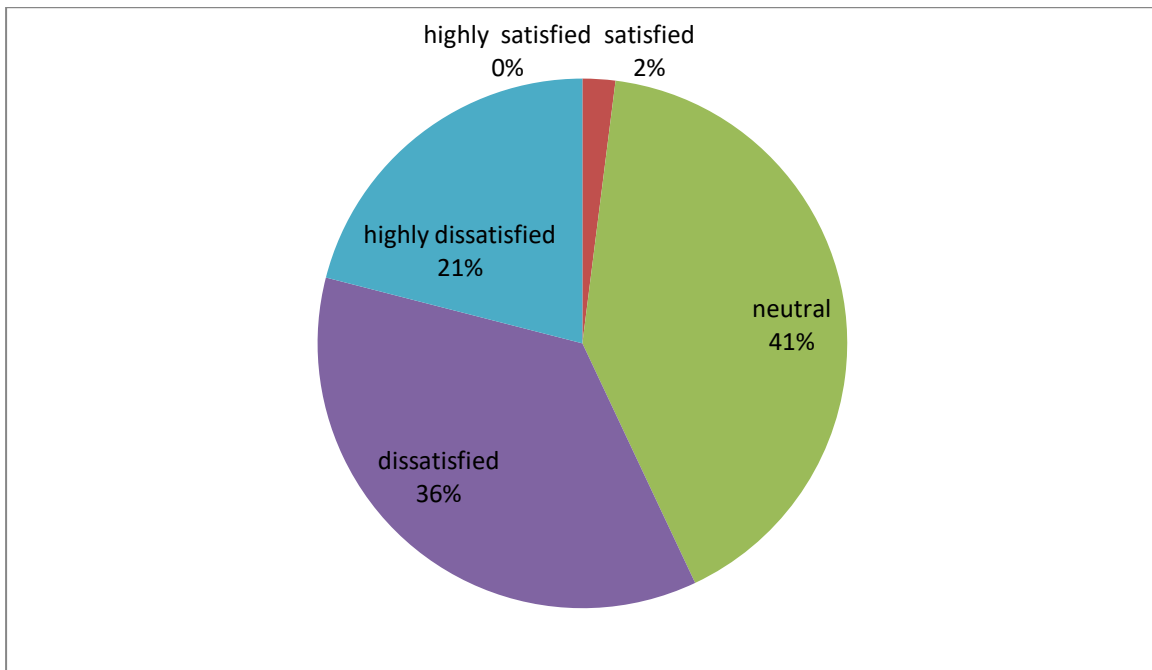
14% is satisfied with the workload in the organisation. 37% of the employees are neither satisfied nor dissatisfied. 27% of the employees are dissatisfied and 22% of the employees are highly dissatisfied with the workload.

8. Appreciation for the good performance

Table4.8

Serial No	Options	No of respondents
(1)	HighlySatisfied	0
(2)	Satisfied	2
(3)	Neutral	41
(4)	Dissatisfied	36
(5)	Highly Dissatisfied	21
Total		100

Graph4.8



INTERPRETATION

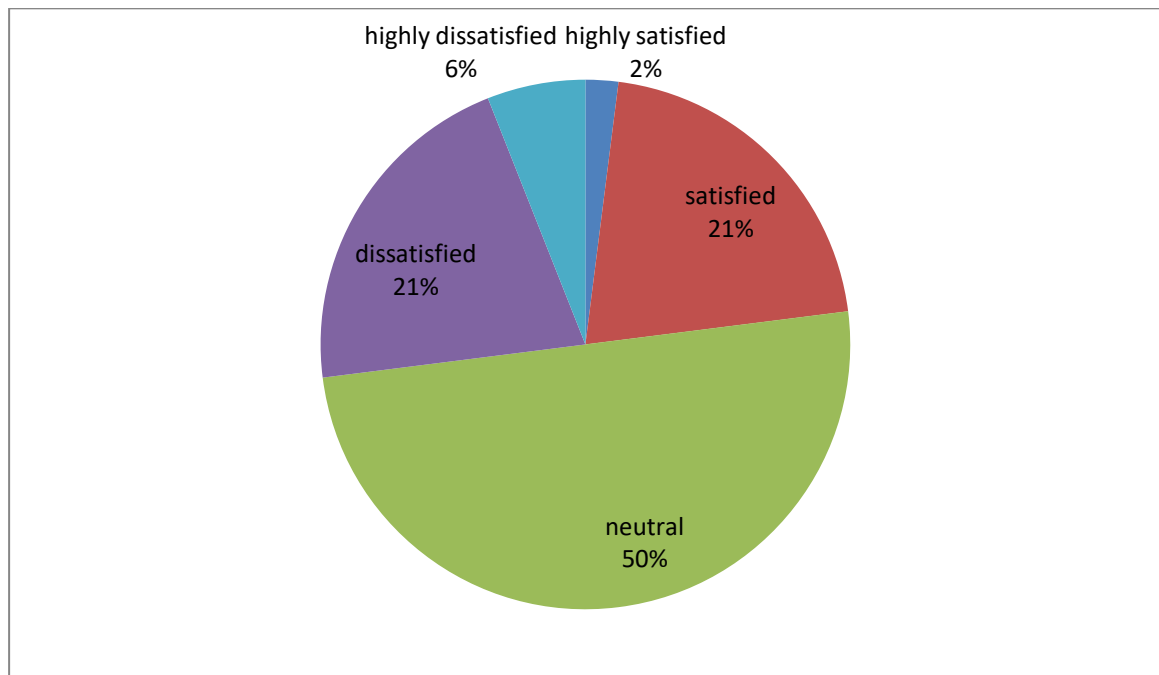
2% is satisfied with the appreciation for the good performance. 41% of the employees are neither satisfied nor dissatisfied. 36% of the employees are dissatisfied and 21% of the employees are highly dissatisfied with the appreciation for good performance.

9. The relationship between peers and supervisor

Table4.9

Serial No	Options	Respondents Number
(1)	Highly Satisfied	2
(2)	Satisfied	21
(3)	Neutral	50
(4)	Dissatisfied	21
(5)	Highly Dissatisfied	6
Total		100

Graph4.9



INTERPRETATION

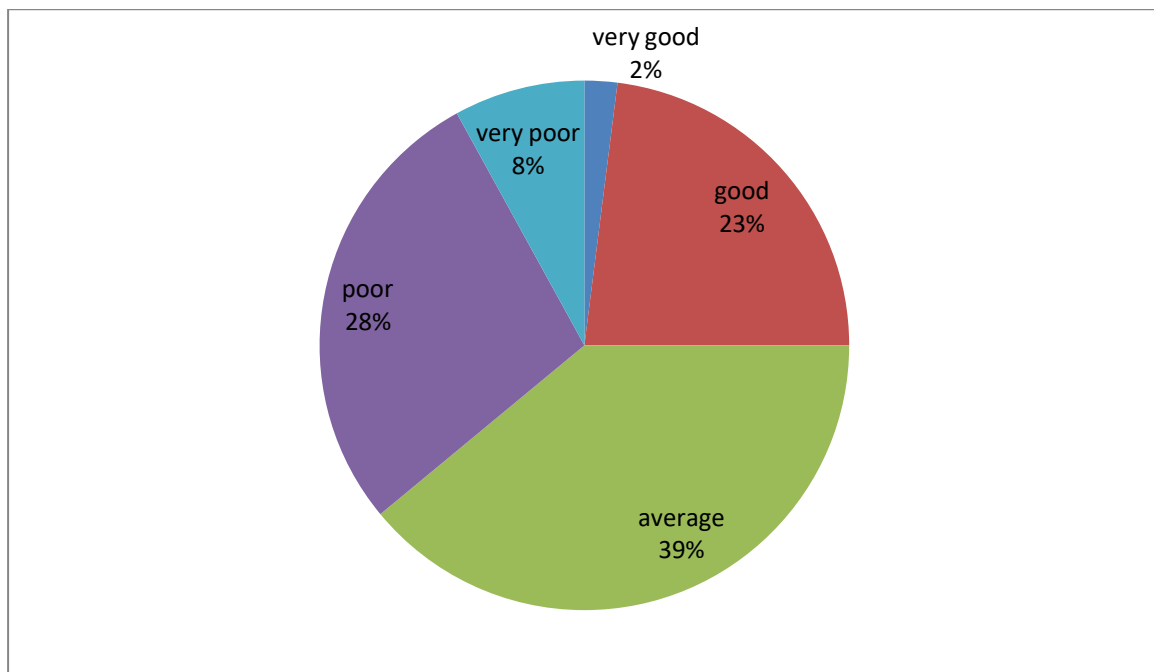
2% is highly satisfied with the relationship between peers and supervisors. 21% of the employees are satisfied. 50% of the employees are voted for the neutral. 21% of employees are dissatisfied and 6% of employees are highly dissatisfied with the relationship between peers and supervisors

10. Management style of supervising

Table4.10

Serial No	Options	No of respondents
(1)	Very Good	2
(2)	Good	23
(3)	Average	39
(4)	Poor	28
(5)	Very Poor	8
Total		100

Graph4.10



INTERPRETATION

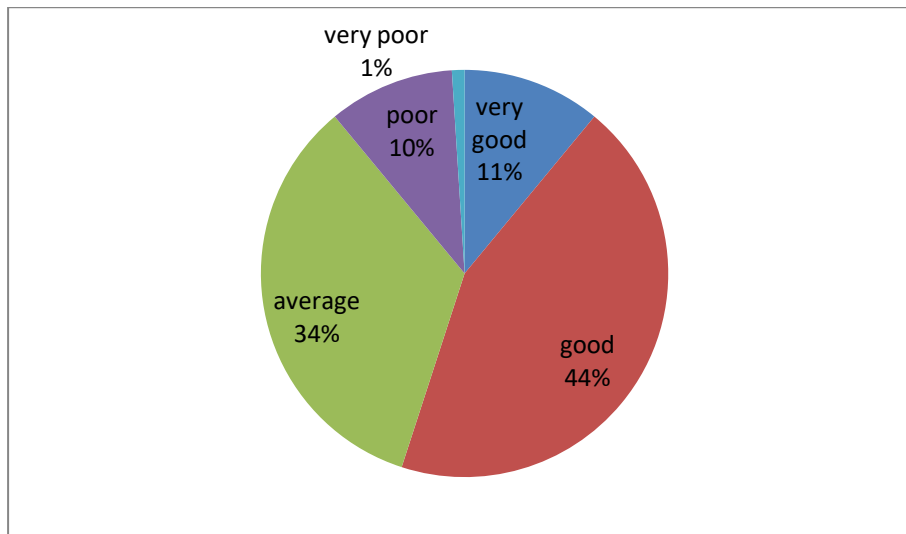
2% feel very good with the management style of supervising. 23% of the employees are good. 39% of the employees feel average only. 28% of the employees feel poor and 8% of the employees feel very poor with the management style of supervising.

11. Safety measures provided by the company

Table4.11

Serial No	Options	No of respondents
(1)	Very Good	11
(2)	Good	44
(3)	Average	34
(4)	Poor	10
(5)	Very Poor	1
Total		100

Graph4.11



INTERPRETATION

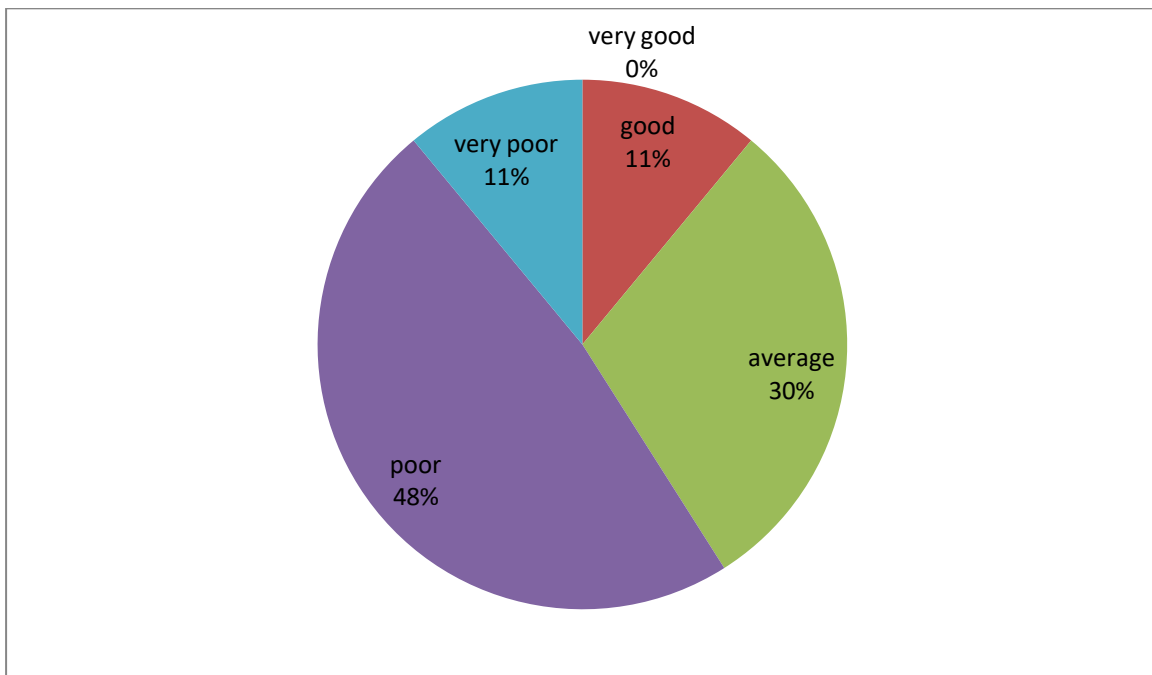
11% feel very good in Safety measures provided by the company . 44% of the employees are good. 34% of the employees feel average only. 10% of the employees feel poor and 1% of the employees feel very poor with the Safety measures provided by the company.

12. What do you think about the Promotional policy

Table4.12

Serial No	Options	No of respondents
(1)	Very Good	0
(2)	Good	11
(3)	Average	30
(4)	Poor	48
(5)	Very Poor	11
Total		100

Graph4.12



INTERPRETATION

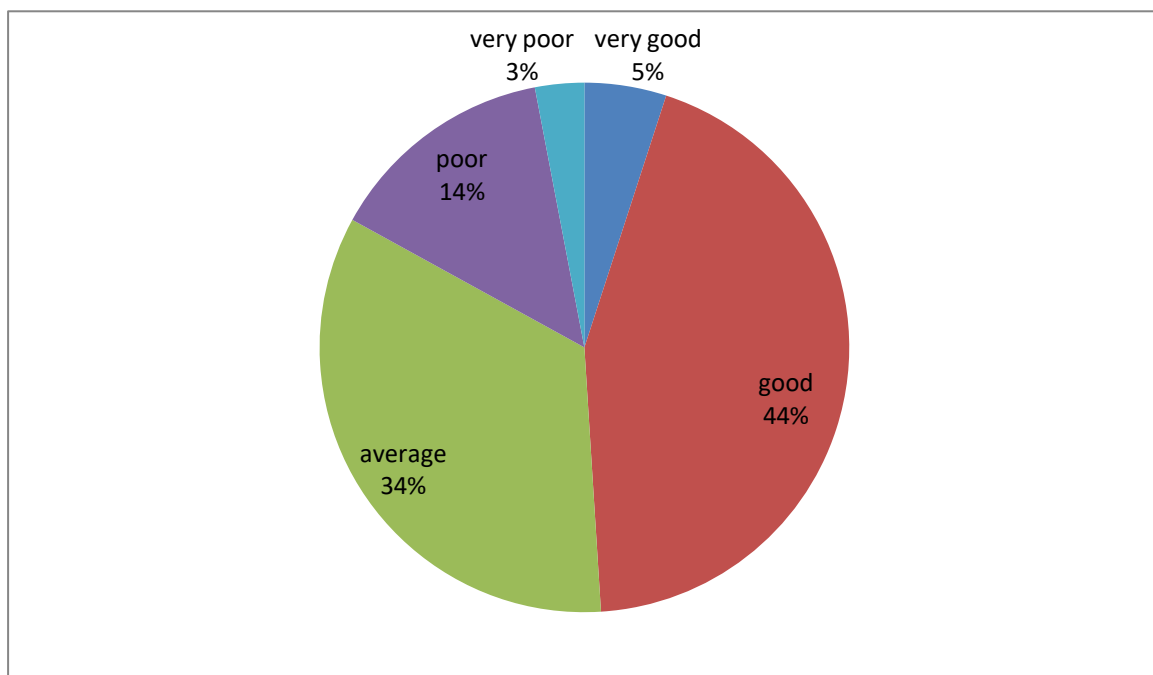
11% feel good in promotional policy of the company. 30% of the employees feel average only. 48% of the employees feel poor and 11% of the employees feel very poor with the promotional policies provided by the company

13. How do you feel the Company's Overall performance

Table4.13

Serial No	Options	No of respondents
(1)	Very Good	5
(2)	Good	44
(3)	Average	34
(4)	Poor	14
(5)	Very Poor	3
Total		100

Graph4.13



INTERPRETATION

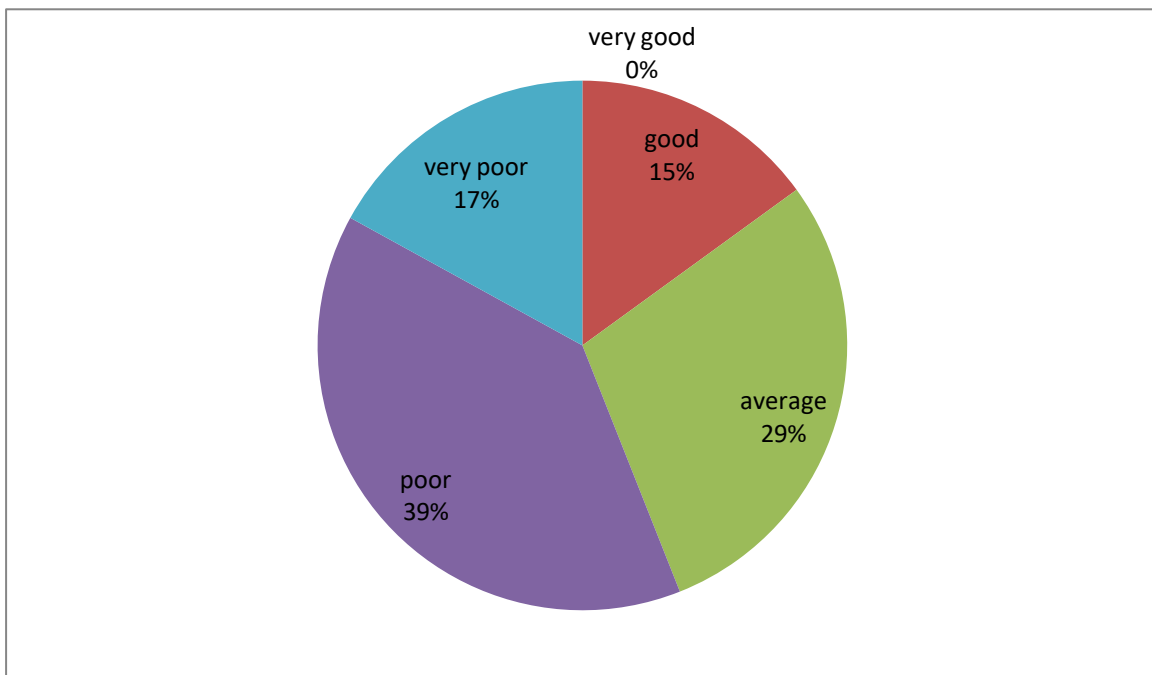
5% feel very good in overall performance of the company. 44% of the employees are good. 34% of the employees feel average only. 14% of the employees feel poor and 3% of the employees feel very poor with the performances provided by the company

14. Career development support from the management

Table4.14

Serial No	Options	No of respondents
(1)	Very Good	0
(2)	Good	15
(3)	Average	29
(4)	Poor	39
(5)	Very Poor	17
Total		100

Graph4.14



INTERPRETATION

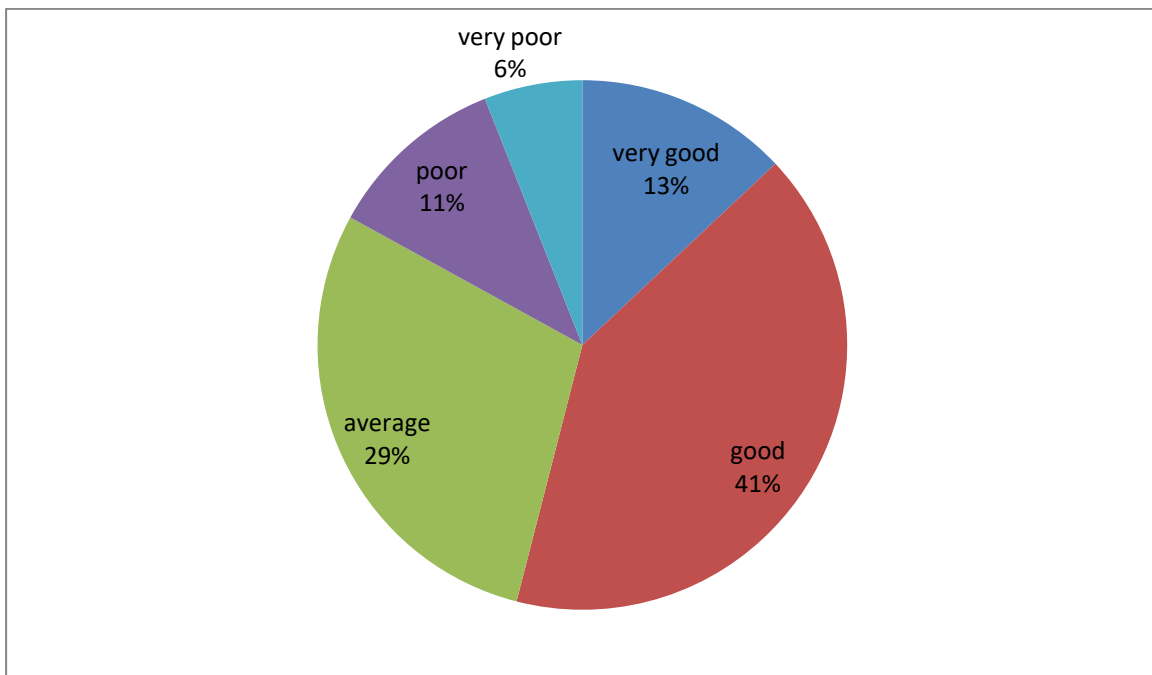
15% feel good in Career development support from the management . 29% of the employees feel average only. 39% of the employees feel poor and 17% of the employees feel very poor with the support by the company

15. Canteen and other facilities provided in the organisation

Table4.15

Serial No	Options	No of respondents
(1)	Very Good	13
(2)	Good	41
93)	Average	29
(4)	Poor	11
(5)	Very Poor	6
Total		100

Graph4.15



INTERPRETATION

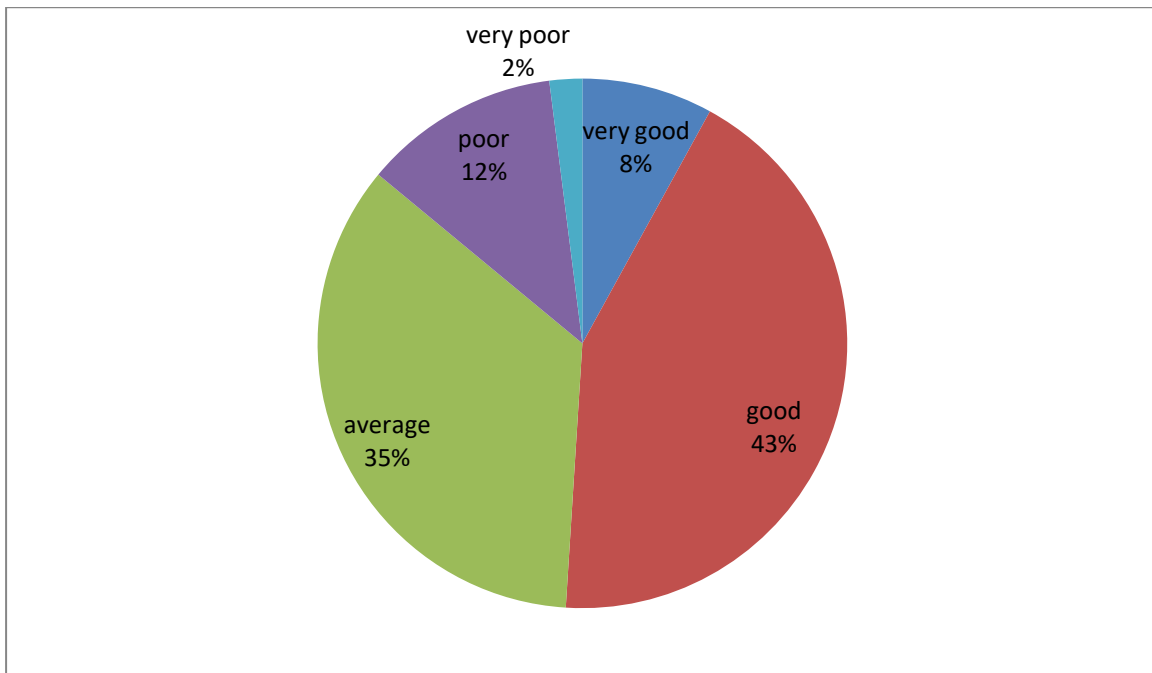
13% feel very good in Canteen and other facilities provided in the organisation . 41% of the employees are good. 29% of the employees feel average only. 11% of the employees feel poor and 6% of the employees feel very poor with the Canteen and other facilities by the company

16. How do you think about the Company's policy

Table4.16

Serial No	Options	No of respondents
(1)	Very Good	8
(2)	Good	43
(3)	Average	35
(4)	Poor	12
(5)	Very Poor	2
Total		100

Graph4.16



INTERPRETATION

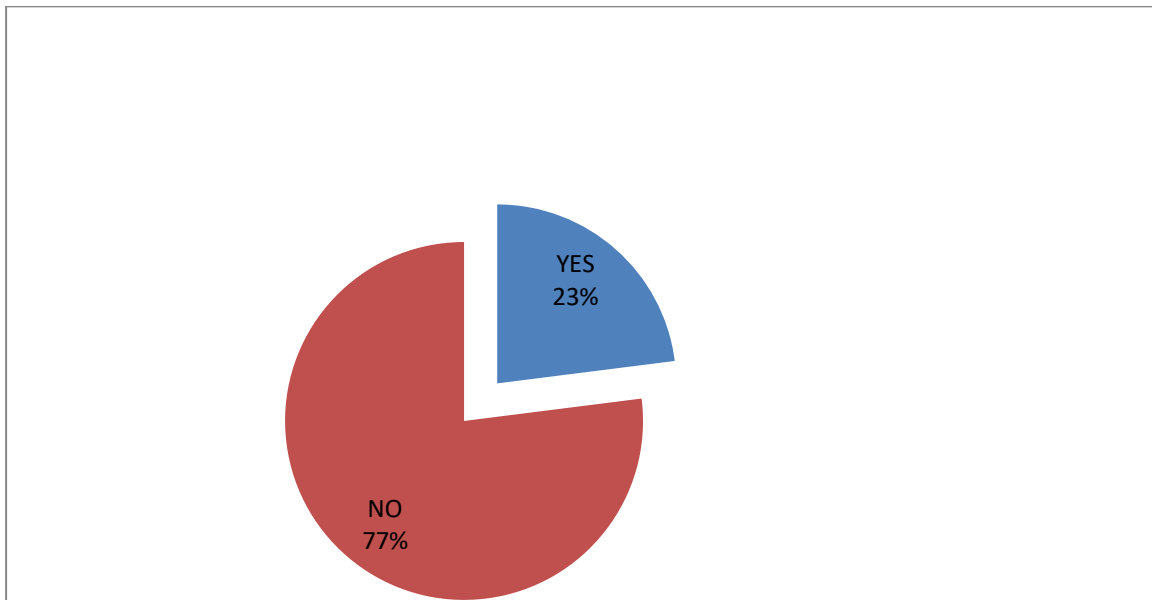
8% feel very good in Company's policy. 43% of the employees are good. 35% of the employees feel average only. 12% of the employees feel poor and 2% of the employees feel very poor with the company policy

17. Supervisor find time to listen your problems

Table4.17

Serial No	Options	No of respondents
(1)	YES	23
(2)	NO	77

Graph4.17



INTERPRETATION

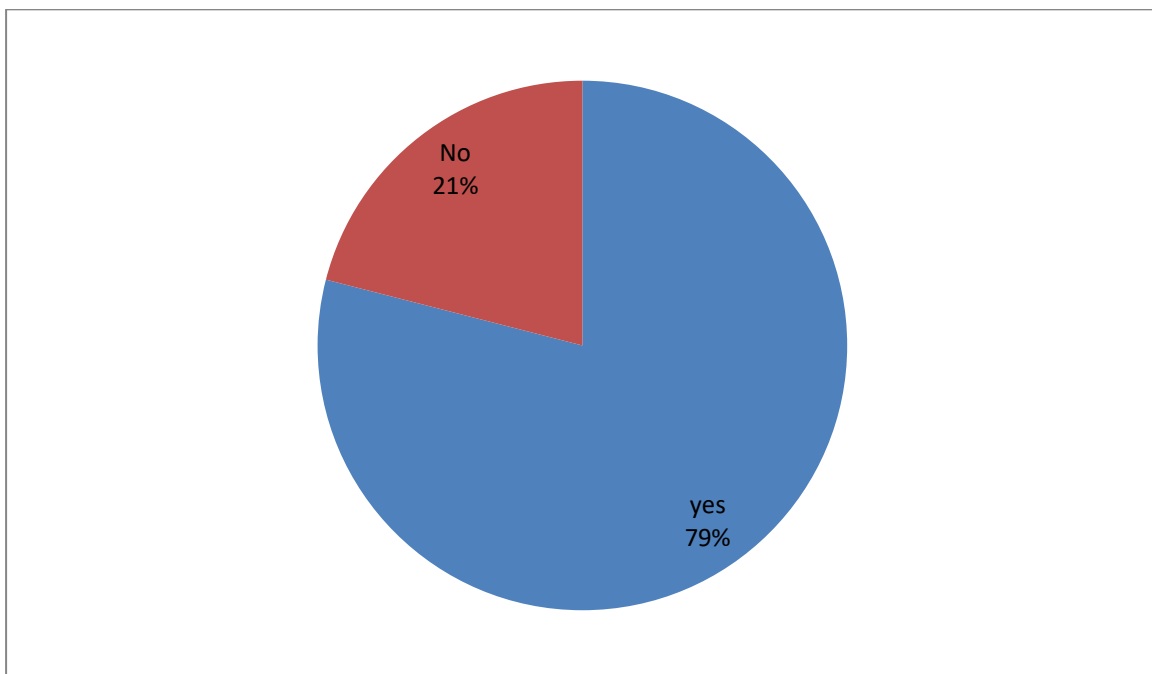
23% of the employees are telling that supervisor find time to listen your problems and the rest 77% are telling that supervisor do not have the time to listen the problems.

18. Productivity get affected by motivation

Table4.18

Serial No	Options	No of respondents
(1)	YES	79
(2)	NO	21

Graph4.18



INTERPRETATION

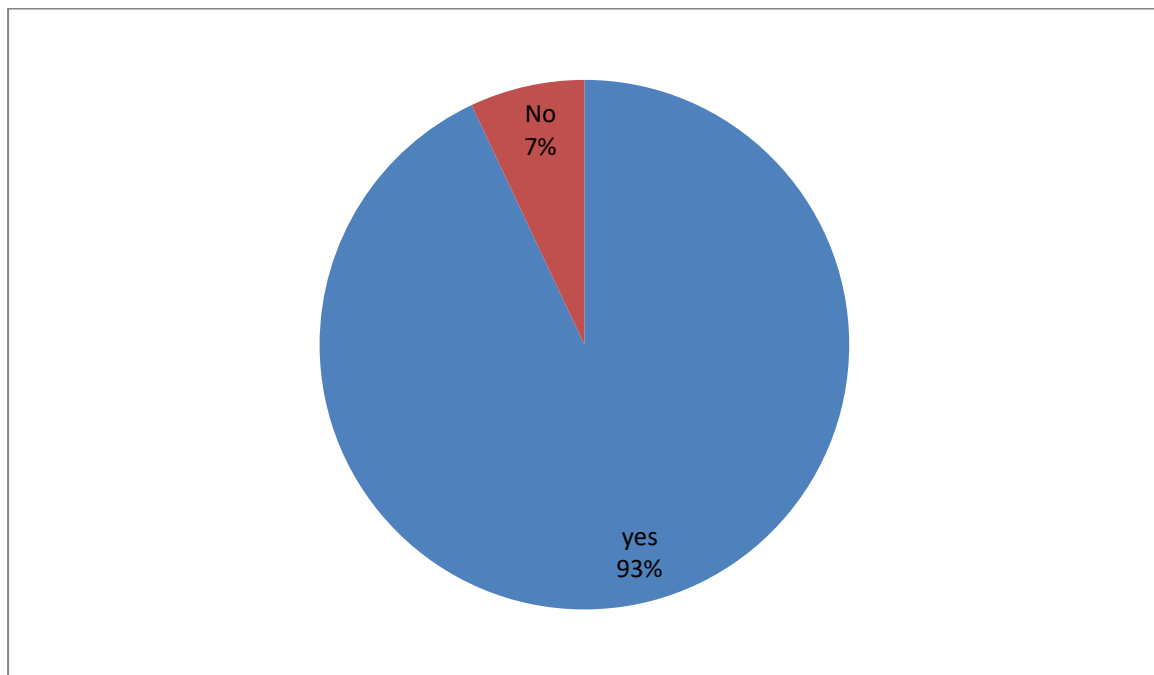
79% of the employees are telling that productivity get affected by motivation and the rest 21% are telling that there will not be any connection between motivation and productivity.

19. Top management involves you in decision making

Table4.19

Serial No	Options	No of respondents
(1)	YES	93
(2)	NO	7

Graph4.19



INTERPRETATION

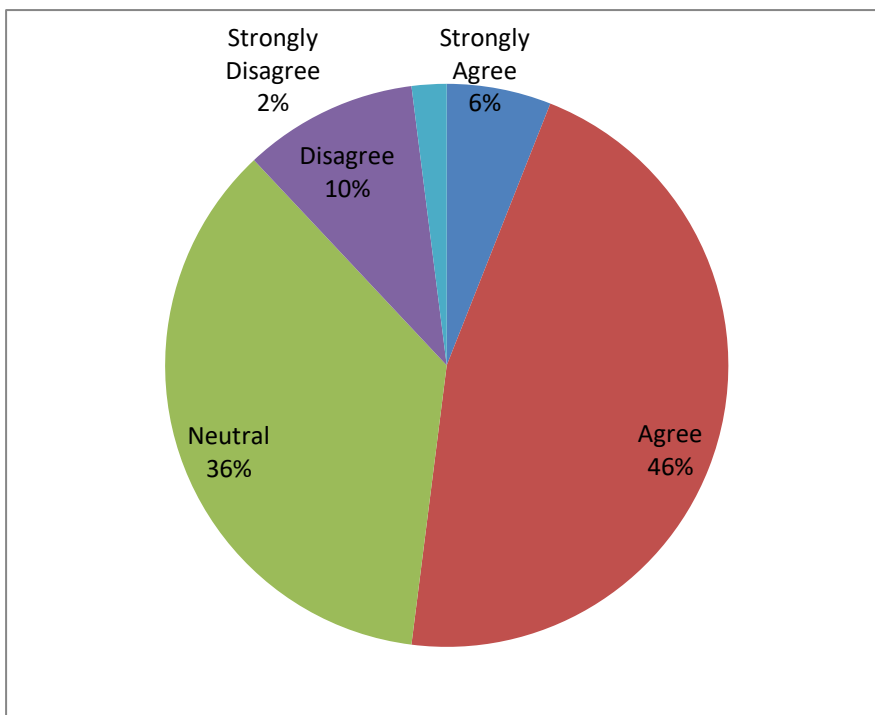
93% of the employees are telling that top management involves you in decision making and the rest 7% are telling that top management do not involves you in decision making.

20. Leadership involves level of motivation

Table4.20

Serial No	Options	Respondents Number
(1)	Strongly Agree	6
(2)	Agree	46
(3)	Neutral	36
(4)	Disagree	10
(5)	Strongly Disagree	2
Total		100

Graph4.20



INTERPRETATION

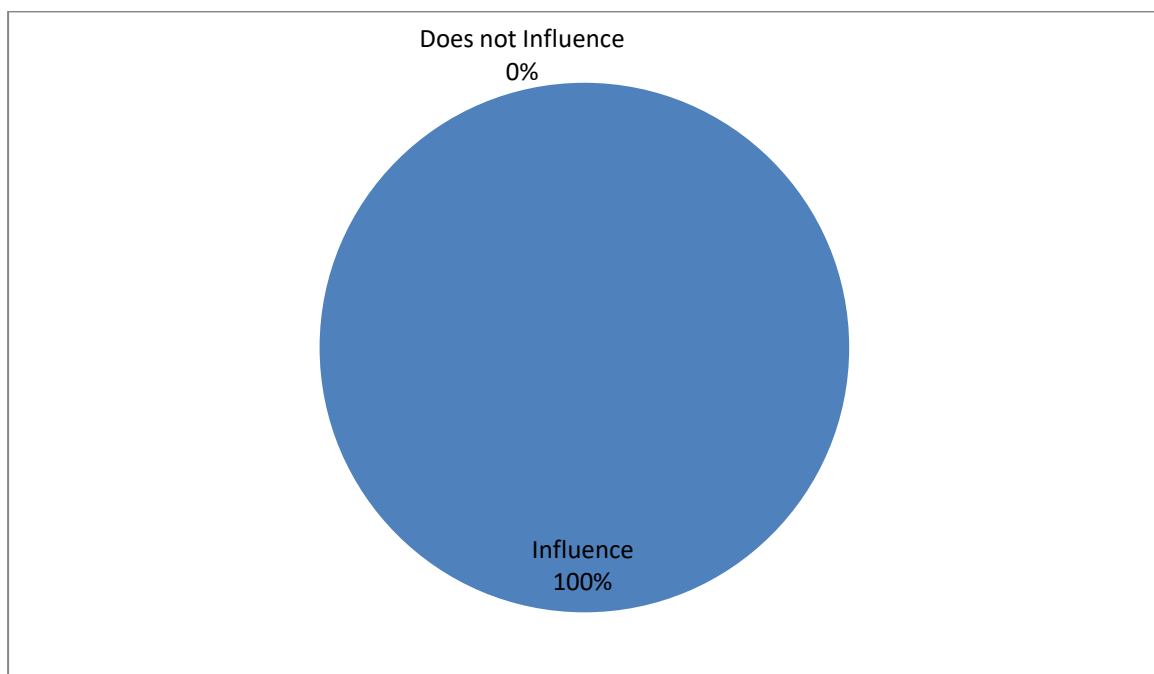
6% of the employees are strongly agreed that the leadership involves level of motivation. 46% are agreed. 36% of the employees voted for the neutral .10% of the employees are disagreed and the 2% are strongly disagreed

21. Incentives and bonuses will influence the performance

Table4.21

Serial No	Options	RespondentsNumber
(1)	Influence,	100
(2)	Doesnot Influence	0

Graph4.21



INTERPRETATION

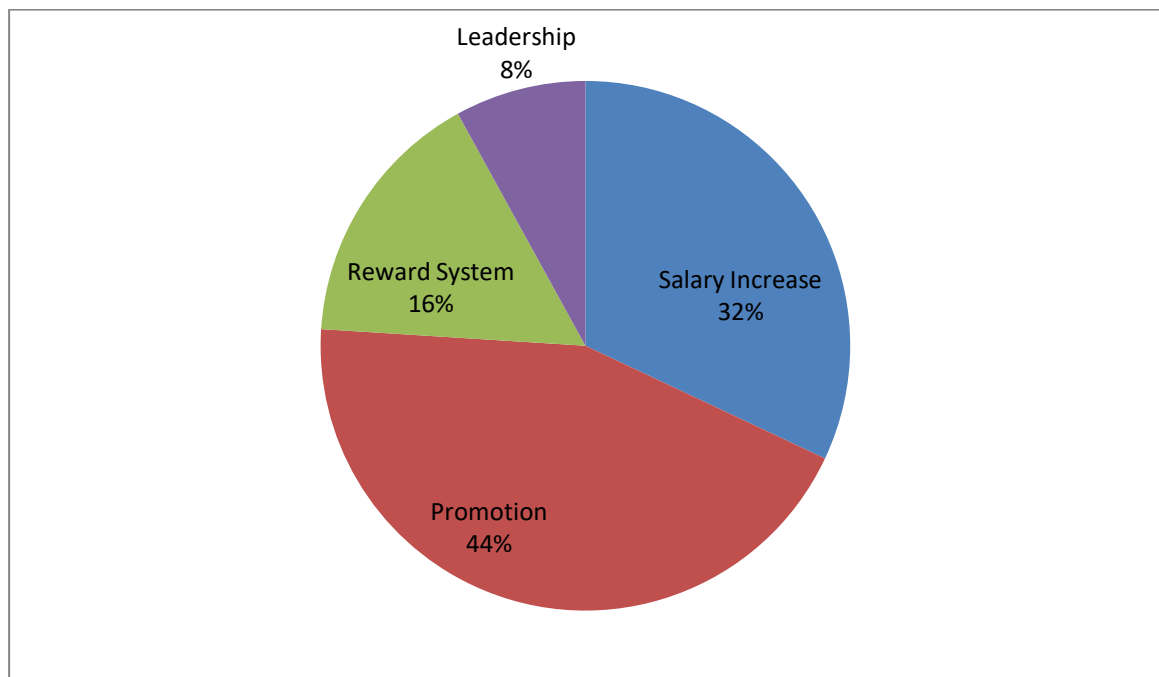
100 of the employees are telling that incentives and bonuses will influence your performances.

22. Which of the following factors will motivates you the most

Table4.22

Serial No	Options	No of respondents
(1)	SalaryIncrease	32
(2)	Promotion	44
(3)	RewardSystem	16
(4)	Leadership	8
TOTAL		100

Graph4.22



INTERPRETATION

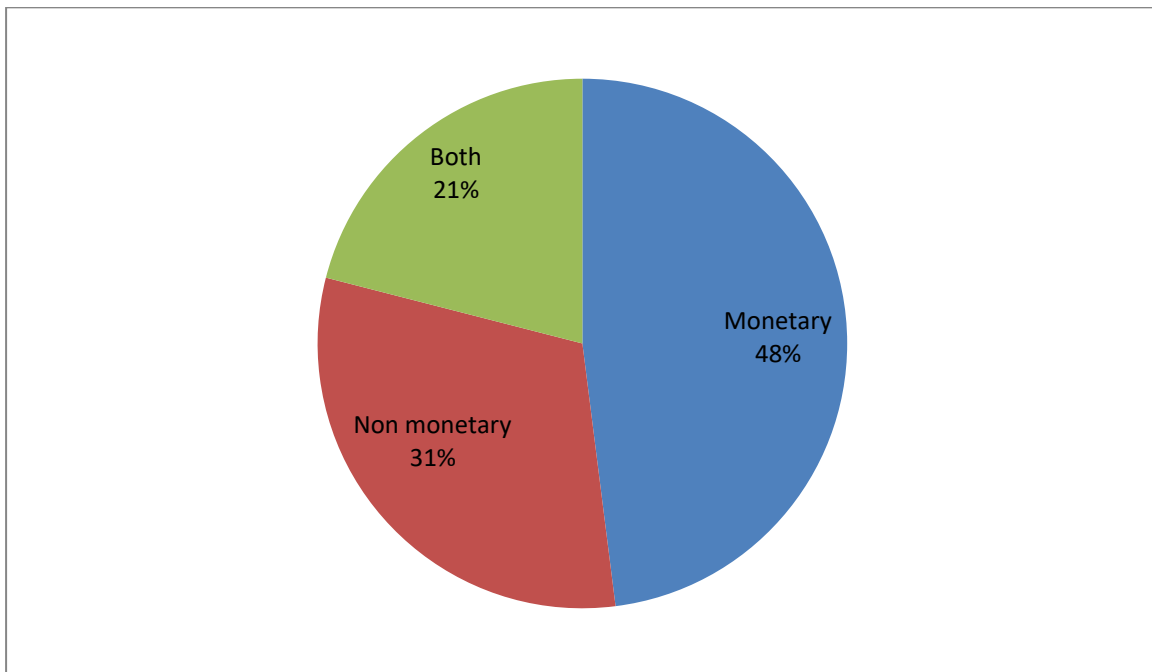
32% of the employees are telling that salary increase will motivates most. 44% are telling that promotion will motivates.16% are telling that Reward system will motivate and the rest 8% are telling that leadership will motivates them most.

23. Which type of motivation you prefer to receive

Table4.23

Serial No	Options	No of respondents
(1)	Monetary	48
(2)	Non monetary	31
(3)	Both	21
TOTAL		100

Graph4.23



INTERPRETATION

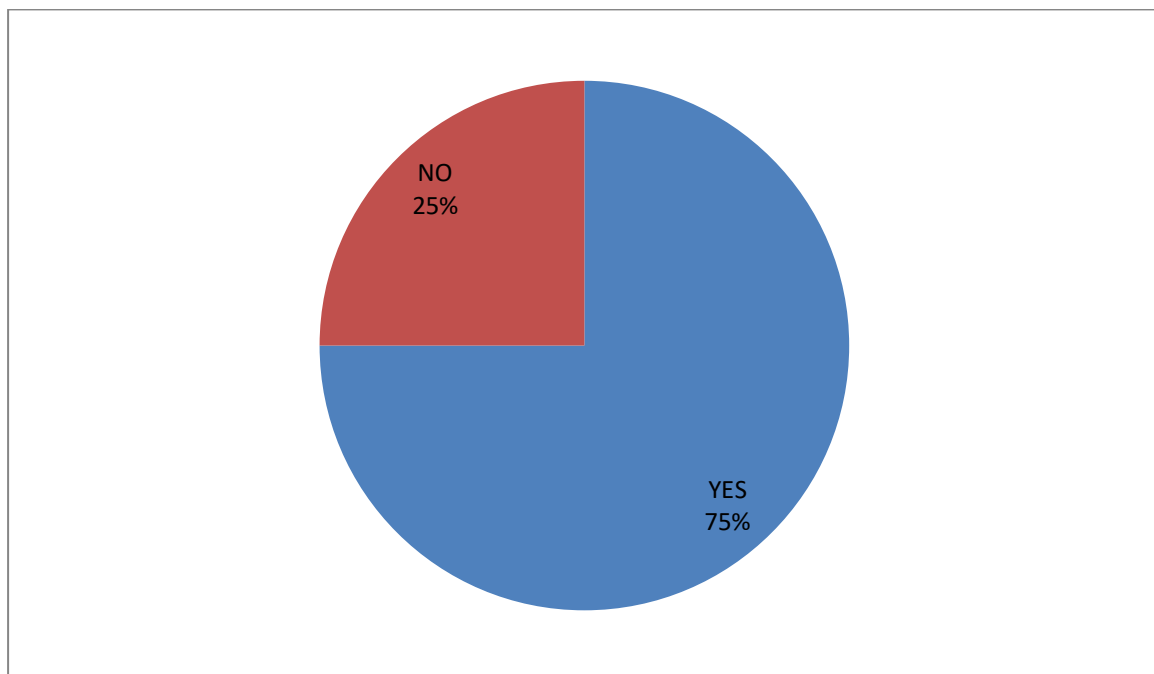
48% are telling that they prefer monetary type and 31% prefer Non monetary type. And the rest 21% prefer both monetary and non monetary type of motivation.

24. How do you think about the current salary provided by the organisation

Table4.24

Serial No	Options	No of respondents
(1)	YES	75
(2)	NO	25

Graph4.24



Graph4.24

INTERPRETATION

75% are satisfied with the current salary they are getting and the rest 25% is not satisfied with the salary

4.4 STATISTICAL TOOLS RESULT

- Correlation

CHAPTER 5

SUMMARY OF FINDINGS, CONCLUSIONS & SUGGESTIONS

5.1 FINDINGS

- The respondents are satisfied with working condition within the organisation
- The company is giving great security measures for guaranteeing the employees safety
- The company's overall execution is good.
- The company is giving great canteen facilities
- Most of the workers are on the conclusion that motivation and productivity are closely related
- Majority of the employees are saying that motivational factor like rewards will impact the employee performance
- All the employees are telling that motivations and rewards impact your performance
- Promotion will influence the employees most instead of other strategies
- Most of the respondents are inclined towards monetary type motivation
- The respondents are satisfied with compensation they are getting
- Workers are expecting both monetary and Non monetary motivation

5.2 CONCLUSION

- Efforts should be made to satisfy different needs of employees
- The incentives should be given to the employees
- The employees are satisfied with the display working condition
- There could be a co-operative relationship between workers and management
- Healthy and comfortable environment is there in TCC
- Workload is there within the organisation
- Good security measures are there within the organisation for the workers safety
- Promotional approach isn't great within the company
- Canteen facilities are great within the company
- Motivation ensures high level of efficiency. Motivated workers are more beneficial compared to those who are not properly motivated
- Fair treatment of employee's makes superior understanding among employees
- TCC representatives are paid well so that they are happy and feel motivated to do their task. Cash is the essential motivator
- If the employees are appropriately motivated at that point an attitude towards job can be improved
- People are unique so the management has to study the needs of workers individually

5.3 SUGGESTIONS

- Management should appoint right person for right job and should fix minimum qualification for jobs
- Degrees of motivation should be improved
- Incentives should be increased in the organisation
- Working condition should be improved
- Money is the most powerful motivations so that the management should consider this at the budget time.
- Better career development opportunities should be given
- Non financial incentives like tour packages, insurance ,house allowances should be implemented.
- More communication is needed between the management and the workers
- To motivate the employee for good performance appreciation has to be given to the employee
- Supervisor in the organisation should be empathetic towards the workers
- Promotional policy have to be improved

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ANNEXURE

QUESTIONNAIRE

Respected Sir/Madam

I ROBIN JAMES ABRAHAM, MBA final year student of ACHARYA INSTITUTE OF TECHNOLOGY(AIT), BANGALORE. In my academic curriculum, I have decided to do a project on “EMPLOYEE MOTIVATION”. In connection with the above topic I need certain information which will be purely for my academic purpose. So kindly cooperate with me by filling up the questionnaire.

Name:

Age:

Gender:

Educational Qualification: SSLC [] Pre-Degree [] Graduate [] Post Graduate []

1. Work experience of the employees?

a. 0-5years [] b. 5-10years[] c. 10–15years[] d. more than 15years[]

SL NO	QUESTIONS	‘HIGHLY SATISFIED’	‘SATISFIED’	‘NEUTRAL’	‘DISSATISFIED’	‘HIGHLY DISSATISFIED’
2.	Degrees of motivations in the organization					
3	Incentives provided by the organization					

4	Working condition in the organization					
5	Support from department					
6	Healthy and comfortable environment in company					
7	Workload of the job					
8	Appreciation for the good performance					
9	The relationship between peers and supervisors					

SL NO	QUESTIONS	`VERY GOOD`	`GOOD`	`AVERAGE`	`POOR`	`VERY POOR`
10	Management style of supervising					
11	Safety measures provided by the company					
12	What do you think about Promotional policy					
13	How do you feel the Company's overall performance					
14	Career development support from management					
15	Canteen and other social facilities provided in the organization					
16	How do you think about the Company's policy					

17. Supervisor find time to listen your problems

YES []

NO []

18. Productivity get affected by motivation

YES [] NO []

19. Top management involves you in decision making

YES[] NO[]

20. Leadership involves level of motivation?

`Stronglyagree [] `agree[] `Neutral[] `disagree[] `stronglydisagree[]

21. Incentives and bonuses will influence your performance

a.Influence[] b. DoesnotInfluence[]

22Which ofthe following factors will motivate you most?

a. SalaryIncrease [] b. Promotion[] C. RewardSystem []
d. Leadership[]

23. Which type of motivation you prefer to receive?

a. Monetary [] b. Non Monetary[] c. Both[]

24. How do you think about the current salary provided by the organisation

YES [] NO []

25. Do you have any suggestions to improve motivation in TCC ltd?

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.....
.....
.....



ACHARYA INSTITUTE OF TECHNOLOGY
DEPARTMENT OF MBA

INTERNSHIP WEEKLY REPORT (16MBAPR407)

Name of the Student: Robin James Abraham

Internal Guide: MRS Bhaghyashree G. Kasturi

USN No: 1A216MBASS

Specialization: Marketing and HR

Title of the Project: A study on Employee Motivation


Company Name: Travancore Cochin Chemicals

Company Address: Travancore Cochin Chemicals, Udyogomandal, Elcor,
Ernakulam, Kerala - 683501

Week	Work undertaken	External Guide Signature	Internal Guide Signature
15-01-18 to 20-01-18	Studying the Industrial, Company Profile, Vision and Mission		1
22-01-18 to 27-01-18	Studying the products/services of the Company		2
29-01-18 to 03-02-18	Working on Chapter-4 Collecting information		3
05-02-18 to 10-02-18	Interaction with products department		
12-02-18 to 17-02-18	Interaction with projects department		5
19-02-18 to 24-02-18	Interaction with Quality Assurance department		
26-02-18 to 03-03-18	Working on Theoretical Background		7

05-03-18 to 10-03-18	Interaction with Commercial department, Doing Research Design	Radika	8
12-03-18 to 17-03-18	Survey with 25 Questions among the employees	Radika	9
19-03-18 to 24-03-18	Analysing and Interpreting the data	Radika	10




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