

**PROJECT REPORT ON (17MBAPR407)
A STUDY ON EMPLOYEE HEALTH, SAFETY AND WELFARE MEASURES**

**AT
YASHASWI FISHMEAL AND OIL COMPANY**

**BY
AISHWARYA J SHETTY
1AZ17MBA04**

Submitted to

**VISVESVARAYA TECHNOLOGICAL UNIVERSITY
BELGAUM**



In partial fulfilment of the requirements for the award of the degree of

MASTER OF BUSINESS ADMINISTRATION
Under the guidance of

INTERNAL GUIDE

**Prof. BHAGYASHREE
ASSISTANT PROFESSOR
DEPARTMENT OF MBA
AIT**

EXTERNALGUIDE

**Mrs. MEGHA SALIAN
Manager-HR**



Department of MBA
Acharya Institute of Technology
Soldevanahalli, Hesaraghatta Main Road,
Bangalore
March -19

CERTIFICATE

This is to certify that Ms. Aishwarya Shetty bearing registration number 1AZ17MBA04, MBA student from Acharya Institute of Technology Bangalore has successfully completed her project work on "A study on Employee Health, safety and welfare measures" in our organization from 5th January 2019 to 16th February 2019 under the guidance of Mrs. Megha Salian, General Manager-Human Resources.

During her stay with us we found her to be sincere and committed towards her work. We wish her all the success in her future endeavours.

From Yashaswi fish meal and oil company,

For YASHASWI FISH MEAL & OIL COMPANY



Authorised Signatory

Managing Partner

Yashaswi Fish Meal & Oil Company

9-184B, Post Pithrody, Udyavara, Udipi - 574118, Karnataka, India.

T: +91 820 2533720 E: info@fishmealoil.com / yashfishmeal@yahoo.co.in

W: www.yashaswifishmeal.com / www.fishmealoil.com

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Date: 04/04/2019

CERTIFICATE

This is to certify that **Ms. Aishwarya Shetty** bearing USN **1AZI7MBA04** is a bonafide student of Master of Business Administration course of the Institute 2017-19 batch, affiliated to Visvesvaraya Technological University, Belagavi. project report on “**A Study on Employee Health Safety and Welfare Measures at Yashaswi Fishmeal and Oil Company, Udupi**” is prepared by her 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, Belagavi, Karnataka.

Signature of Internal Guide

Signature of HOD

Head of the Department
Department of MBA
Acharya Institute of Technology
Soldevanahalli, Bangalore-560 107

Signature of Principal/Dean Academics

Dr. Devarajaiah R.M.
Dean-Academics
ACHARYA INSTITUTE OF TECHNOLOGY

DECLARATION

I, **Aishwarya J Shetty**, solemnly declare that the Project report entitled "**A STUDY ON HEALTH, SAFETY & WELFARE MEASURES FOLLOWED AT YASHASWI FISHMEAL AND OIL COMPANY**" with reference to "Yashaswi Fishmeal and Oil Company, Udupi", prepared by me under the guidance of Mrs. Bhagyashree Kasturi, faculty of M.B.A Department, Acharya Institute of Technology and external assistance by **Mrs. MeghaSalian, General Manager- HR Yashaswi Fishmeal and Oil Company.**

I also declare that this Project work is towards the partial fulfillment of the university Regulations for the award of degree of Master of Business Administration by Visvesvaraya Technological University, Belgaum. I have undergone a summer project for a period of six weeks. I also declare that this project is based on an original study undertaken by me and has not been submitted for the award of any Degree/Diploma in any other university/Institution.

Place: Bangalore

Date : 16.02.19

Aishwarya J Shetty



1AZ17MBA04

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Aishwarya J Shetty

USN:1AZ17MBA04

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EXECUTIVE SUMMARY

This research is conducted on the HSW Measures (Health, Safety and Welfare) that are followed at Yashaswi Fishmeal and Oil Company which is basically an oil and fishmeal producing company.

The employees health, safety and measures are considered to be of utmost importance in today's world. It helps or benefits the business in terms of increase in retention rates if employees are kept satisfied by these measures which leads to better productivity and finally higher profits.

One of the main factors that makes any company successful is its employees satisfaction towards the measures that the company takes for them. If employees seem to be satisfied means they are happy with their company's current policies. A company can keep its employees happy and satisfied only when it treats its employee as an asset. Companies should be extremely cautious regarding accidents because if any employee is injured in the work premise, the company falls into trouble.

The company where I did my research is a place that majorly involves manufacturing process. The employees here need to on a regular basis need to deal with dangerous tools, machineries and therefore this particular topic was chosen.

This research indicated that there were very few minor accidents that occurred in the company premise and also that the employees are not only aware of various measures followed by the company for their health, safety and welfare but they are also satisfied with these measures that Yashaswi Fishmeal and Oil Company is providing

CHAPTER- I

INTRODUCTION

1.1 INTRODUCTION

INTRODUCTION ABOUT THE TOPIC

This very study was conducted in Yashaswi Fishmeal and Oil Company, Malpe in order to find the effects of HSW measures of employees at workplace.

The research was done to understand what sort of measures related to health , safety and welfares were followed by Yashaswi and if employee were content and satisfied with them. This research also helped us understand to what extent can the company go for its employees satisfaction by taking care of various HSW measures and implementing them efficiently.

BASIC TERMS:

Employees Health- the steps taken to look after the physical health/mental health of the workers and preventing them from all kinds of occupational hazards and risks when they are in the premises of the company.

Employees Safety- The word safety is related to the measures that are to be taken care of, keeping in mind the dangers in zones where individuals work; workplaces, producing plants, development locales, and business and retail offices. It includes hazard identification along with control measures according to the government standards and also includes training for the employees and educating them about safety measure.

Employees Welfare- is a factor that is taken care of by the company to relieve the employees of the personal and family worries, to improve their health, to provide them the sphere in which they can thrive and motivate them throughout their journey with the company.

1.2 INDUSTRY PROFILE

HISTORY OF FISHMEAL AND OIL

For hundreds of years, fish meal in one or the other way has been used as a part of animal feeds. However, it's solely within the past fifty years that aquafeed production has become a world enterprise. The fish feed is often made from species of fish that cannot be consumed by humans directly. The byproducts of aquafeed is also used for this purpose. Over the past decade, the annual production of fishmeal throughout the globe has ranged between 5.5 and 7.5 million tones, which is a huge leap showing the international growing demand. . average fish oil production through the globe is up to 26% and fish meal that's yielded from landed fish(wet) dry fishes is up to 30%. The most commonly used technique for production is the wet reduction method of processing. Continuing the processing of the fishes from the moment they are brought in will lead to increase in the efficiency of the process and will also enhance the product quality. For a long period of time production annually has remained constant except for the El Nino years. Especially in Peru and Chile the fishmeal industry saw a downfall in the production. 65% of fishmeal is imported and exported internationally, and Peru and Chile being the ones who account for majority of the production, this period of El Nino brought about a drastic change in global supplies and prices. The poultry industry uses a lot of fishmeal as a constitute for poultry feeds. Less than 10% of the annual fish feed production is used by the aquafeed culture, this has changed in the last couple of decades. The percentage has tripled. Fishmeal is a very rich source of protein and has thus come in major demands in various feed industries. The growth in fishmeal consumption by the aquafeed culture has hugely impacted the poultry feeds now.

OVERVIEW OF INDIA'S AQUAFEED INDUSTRY

Currently the Aqua feed consumption is 0.1 crore tons. Assuming the 1.5 feed conversation ratio, the demand is estimated at 0.7 crore tones in the coming years.

Seafood production was recorded at 0.9 crore tone in fiscal 2013. India has 26 aqua feed mills across the country. However production capacity are only 43.4%, with total production of 0.125 crore tone. To meet the requirements, India imports over half of the requirements from other countries, so there is huge scope in aqua feed.

As the demand for shrimp production is also been at a hike, India currently has 13 mills dedicated for the shrimp sector. As regards to the fish feed, the current installed capacity is 0.15 crore tone. Total feed production for fish and shrimps stands at 0.05 crore tone and 0.06 crore tone, respectively. Growth in shrimp production has driven rise in consumption (13%) between fiscals 2008 and 2013, reaching 0.03 crore tone in fiscal 2014. Outbreaks of fish related diseases remain one of the major issue that can hamper the growth of the aquaculture feed industry. Freshwater fish feed demands has grown rapidly, production of fresh water fish fees is estimated at 0.07 crore tone. Demand for freshwater feed should grow 5-6% in the near term. The Indian subcontinent has a rich and vast biodiversity of fish species due to which India has become an important aquaculture country especially in the fresh water environment. India is also the second largest producer of fish which basically carves a huge path for the aqua feed manufacturers to grow not only in India but reach the global markets.

Freshwater fish are fed with farm-made feed, Globally the aqua feed market has witnessed an exponential growth. Countries like China, US, India and Brazil have become the leading aqua feed producers. 70% market of the aquafeed consumption is take over by Asia Pacific, making it the largest market globally as producers as well as consumers

1.3 COMPANY PROFILE

YASHASWI FISH MEAL AND OIL COMPANY is a part of Yashaswi Marine Products. It processes fish to produce fish meal and fish oil. The partners understanding of the requirements and supply chain strategy helps produce good quality food ingredients.

Equipped with modern facilities, the state-of-the-art processing plant is fully automated. Employees are fully qualified, and have exposure to the fishing business.

Yashaswi has entered into a partnership with more than 300 vessels to procure the highest quality of raw materials, approved by the government of India. It also meets the requirements of competent authorities like the MPEDA.

A lot of importance is given to the supply chain activity to ensure traceability, akin to the farm-to-fork concept, which is necessary for food safety and quality management system.

To maintain the ecology of marine products, Yashaswi is moving towards sustainable sourcing. It has already received the Friend of the Sea certification by implementing the requirements of Chain of custody.

FACTSHEET

- Date of incorporation – 2007
- Corporate status – partnership
- Business of the firm – yashaswi manufactures fish meal and oil mainly from sardines.
- Registered office – post pithrody, udyavara, udupi-574118.
- Plant location – 9-184b, post pithrody, udyavara, udupi-574118.
- Factories – processing capacity of around 600 metric tons per day.
- Warehouse – storage facilities around 5000 metric tons of fish meal and 3500 metric tonne of fish oil.

ACHIEVEMENTS

2011 – 2012

- The company witnessed increased production capacity
- Received crease production capacity from 400 metric tons to 600 metric tons.
- Received top export house in Karnataka (gold) from Federation of India Export Organization.
- Approval received from TUV SUD South Asia Private Limited as manufacturer and despatcher for fish meal and fish oil under clearance for “GMP + B2 Production of feed ingredient”.
- Approval received from Approval received from TUV SUD South Asia Private Limited as manufacturer and despatcher for fish meal and fish oil under clearance for “HACCP system”.
- Export excellence award – the Federation of Indian Export Organization.

2015 – 2016

- Approval received from TUV SUD South Asia Private Limited as manufacturer and despatcher for fish meal and fish oil under clearance for “ Environment Management

System”

- Two Star Export House awarded to the firm by directorate general of foreign trade.
- Export excellence in Karnataka awarded to the firm.

2016 – 2017

- Approved by Export Inspection Council of India as exporter to European Union Countries.
- Certified as an authorized economic operator – T2 by the Indian customs department.
- State export Excellency award – Government of Karnataka.

2017– 2018

- Certified Friend of the Sea by RINA for implementing sustainable sourcing of fishery requirements.

MORE ABOUT YASHASWI

SOURCING

The west coast of India is known for its richness/abundance of pelagic fish, such as sardines. Yashaswi is 5 kilometer away from malpe (Karnataka), which is a huge fishing harbor due to which they are able to a good quantity and quality of fishes at a lesser logistics cost.

About Malpe

Located at the estuary of udyavara river, malpe is about 6 km away from Udupi. It's an important port and fishing harbor of Coastal Karnataka

Procuring

A strict criterion is set up for procurement to ensure consistent and high-quality output. Parameters that are evaluated at the time of procurement are count, temperature, smell, along with other various criteria. Additionally, Yashaswi only procures raw fish that is caught by vessel approved under the Karnataka Marine Fishing (Regulation) Rules of 1987 and regulated by authorities such as MPEDA and Export Inspection Council of India. This ensures the the quality of catch. Furthermore, procurement policies formulated by the Fisheries Department of the Government of India and Export Inspection Council of India are followed.

Transportation to factories – Raw materials is hygienically transported in insulated vehicles.

DEBTORS AND INVENTORY CYCLE

Credit of 30-60 days is offered to both expert and domestic customers. The marine's product business is seasonal, and inventory largely depends on the catch. Inventory is higher when the catch is better and modest otherwise

PROCUREMENT FROM VENDORS

Credit of 30-35 days is received from suppliers in Karnataka. Suppliers from Kerala and Goa extend a relatively lower credit period. A large part of raw material requirement is normally obtained and stocked during the catch season (September to march), due to high availability and relatively cheaper price.

HEDGING POLICY

The firm doesn't enter into forward contracts to hedge the risk involved in foreign exchange transactions.

ESSENTIALS

FEED

Processed, partially processed or unprocessed any substances including additives, that can be used for oral feeding animals, is referred to as feed. This includes feed materials, premixes, additives, semi-manufactured products, compound feed, or products that may be designed as such following a processing operation.

FEED INGREDIENTS

A product in itself or in a mixture makes up feed, whether or not it has a nutritional value in the animal's diet is feed ingredient, which, maybe of vegetable, animal origin, and can also have organic or inorganic material.

FEED MATERIAL

Products of vegetables or animal origin, the principle purpose of which is to meet animal's nutritional needs in their natural state is called feed material.

DEMAND SUPPLY REVIEW

Potential

Coastline -India has a coastline of over 8,118km. Continental shelf is estimated to have exploitable resources worth 0.44 crore tone, of which 0.34 crore tone are presently exploited. The estimated brackish water area are suitable for shrimp farming as 0.12 crore hectare , of which around 14% is utilized for farming, producing 0.05 crore tone of shrimp and scampi for export. India's total fishery production was 0.61 crore tone and the marine sector 0.34 crore tone. The seafood industry has become one of the leading suppliers in the world, and has world class processing plants that follow quality control regimes that's cooperative with international regulatory requirements.

Supply – Side Analysis

Marine products are supplied by fishery and aquaculture, which are practiced by small and marginal farmers with landholding of below one acre.

1.3.1 PROMOTERS

- Managing Director (MD) and Chairman - Mr. Sadhu Salian
- Director - Mr. T S Feroz
- Director - Mr. Uday Kumar Salian
- Executive Vice Chairman - Mr. FM Yakub

1.3.2 VISION

“The vision of the organization is to be the major player in the state of Karnataka with the product folio”.

MISSION

- Acquiring top quality materials from approved suppliers.
- Maintain an accurate tracking system
- Upgrade and maintain quality throughout

QUALITY POLICY

The Company has quality controllers who closely scrutinize the various processes taking place like sourcing, manufacturing, packaging to make sure every step taken to finish a product is flawless. These controllers keep a close check on the storage facility too. They always ensure that our products are carefully packed in special packages and are kept secure in the inventory. These products are then transported to their customer through secured transportation provision.

There is stringent quality control with regular analysis in their laboratories ensuring efficient process control. Every batch of products that are produced are analyzed with the help of advanced Thailand technology. The Company strongly believes that quality is its biggest strength. The fish products that they manufacture are tested in sophisticated quality control facilities to ensure their overall quality and durability.

1.3.3 PRODUCT PROFILE

Steam – Dried Fish Meal

Fish meal is a marine ingredient for aqua feed, derived from freshly caught Indian oil sardines, and has become a crucial component in aquaculture, poultry and animal rearing industries, this is because of the high nutritional content that it possesses. It is added as a high-quality supplement to ensure an efficient diet, particularly for poultry and aquaculture. Marine ingredients, specially fish meal, are extensively used in prawn industry. The compositional quality of the nutrients, most importantly amino acids, found in fish meals separates it from other dietary supplements. Yashaswi focuses on uniform quality, colour and protein content, along with other parameters per shipment.

Care is taken to maintain all the parameters are as per standard specifications. Fish meal is considered one of the best digestible sources among animal feed, and has higher content of natural proteins, minerals, vitamins and amino acids as compared to other protein feed.

Crude Fish Oil

Fish oil is extracted mainly from Indian oil sardines. The oil extracted has plays a very important role in the animal feed industry, since it helps in enhancing growth, feed conversion rate and also enhance resistance to diseases. It also plays a major role in the growth of farmed produce which are salmons and shrimps. Furthermore, it is a rich and lesser expensive source of vitamin A.D and E. It enhances the growth of animals, just like any other source of fat in the diet. Fish oil finds application in feed, it is also used for medical purposes in pharmaceutical and scientific research areas. Packaging of the oil is done either in flexi tanks or tightly secures drums as per customer requirement.

Fish Soluble

Yashaswi Fishmeal and Oil Company is the market leaders in manufacturing and exporting of fresh fish Soluble. They use excessively less amount of preservatives and then provide the customers with fish paste as fresh as possible. Yashaswi provides their clients with a wide assortment of optimum quality Fish Paste.

Some of the highlights are:

- Pure
- Eco friendly
- Healthy composition
- Made from fresh ingredients

1.3.4 AREA OF OPERATION

- **Yashaswi Malpe** procures raw fish and sorts, grades, and ices it before supplying to local fish markets in Goa, Maharashtra, Kerala and Karnataka.
- **SYS Fisheries** supplies export quality seafood to several companies in India. The business carried out is an integral part of Cold Chain Component.
- **Best Sea Food** procures raw fish from more than 200 vessels and undertakes sorting, de-heading, cutting and icing for supply to Surimi units located all over India.
- **Yashaswi Enterprises**, an fishmeal and oil manufacturing unit, set up by Mr Salian. Furthermore, he owns a fleet of insulated trucks for transportation to preserve the highly perishable seafood.

1.3.5 INFRASTRUCTURAL FACILITIES

The main plant of Yashaswi Fishmeal and Oil Company is located in Malpe on a 30 acres land. Each department is situated in a separate building. The buildings are whitewashed every year in order to keep the appearance lively. There is transport provided to the employees. Healthy food is provided free of cost and cleanliness is given utmost importance in canteen, and other facilities like Training hall, overhead projectors, sounds system, library computers accessories, Medical facilities and safety equipment's. modern and advanced research and Development Micro Laboratory to carry out analysis of numerous products.

1.4 COMPETITORS OF YASHASWI

1.Raj Fishmeal and Oil Company

Founding date: 1967

Type: Private company

Tags: Financial Services, aqua culture, aquafeed, procurement and production of feeds and oil.

Location : Malpe, Udupi

Employees: 200

2. Blueline Foods

Founding date: 1968

Type: Private company

Tags: Financial Services, aqua culture, processing,packaging,procurement and production of feeds and oil.

Location : Balmatta Road,Mangalore

Employees: 430

3.Shireen Exports

Founding date: 1985

Type: Private company

Tags: Financial Services, aqua culture, processing,packaging, production of feeds and oil.

Location : Ullal,Mangalore

Employees: 150

4.Omega Fishmeal

Founding date: 2011

Type: Private company

Tags: Financial Services, aqua culture, processing,packaging,procurement and production of feeds and oil.

Location : Dalamal Park,Mumbai

Employees: 415

5.Coastal Marine Foods

Founding date: 2010

Type: Private company

Tags: Financial Services, aqua culture, processing, packaging, procurement and production of feeds and oil.

Location : Andhra Pradesh

Employees: 470

1.5 SWOT ANALYSIS

STRENGTH

- Short marketing channels and high profitability.
- Continuous product upgradation
- High level of domestic demand
- Closeness to the raw material
- Strong relationship with customers:

Healthy relationships with more than 20 customers, including CP Aquaculture, CP India Pvt Ltd, Avanti Group, National Aquaculture Group, and Godrej Agrovet ltd and strong demand for fish meal and fish oil products help minimize customer concentration risks in India.

WEAKNESS

- Scarcity in fishes and difficulties in fish supplies
- Labour oriented
- Seasonal occupation
- Lack of skilled man power

OPPORTUNITIES

- Healthy growth in potential industry
- As the partners have supply side as well as manufacturing and market experience, dependency on outsiders for key processes don't exist.
- Rapid growth of feed industries in the domestic market

THREATS

- Average scale of operations amidst intense competition.
- Shrimp related diseases, climatic conditions and unfavorable changes in government regulations that are inherent in the industry.
- Strong competitions from other firms

1.6 FUTUTRE GROWTH AND PROSPECTS

In many types of aquaculture diets, fishmeal and fish oil were and will continue to be vital ingredients. Although supplements are likely to remain tight, different aquaculture sectors can grow by adding ingredients from other sources to the marine ingredients. This will lead to lower levels of fishmeal and fish oil inclusion. They will gradually be used at critical times as strategic ingredients. The issue of responsible raw materials and the production of fishmeal and fish oil will gradually become more important and will be managed by independently audited certification schemes such as the Global Responsible Supply Scheme of the IFFO.

1.7 FINANCIAL STATEMENT OF YASHASWI FISHMEAL AND OIL COMPANY

Parameters	JUN'17 (□ Cr.)	JUN'16 (□ Cr.)	JUN'15 (□ Cr.)	JUN'14 (□ Cr.)	JUN'13 (□ Cr.)
EQUITY AND LIABILITIES					
Share Capital	31.58	31.58	31.58	31.58	31.58
Share Warrants & Outstanding's					
Shareholder's Funds	387.51	363.46	346.40	301.33	291.48
Deferred Tax Assets	-9.91	-8.56	-5.66	-1.41	-1.69
Long Term Provisions	222.29	209.86	191.47	181.84	133.31
Total Non-Current Liabilities	221.03	208.53	188.46	178.09	124.44
Trade Payables	71.29	61.50	45.32	56.46	32.06
Current Liabilities					
Other Current Liabilities	44.27	36.89	34.56	31.92	43.65

Short Term Borrowings	0.00	0.00	0.00	0.00	0.00
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Short Term Provisions	7.32	6.41	5.67	5.42	5.88
Total Current Liabilities	126.43	115.20	80.51	97.08	104.53
Total Liabilities	746.04	612.56	601.27	548.32	426.12
Non-Current Assets	0.00	0.00	0.00	0.00	0.00
ASSETS					
Gross Block	343.28	318.00	383.56	398.42	306.05
Net Block	110.09	104.33	119.01	121.11	130.34
Capital Work in Progress	18.34	6.43	5.77	11.10	10.35
Non-Current Investments	0.50	0.00	0.00	0.00	0.65
Long Term Loans & Advances	223.54	231.67	212.16	208.33	24.88
Other Non-Current Assets	0.10	1.06	0.03	0.06	0.08
Total Non-Current Assets	399.01	342.61	312.99	304.20	145.87

Total Reserves	355.17	3219.65	301.02	276.35	245.03
Current Assets Loans & Advances					
Inventories	116.32	94.65	93.03	95.27	102.36
Cash and Bank	76.40	94.69	50.67	51.33	43.66
Other Current Assets	4.85	9.38	2.71	2.12	1.72
Short Term Loans and Advances	24.07	11.58	18.05	10.31	12.62
Total Current Assets	346.33	323.23	273.45	253.22	263.56
Net Current Assets (Including Current Investments)	216.07	237.27	173.76	123.55	145.98
Total Current Assets Excluding Current Investments	346.67	331.53	261.07	254.84	266.24
Total Assets	716.02	647.39	608.71	511.23	424.66
Book Value (in ₹)	187.06	0.00	111.38	122.92	132.16
Adjusted Book Value (in ₹)	187.06	0.00	111.38	122.92	132.16

CHAPTER- II

CONCEPTUAL BACKGROUND & LITERATURE REVIEW

2.1 THEORETICAL BACKGROUND

Objective of the Health, Safety and Welfare Measures

- To protect the workers who are employed in Factories or Manufacturing sectors or any sort of organization against Industrial Hazards.
- To oblige the owners to secure the working conditions of the workers in order to protect the Employees Health and Safety.
- To shield workers from accidents, and
- To provide them with an employment conditions that keeps their employees satisfied and content.

BASIC HEALTH MEASURES IN COMPANIES

- Ensuring company premises are dirt free by sweeping and cleaning regularly
- Drainage facilities are provided
- Walls, ceilings are painted or varnished atleast once in 5years
- Adequate ventilation and appropriate temperature are maintained
- Medical rooms consisting of medical kit and also a medical assistant
- Water facilities and washroom facilities are provided

BASIC SAFETY MEASURES IN COMPANIES

- Proper fencing of machineries
- Proper training is provided before any employee handles the machineries
- Suitable gears and mechanical tools are provided to handle machines

BASIC WELFARE MEASURES IN COMPANIES

- Sitting arrangements in the companies are looked after
- Creche facilities are provided
- Clean rest rooms and lunch rooms are provided

BASIC DUTIES OF AN EMPLOYER

- Provide employees with a workplace that's safe to work in.
- Prevent danger that could take place within the company by using any products or substance or due to exposure to physical agents, noise and vibration.
- Prevent employees from getting into improper conduct or behavior that is likely to put the safety, health and welfare of other employees at risk.
- Provide appropriate and adequate instruction and training to employees regarding health and safety.
- Employees need to be in protective clothing and should also be handed with the required equipments while dealing with machines or products.

BASIC DUTIES OF AN EMPLOYEE

- Be responsible and alert enough to protect the health and safety of other people in the workplace and themselves.
- Not to indulge in acts that aren't appropriate and acts that could risk the safety of their and other employees.
- Not to ever be under the influence of alcohol or drugs in the workplace
- To undergo any asked medical or other assessment tests by the employer
- To report the supervisor about any defects in the place of work or equipments being used which might be a danger to safety

PENALTIES UNDER THE FACTORIES ACT, 1948 FOR VIOLATING THE LAWS TOWARDS EMPLOYEE HEALTH AND SAFETY.

- For violating the provisions of the Act - 2 years of imprisonment or a fine of Rs.1,00,000 or it could be both.
- Violation or ignorance causing death or any sort serious injury - fine of Rs.25,000 or more for causing death and nothing less than Rs.5000 for serious injuries.
- Continuous practice of violation - 3 years behind the bars or fine of Rs.10,000 to 20,000.

LITERATURE REVIEW

1. P.Vinotha , Valarmathi .S [2015]- ‘Health and Safety Measures in JOHNSON INDIA’, the objective here was to study the protection measures for employees in the work premise and also to learn about the safety education that should be provided in companies to improve the worklife of their employees. It was found that the particular organization had provided their employees with sufficient health and safety measure and the labor also gave a positive response towards the study. As per this study the company provides facilities to the employees as per the rules and regulations of state and Indian Government but there are no extra facilities provided to the employees other than these.

2. Sabarirajan,Meharajan.t [2001] - ‘Employee Morale’ This research shows the affect that welfare measures have on the satisfaction of the employees the in Indian TEXTILE SECTOR. The study showed that 15% of the laborers are content, satisfied with the industry’s welfare measures. 39 % of the representatives or not overly impressed with their welfare measures. 16% of them are in particularly disappointed with welfare measure followed. The result of this was that the productivity and efficiency of the employees were affected and the employees felt that the company /industry could do a lot more for their employees,since not a lot of efforts were put to keep the employees satisfied.

3. SK Rafi Ahmed and N D Chandra Sekhar [2014] – ‘Employee safety measures at COCA-COLA’ , this study wanted to examine and analyze various health, safety measures in the organization. It was revealed from the study that the organization extends the health, safety measures as per the provisions of the Factories act. It discloses that awareness of the workers about health and safety measures are poor. The company provides all health, safety measures to the employees keeping them satisfied in the factory. Basic facilities are provided to the employees. The company doesn’t go beyond its way to keep their employees satisfied.

4. Alexander and Michael [1998]- ‘Employment safety’ This very project completely concentrated on distributed reports that were fundamentally drawn from the period 1980 to 1996, where one can say training was used as a tool to lessen danger of business-related damage. Many such reports (around 80) were found, which provided as a data to rely on in order to demonstrate the benefits of preparing the employees with dangers or any harm that they can or could come across, and how this led to a more secure work place. Reports from surveys done showed how employees felt that absence of preparing employees beforehand was a major leading to disasters.

5. Abdullah, Spickett, Rumchev & Dhaliwal [2007]- 'labor safety measures' is a study on organizational factors of safety in the factories of Taiwan and Japan. It was reported that the impact of organizational factors in the two nations were diverse because of widely varied culture. The research found out that leadership style in Taiwan was "Top-Down Directive ", where the top management conveyed the safety strategies, while the safety leadership style followed in Japan was directed toward "Bottom-Up Participative" where top management had representatives to convey safety exercises.

6. C.N. Krishna Naik –'Employee Welfare and Social Security' the objective here was to analyse and appraise the opinion, satisfactory levels of employees in relation to statutory and non-statutory provisions provided by the sample cement units along with studying the aspects of social security acts followed by the sample cement unit. It showed that a minimum of 46% of the respondents were highly dissatisfied with the retirement benefits and consumer cooperative store provided by the CCI units. Most of the temporary employees are highly dissatisfied with least benefits providing to them by the organization. Overall the study shows that good facilities are provided to the permanent employees, but the temporary employees are not provided with any such facilities, thus keeping the permanent employees satisfied and temporary one dissatisfied.

7. K Logasakthi and K Rajagopal [2013]- A study on employees health, safety and welfare measures of chemical industry in the view of salem region, the point of this research is to find out the health,safety and welfare measures taken by the organization ,its efficiency and employee satisfaction level towards these measures. At the end the research concluded that the employees are above satisfied towards every measures that the company takes for their wellbeing and the employees too show their appreciation by giving high rates of productivity. The number of accidents that occurred are very small in numbers showing the efficiency of their measures.

8. M Ramasatyanarayana and Dr R Jayaprakash Reddy [2012] -, Labour Welfare measures in Cement Industries in India, this paper had the objective to evaluate the various labour measures followed by the enterprises along with the satisfaction level that the employees had towards these welfare measures. The research revealed that majority of the workers had a decent level of satisfaction towards the welfare measure but there were few employees who weren't fully satisfied thus suggesting that the organizations could work furthermore to improve the measures to satisfy each and every employees that they have.

9. Nanda and Panda [2013] ‘Welfare and Impact’ the Rourkela Steel Plant has been successful in establishing a work worthy environment by providing its employees with all sorts of welfare provisions thus giving the organization a high profit, since the employee also show their gratitude by working more efficiently. The welfare schemes range from allowance (home, medical et cetra); relief fund, stay in traveling is involved, transportation, entertainment club are entitled to the employees of the organization in order to maintain a positive industrial relation. To top this any problem related to security, wellbeing, safety, health, welfare of employees are looked after legally.

10. Josephine M Rudolph L. [2011]- ‘Safety practices in small enterprise’ The objective of this research is to know the opinions of different employees in all sort of enterprises. mainly about what steps to take in order to better the health and safety of employees in work places. At the end the researcher concluded that when good health and safety practices are not considered in organizations then accidents occur, and this was found out through surveys done with the help of employees who experienced such situations. This ultimately means that if health and safety are not considered important organization, then either the employees or the organization or both could suffer. If the organization wants to run effectively it need to treat the employees as assets and see to that everything is done to keep them safe and well.

11. Upadhyay and Gupta [2012] - ‘Organizational welfare measures’ emphasis on how communication plays a critical part in increasing the satisfaction of an employee. Employees having high assurance towards their organization usually have a high satisfaction rate. To keep employees satisfied there need to be effective communication going throughout along with other HSW measure. Effective communication will bring in more awareness among employees, which also adds to the satisfaction level of the employees. There are other factors such as giving on point feedbacks, inspirational components, all these would play a role in increasing the satisfaction level of employees.

12. Srinivas [2013] - ‘Welfare measures’ a research conducted Bosch limited, Bangalore. It showed how welfare provisions and employees’ satisfaction towards these welfare facilities are related. It is found that the organization provides their employees with all sorts of welfare measures like the work atmosphere, security level, leave policies. To which the response is that majority of their employees are extremely satisfied and happy about the welfare measures they are provided with. This in return also helps them retain their worthy employees by keeping them happy and satisfied and the employees remain loyal.

13. G Murugesan [2012]- Organizational Climate and Job Satisfaction in TNPL, this paper intended to find out the relation between the job satisfaction of the employees and the organizational climate. The research studied what were the general problems faced by the employees and how did the organization tackle the problems. By the end of the research it was found that the employees were fully satisfied with the organization climate that they worked under, the welfare measures provided to them were satisfying – they get good time to rest, for recreation, they were well supervised by their supervisors .Overall the workplace was a happy and safe place to work in. The workers here remain hardworking and loyal.

14. C. Ramanigopal [2012]- ‘Industrial Relations’this paper showed how organizations has shown interest in exerting great commitment in enforcing the work laws and directions and the company makes sure this sustains even when it comes to the safety and health administration. It also indicates how Organizations are thinking about the kind of safety and health issues that occur at the workplace and how they have come with various measures to deal with such problems such as regular machinery checks, safety tools provided, training. All this brings in a high sense of satisfaction in employees when it comes to the health and safety terms in the organization.

15. Usha Tiwari [2014]- ‘A study on employee welfare facilities and its impact’, the objective was to evaluate welfare measures taken in the organization. The extent of awareness that the employees working at Vindha Telelinks Ltd had towards statutory and non-statutory welfare facilities was on point. The employees knew what to expect and what not from the organization. The study indicated that the productivity of workers was satisfactory but if the organization improved their welfare measures the productivity rate would increase and would satisfy the employees even better.

16. Sulaiman .J ,Alaguthankamani[2013]-‘ A study on employee health and satisfaction’ The examination is to know the general welfare of a worker with unique inclination to Safety and Health programs, to find out the level of awareness that the employees have towards safety measures and provisions and their satisfaction level towards the working conditions at bike spare parts fabricating industry in Chennai. The end of this research indicated that majority of the employees think that the present efforts taken by the two wheeler spare parts manufacturing industry in Chennai on safety measures and work environment is satisfactory but there are still certain areas where the company can look into in order to improve productivity, efficiency and confidence even more.

17. Sindhu [2012]- ‘Employee Welfare’ indicates how employee welfare measures increases the profitability of association and also positively impacts the employee employer relations, which is a very important factor to keep in mind in today's present world. Enterprises nowadays provide with a lot of statutory and non-statutory benefits to keep the employee satisfaction level high. Since if these aren't looked after it becomes very difficult for the organization to retain their employees. They improve workplaces, provide with good water to drink, clean restrooms, standard checkups, grievance are looked into and much more. Overall this helps an organization to grow bigger at a faster rate since productivity increases, efficiency increases so does retention rate.

18. Dr. K Nithyavathi [2016]- ‘Study on safety and welfare measures provided to the employees in textile industries’, this paper focused in finding out the safety welfare measures that organizations took, how employees perceived them and if or if not were the employees satisfied towards these measures. It was found that the majority of the employees thought that the workplace was safe and secure to work at due to the various measures followed by the company. So the satisfaction level among the employees was high.

19. Dr M Surat Kumar and Mr Mallareddy [2014]- ‘Impact of welfare facilities on job satisfaction with reference to South Central Railway’, the objective of this study was to find out what kind of impact did the welfare facilities have on the satisfaction of employees. The result was that employees felt that the organization provided a workplace that the employees enjoyed and at the same time felt secure. The employees remained loyal as they felt the organization looked after their wellbeing. Through the study its safe to say that employees were satisfied with the measures followed.

20. Dr G Yoganandan and G Sivasamy [2015]- ‘ Health and Safety Measures at Chettinad Cement Corporation Limited’ the study wished to throw light on the effectiveness of the health safety measures on employees, what perception did the employees have towards these measures, to evaluate the impact of these measures on productivity and the satisfaction level of employees too. The research concluded that the working condition of the organization wasn't up to the mark. The lightings, safety tools and various other measures weren't very satisfactory. The company had a lot to work on in order to keep their employees satisfied and happy.

CHAPTER- III

RESEARCH DESIGN

3.1 PROBLEM STATEMENT

The research problem of the study is “to measure the HSW [Health measures safety measures and welfare measures taken for the employees of Yashaswi Fishmeal and Oil Company”

3.2 NEED OF THE STUDY

To understand if effective health, safety and welfare measures has any sort of effect on the level of satisfaction of the employees towards the company.

3.3 OBJECTIVE OF THE STUDY

- To understand the measures followed by Yashaswi Fishmeal and Oil Company with respect to Health of their employees.
- To evaluate the employees satisfaction with regards to HSW measures.
- To understand the safety measures followed in Yashaswi Fishmeal and Oil Company.
- To understand the welfare measures, present in the company for their employees.

3.4 SCOPE OF THE STUDY

This study is based on the measures that are followed at Yashaswi Fishmeal and Oil Company for their employees, with regards to Health, Safety and Welfare.

There are 670 employees at the moment of which the researcher interviewed 100 employees across designations from Officers to workers to apprentices.

3.5 RESEARCH METHODOLOGY

- Type of research done – Descriptive
- Research instrument used – Questionnaire
- Methods of collection of data – two methods were used:
 - Primary data – data is collected through questionnaire which is a primary data collection tool.
 - Secondary data – this data is collected through existing records of the company, their website , brochures , google.
- Sampling method – Simple random method , where a small section of sample is chosen out of a larger population and here each and every member of the population have equal chance of being considered.
- Sample size – 100 Employees.

3.6 HYPOTHESIS FRAMEWORK

H - Flexible working hours has an impact on the satisfaction level of employees towards the welfare measures of the company.

3.7 LIMITATIONS TO THE STUDY

- The study was limited to one plant of Yashaswi only and the survey was done in a 6 week of limited time period.
- Sample size taken was 100 samples and it may not represent the whole population, as sample size was 10% of the overall population at Yashaswi due to time constraints.
- The employees may have got influenced from their peers and may have answered as same as them.
- Secondary sources information may not be accurate as it may not be updated.
- There are chances of the responses being misinterpreted.

3.8 CHAPTER SCHEME

This research titled “Employee Health, Safety and Welfare measures at Yashaswi Fishmeal and Oil Company” is in total divided into five chapters.

The five chapters include the following information:

Chapter 1 – This chapter consists of the basic information about the research, the industry profile, the company profile. We also talk about the values, mission and quality policy of the company, company’s product profile and its areas of operation. The infrastructure facility, some details regarding their competitors, SWOT analysis of the company, future growth and prospects along with the company’s financial statement are mentioned within this chapter.

Chapter 2 – Chapter 2 gives information about the theoretical background of the study along with literature reviews.

Chapter 3 - This chapter has information about the problem being stated, need of the study, its objective along with the scope of the study. The research methodology used, hypothesis framework and the limitations related to the study are also mentioned.

Chapter 4 - The analysis and interpretation of the various data that was collected for the study of the organization are involved in this chapter.

Chapter 5 – The records, conclusions and findings and also suggestions for the company are involved in this particular chapter.

CHAPTER – IV

ANALYSIS AND INTERPRETATION

TABLE 4.1 SHOWING THE GENDER OF RESPONDENTS IN PERCENT.

	Frequency	Percentage	Cumulative Percentage
male	75	75.0	75.0
female	25	25.0	100.0
Total	100	100.0	

ANALYSIS

From the table given below we can clearly state that the employees working at Yashwaswi are 25% female and 75% male. The higher percentage of males are because Yashaswi is a manufacturing company.

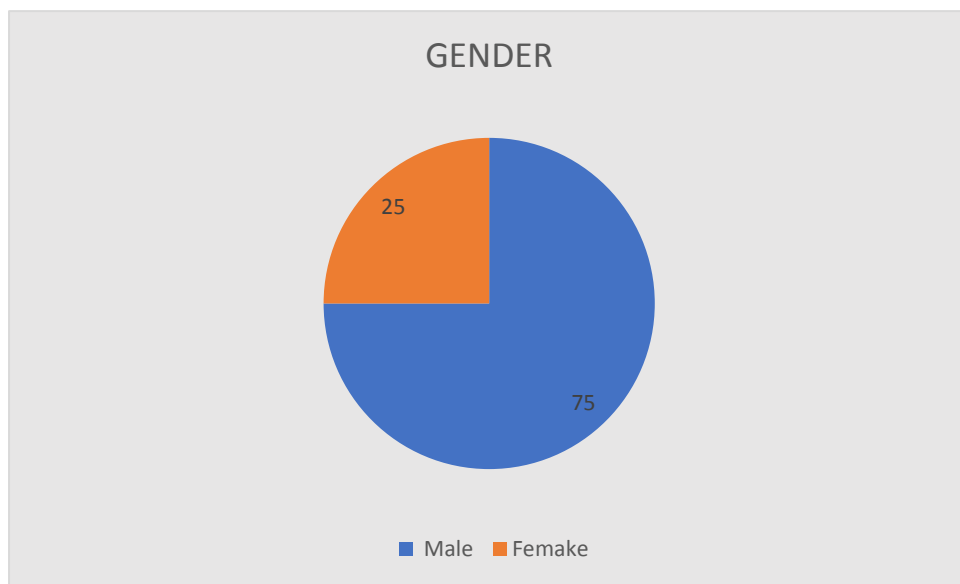


Chart 4.1

INTERPRETATION :

The survey reveals that majority of the respondents are male, since the company is a manufacturing company the preference towards male employees are higher.

TABLE 4.2 SHOWING DESIGNATION OF RESPONDENTS IN PERCENT.

	Frequency	Percentage	Cumulative Percentage
Apprentice	26	26.0	26.0
Worker	55	55.0	81.0
Officer	19	19.0	100.0
Total	100	100.0	

ANALYSIS

The above table indicates the number of employees under three different designations in the company. There are 26% employees as apprentice, 55% employees as workers and 19% employees as officers working in the company.

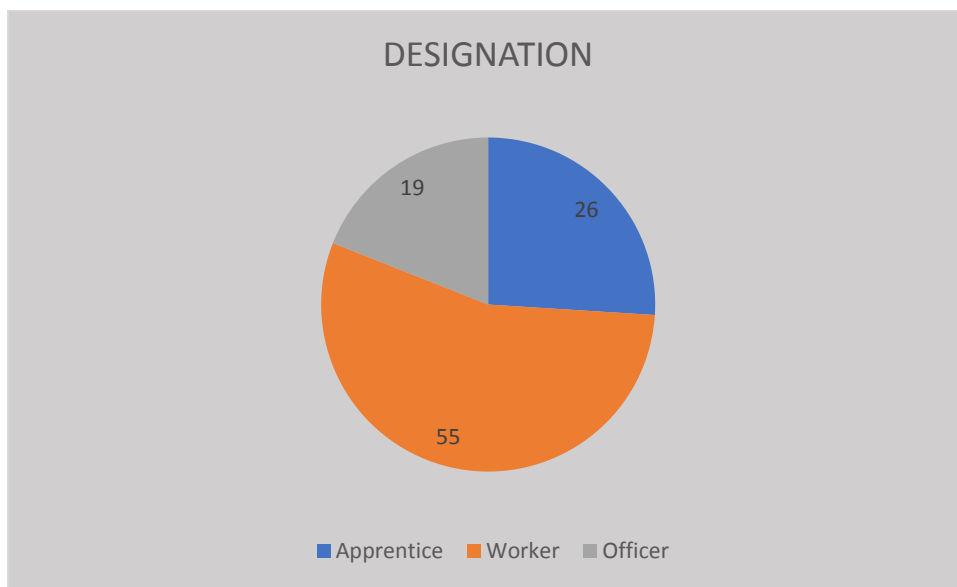


Chart 4.2

INTERPRETATION

The survey reveals majority of the respondents are the blue-collar workers. The company gives opportunities to freshers too who work as apprentice in the factory.

TABLE 4.3 SHOWING THE AGE GROUPS OF THE RESPONDENTS IN PERCENT.

	Frequency	Percentage	Cumulative Percentage
25-35	49	49.0	49.0
35-45	32	32.0	81.0
45 and above	19	19.0	100.0
Total	100	100.0	

ANALYSIS

From the table we can tell that there are 49% employees between the age group of 25 – 35, 32% employees between 35 – 45 and around 19% employees are of the age 45 or above in the company.

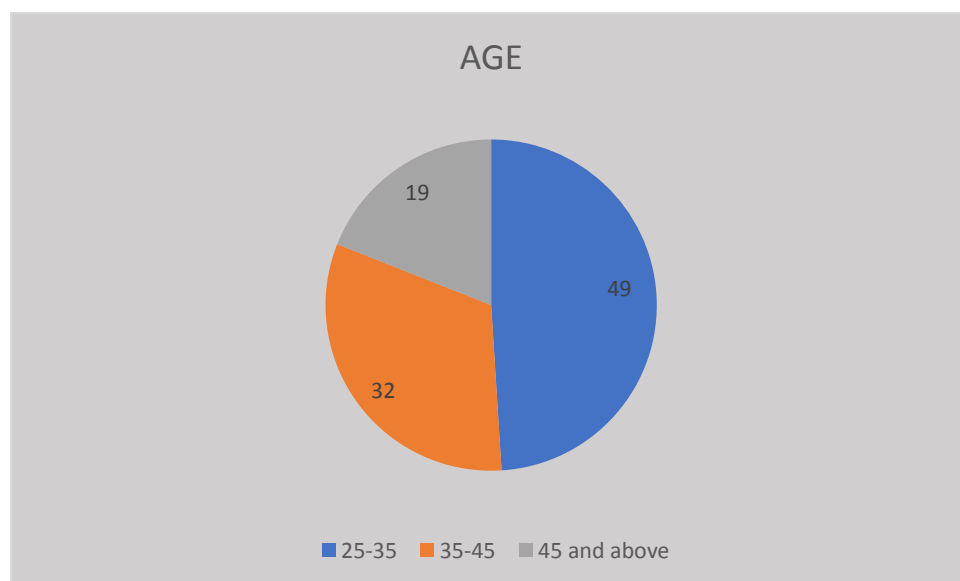


Chart 4.3

INTERPRETATION

The survey indicates majority of the respondents are in between the age of 25 – 45, being a manufacturing company they require people with good physical strength and good health. So people above 45 are less in number and also the ones above 45 are mostly in the officer posts.

TABLE 4.4 SHOWING WORK EXPERIENCE OF EMPLOYEES IN PERCENT.

	Frequency	Percentage	Cumulative Percentage
less than a year	8	8.0	8.0
1year-3year	31	31.0	39.0
3year-5year	53	53.0	92.0
more than 5 year	8	8.0	100.0
Total	100	100.0	

ANALYSIS

From the table we can say 8% employees have the work experience of less than an year, 31% employees have experience of 1 – 3 years, 53% employees have the experience between 3-5 years and 8% employees have more than 5 years of experience.

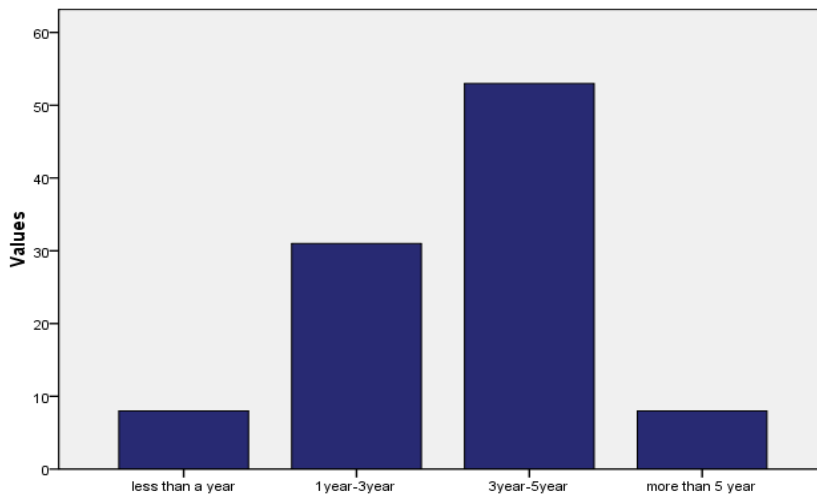


Chart 4.4

INTERPRETATION

The survey indicates that the company prefers employees with the work experience of more than a year at least. To get into the company employees need to be exposed to the business world for at least a year.

TABLE 4.5 SHOWING THAT EFFICIENCY OF THE EMPLOYEES IS DEPENDENT ON THE EMPLOYEE SATISFACTION TOWARDS THE VARIOUS MEASURES FOLLOWED BY THE COMPANY.

	Frequency	Percentage	Cumulative Percentage
Totally independent	4	4.0	4.0
Independent	3	3.0	7.0
Neutral	16	16.0	23.0
Dependent	21	21.0	44.0
Totally dependent	56	56.0	100.0
Total	100	100.0	

ANALYSIS

From the table above 4% employees feel that efficiency and satisfaction of employees are totally independent, 3% employees feel the relation is independent, 16% employees have opted neutral, 21% employees feel that the relation between efficiency and satisfaction is neutral and 56% feel the relation between the two factors are totally dependent on each other.

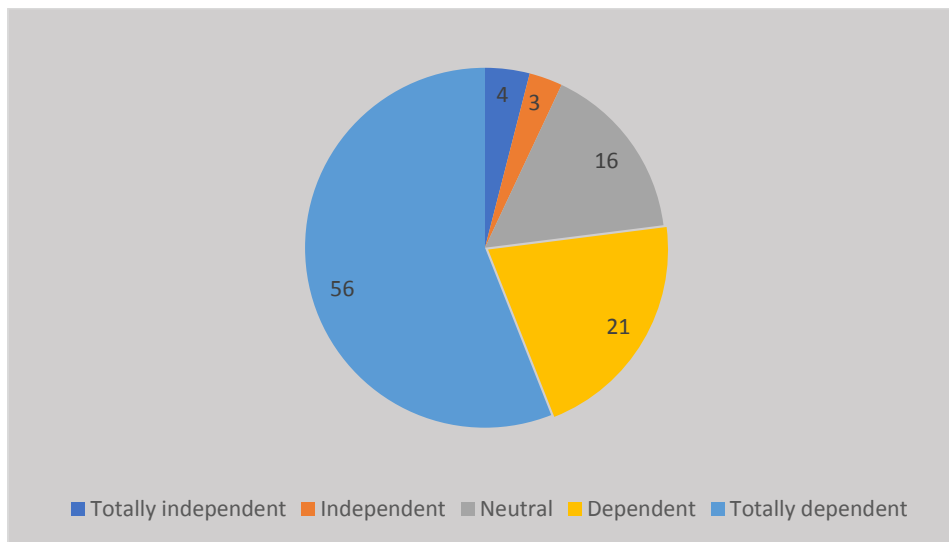


Chart 4.5

INTERPRETATION

The survey indicates that majority of the respondents felt higher the satisfaction of employees towards the measures followed in the company, higher would be their efficiency. Majority respondents felt that there was a directly proportional relation between employee satisfaction and employee efficiency.

TABLE 4.6 SHOWING EMPLOYEE SATISFACTION TOWARDS MEDICAL/ HEALTH BENEFITS PROVIDED BY YASHASWI FISHMEAL AND OIL COMPANY.

	Frequency	Percentage	Cumulative Percentage
Highly Dissatisfied	1	1.0	1.0
Neutral	4	4.0	5.0
Satisfied	80	80.0	85.0
Highly Satisfied	15	15.0	100.0
Total	100	100.0	

ANALYSIS

From the above figure and table, we can interpret that around 1% of the employees are highly dissatisfied, 4% of employees have neutral opinion, 80% of employees are satisfied and 15% employees are highly satisfied towards the health benefits provided by Yashaswi.

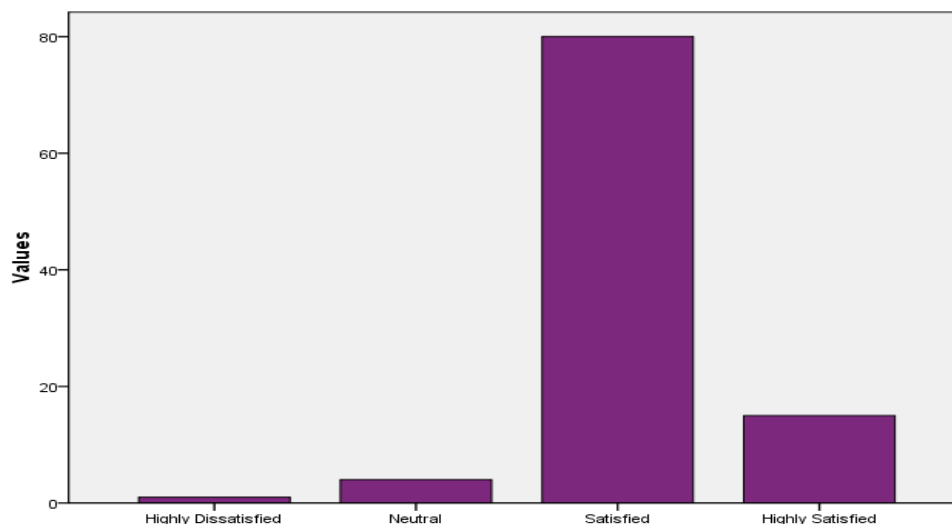


Chart 4.6

INTERPRETATION

The survey indicated that majority of the respondents were happy with the medical benefits that were provided to the employees, this included the health insurance, the medical room, first aid etc. There is just one small room dedicated for medical purpose so this could be a reason for some employee's dissatisfaction.

TABLE 4.7 SHOWING THE EMPLOYEES SATISFACTION TOWARDS CLEANLINESS IN THE COMPANY PREMISES.

	Frequency	Percentage	Cumulative Percentage
Highly Dissatisfied	3	3.0	3.0
Dissatisfied	5	5.0	8.0
Neutral	11	11.0	19.0
Satisfied	46	46.0	65.0
Highly Satisfied	35	35.0	100.0
Total	100	100.0	

ANALYSIS

From the above figure and table we can interpret that around 3% of the employees are highly dissatisfied, 5% employees are dissatisfied, 11% of employees have neutral opinion , 46% of employees are satisfied and 35% employees are highly satisfied towards the cleanliness in the company.

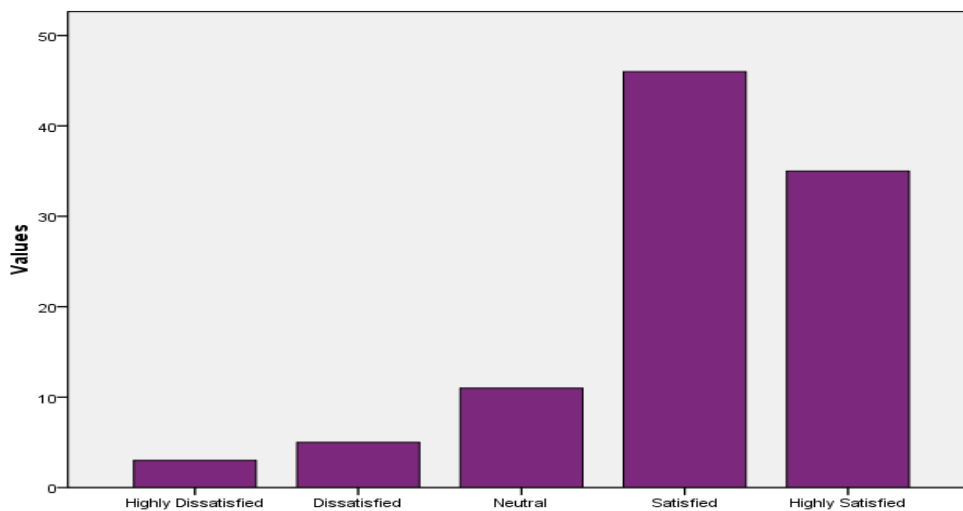


Chart 4.7

INTERPRETATION

The survey indicates that majority of the respondents are satisfied with the cleanliness of the company premises. The premise is cleaned on a regular basis. Cleaning is asked to happen every day but there are days when it takes place once in two days, this could have led to the dissatisfaction of few employees.

TABLE 4.8 SHOWING THE EMPLOYEE SATISFACTION TOWARDS THE VENTILATION OF THE COMPANY.

	Frequency	Percentage	Cumulative Percentage
Dissatisfied	3	3.0	3.0
Neutral	7	7.0	10.0
Satisfied	23	23.0	33.0
Highly Satisfied	67	67.0	100.0
Total	100	100.0	

ANALYSIS

From the above figure and table we can interpret that around 3% of the employees are dissatisfied ,7% of employees have neutral opinion, 23% of employees are satisfied and 67% employees are highly satisfied towards the ventilation in the company.

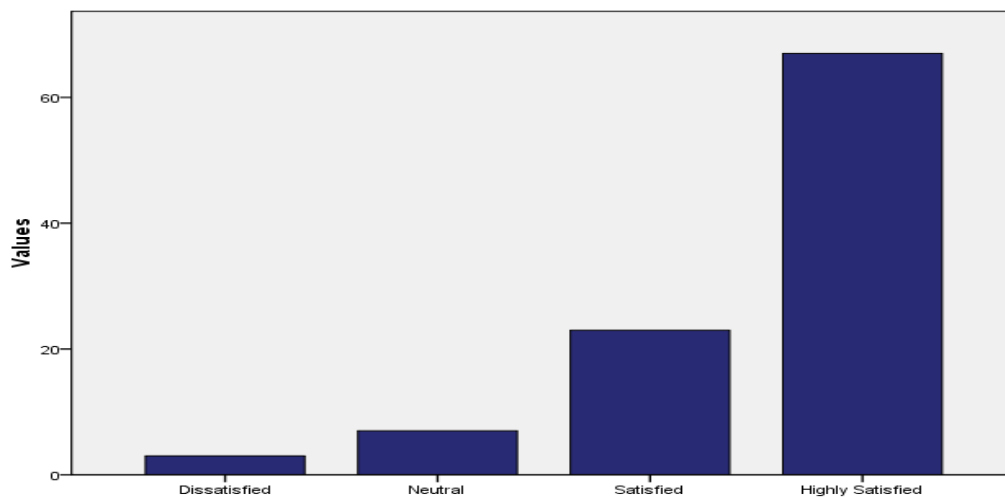


Chart 4.8

INTERPRETATION

The study reveals that majority of the employees feel that the company has the right ventilation. The company premise isn't stuffy or suffocating.

TABLE 4.9 SHOWING EMPLOYEE SATISFACTION TOWARDS THE LIGHTING OF THE COMPANY.

	Frequency	Percentage	Cumulative Percentage
Highly dissatisfied	2	2.0	2.0
Neutral	7	7.0	9.0
Satisfied	38	38.0	47.0
Highly Satisfied	53	53.0	100.0
Total	100	100.0	

ANALYSIS

From the above figure and table we can interpret that around 2% of the employees are highly dissatisfied, 7% of employees have neutral opinions, 38% of employees are satisfied and 53% employees are highly satisfied towards the lighting of the company.

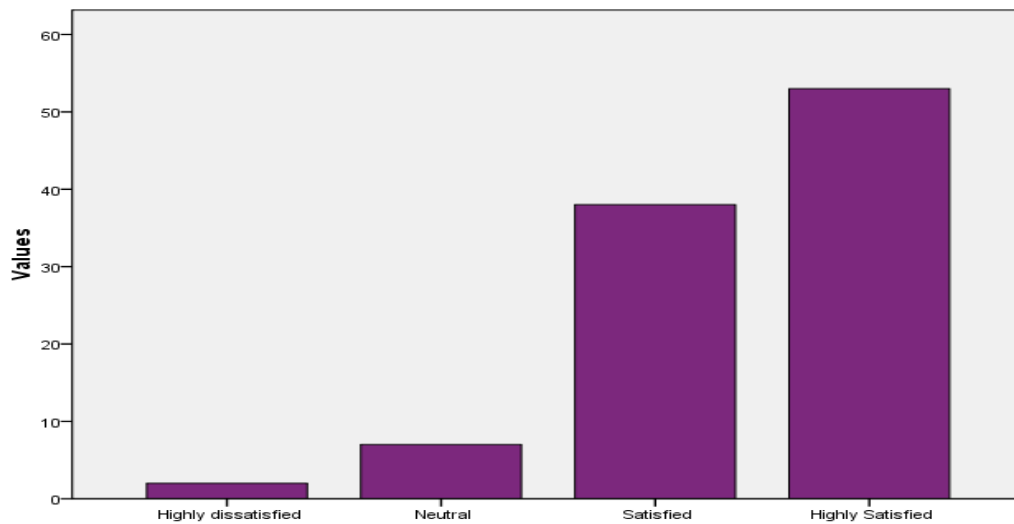


Chart 4.9

INTERPRETATION

The survey indicates that majority of the respondents feel that the company has adequate, appropriate lighting. The entire premise is lit all the time.

TABLE 4.10 SHOWING EMPLOYEE SATISFACTION TOWARDS THE QUALITY AND FACILITIES OF DRINKING WATER.

	Frequency	Percentage	Cumulative Percentage
Highly dissatisfied	2	2.0	2.0
Neutral	17	17.0	19.0
Satisfied	3	3.0	22.0
Highly Satisfied	78	78.0	100.0
Total	100	100.0	

ANALYSIS

From the above figure and table we can interpret that around 2% of the employees are highly dissatisfied , 17% of employees have neutral opinions , 3% of employees are satisfied and 78% employees are highly satisfied towards the quality and facilities of drinking water

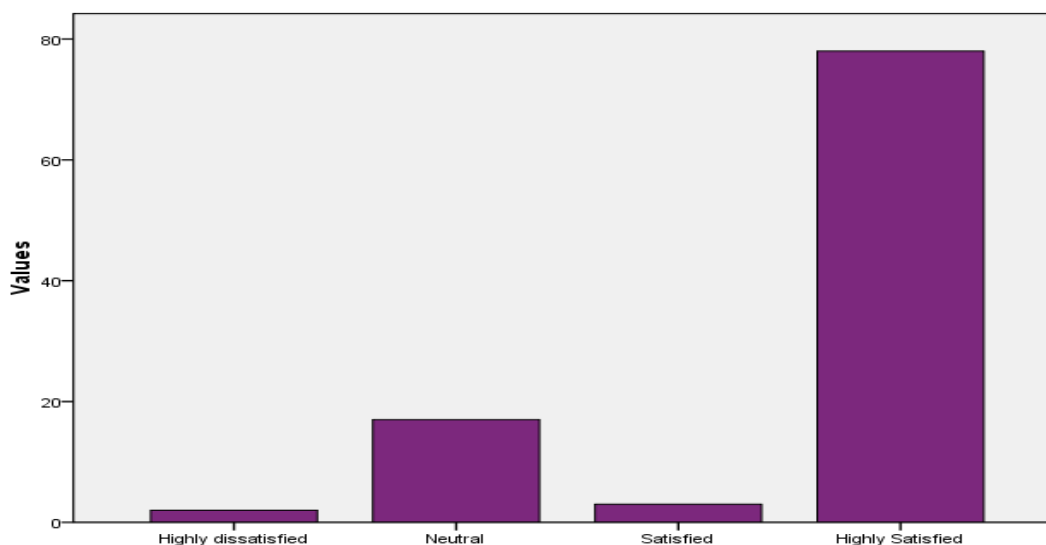


Chart 4.10

INTERPRETATION

The company provides drinking water facility 24/7. They even provide cold water but there are times when cold water isn't provided but regular water is. So the survey shows majority of the employees are satisfied and there are few respondents who aren't.

TABLE 4.11 SHOWING EMPLOYEE SATISFACTION TOWARDS THE WASHROOM FACILITIES PROVIDED BY THE COMPANY.

	Frequency	Percentage	Cumulative Percentage
Satisfied	95	95.0	95.0
Highly Satisfied	5	5.0	100.0
Total	100	100.0	

ANALYSIS

The above table indicates that around 95% of the employees and 5% of the employees are satisfied and highly satisfied respectively , towards the washroom facilities at Yashaswi.

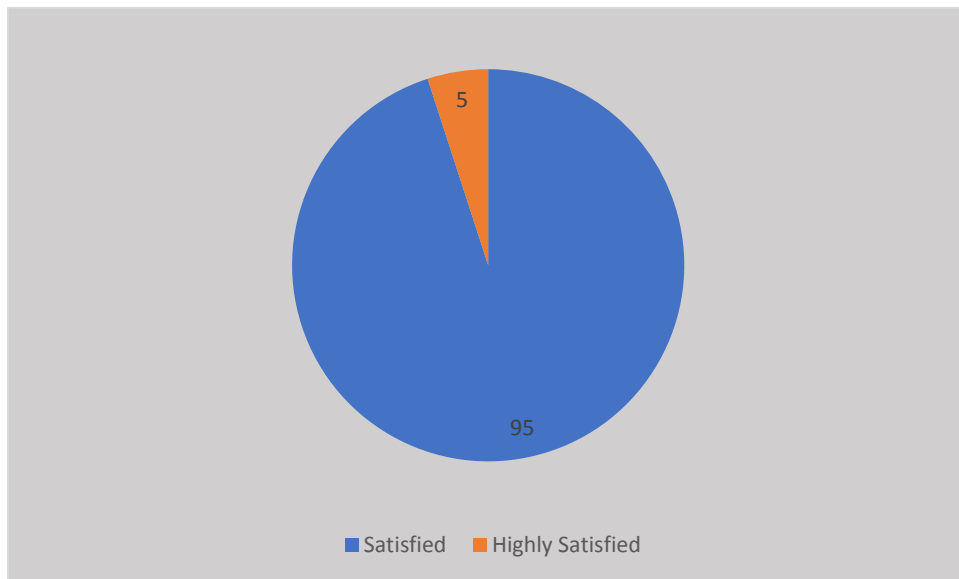


Chart 4.11

INTERPRETATION

The study indicates majority respondents are happy and satisfied towards the washroom facilities but there are few respondents who aren't this must be because the smaller units in the company like the testing lab doesnot have a separate washroom facility within the building its present.

TABLE 4.12 SHOWING SATISFACTION OF EMPLOYEES TOWARDS THE TEMPERATURE ADJUSTMENT IN THE COMPANY.

	Frequency	Percentage	Cumulative Percentage
Dissatisfied	3	3.0	3.0
Neutral	15	15.0	18.0
Satisfied	37	37.0	55.0
Highly Satisfied	45	45.0	100.0
Total	100	100.0	

ANALYSIS

From the above figure and table we can interpret that around 3% of the employees are dissatisfied ,15% of employees have neutral opinion , 37% of employees are satisfied and 45% employees are highly satisfied towards the temperature adjustment in the company.

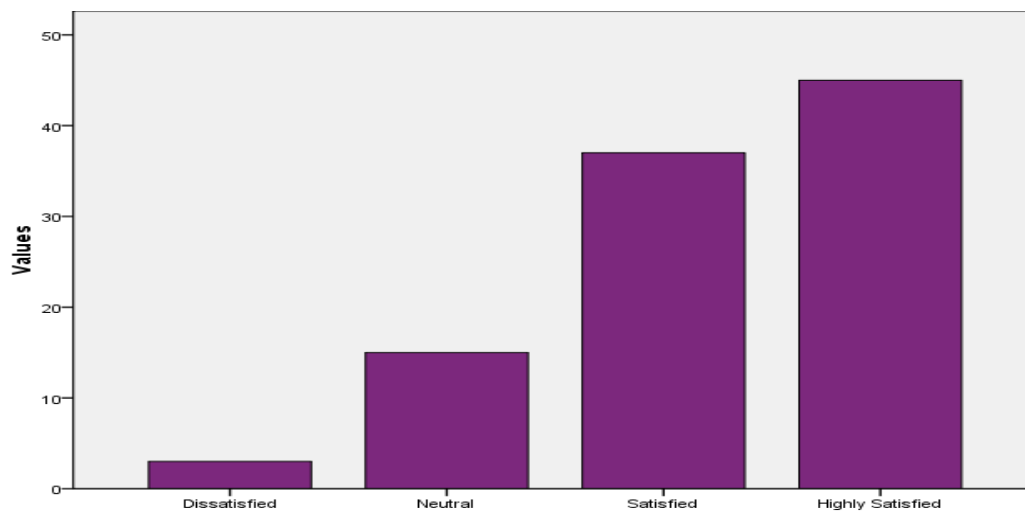


Chart 4.12

INTERPRETATION

The study shows majority of the respondents are satisfied with the temperature adjustment in the company. The company being a manufacturing unit it isn't possible that each and every unit has an air conditioner. Even then the company sees to that the employees are working in a condition where the temperature is appropriate.

TABLE 4.13 SHOWING THE COMPANY FOLLOWS BASIC SAFETY MEASURES WITHIN THE COMPANY.

	Frequency	Percentage	Cumulative Percentage
yes	91	91.0	91.0
No	9	9.0	100.0
Total	100	100.0	

ANALYSIS

The table indicates that there are 91% of employees who say that basic safety measures are followed in the company and then there are 9% employees who say that there are no basic safety measures are followed in the company

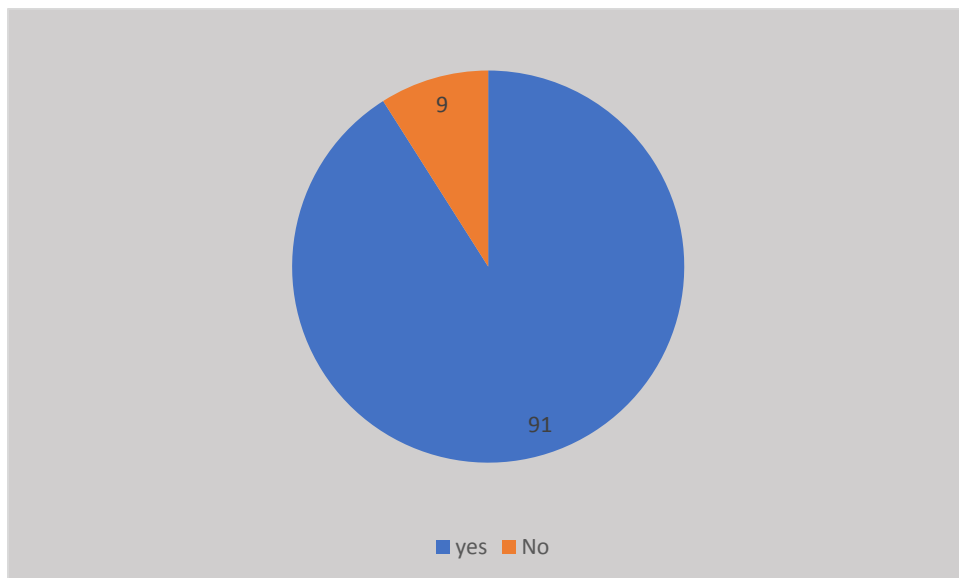


Chart 4.13

INTERPRETATION

The study reveals majority of the respondents believe that the company follows basic safety measures to ensure the employees well being and safety. They do provide with training, training programs, safety gears etc.

TABLE 4.14 SHOWING COMPANY LOOKS INTO THE COMPLETE PROTECTION OF ITS EMPLOYEES HEALTH AND SAFETY.

	Frequency	Percentage	Cumulative Percentage
Strongly Disagree	6	6.0	6.0
Disagree	5	5.0	11.0
Neutral	9	9.0	20.0
Agree	47	47.0	67.0
Strongly Agree	33	33.0	100.0
Total	100	100.0	

ANALYSIS

From the above figure and table we can interpret that around 6% of the employees strongly disagree, 5% of employees disagree, 9% of the employees have neutral opinions , 47% of employees agree and 33% employees strongly agree to the statement that Yashaswi looks into complete protection of its employees health and safety

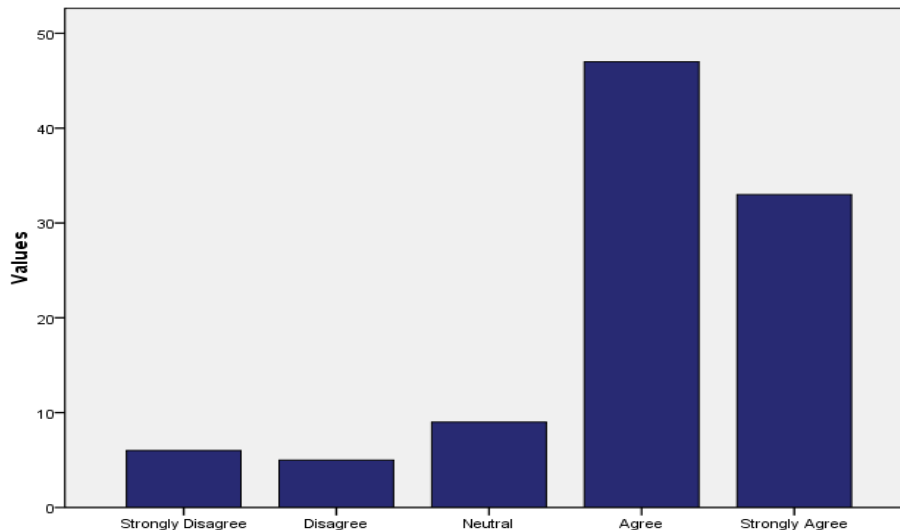


Chart 4.14

INTERPRETATION

The study shows majority of the respondents strongly agree to the statement that Yashaswi looks after the employees total protection. The measures that the company indicates the same.

TABLE 4.15 SHOWING WHETHER THE COMPANY HOLDS SAFETY PROGRAMS FOR THE EMPLOYEES.

	Frequency	Percentage	Cumulative Percentage
Yes	84	84.0	84.0
No	16	16.0	100.0
Total	100	99.0	

ANALYSIS

The table indicates that there are 84% of employees who say that safety programs are held in the company and then there are 16% employees who say that there are no safety programs held in the company.

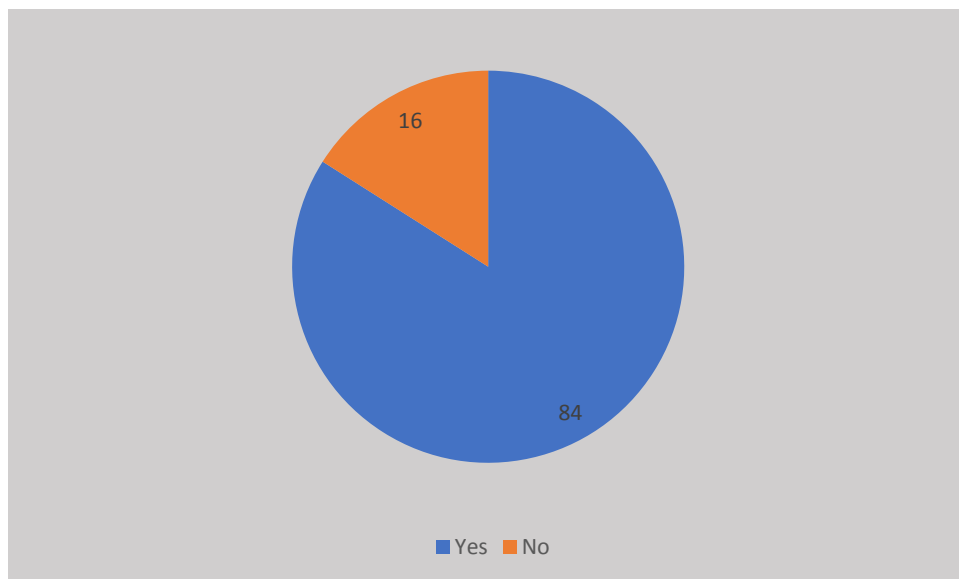


Chart 4.15

INTERPRETATION

The study reveals that majority of the employees agree that safety programs are often held in the company to keep their employees aware. There are few respondents who feel that the safety programs aren't conducted as many times as they should be.

TABLE 4.16 SHOWING WHETHER EMPLOYEES ARE PROVIDED WITH TRAINING BEFORE HANDLING MACHINES.

	Frequency	Percentage	Cumulative Percentage
Disagree	4	4.0	4.0
Neutral	6	6.0	10.0
Agree	24	24.0	34.0
Strongly Agree	66	66.0	100.0
Total	100	100.0	

ANALYSIS

From the above figure and table we can interpret that around 4% of the employees disagree, 6% of the employees have neutral opinions , 24% of employees agree and 66% employees strongly agree the employees are provided with training before handling machines.

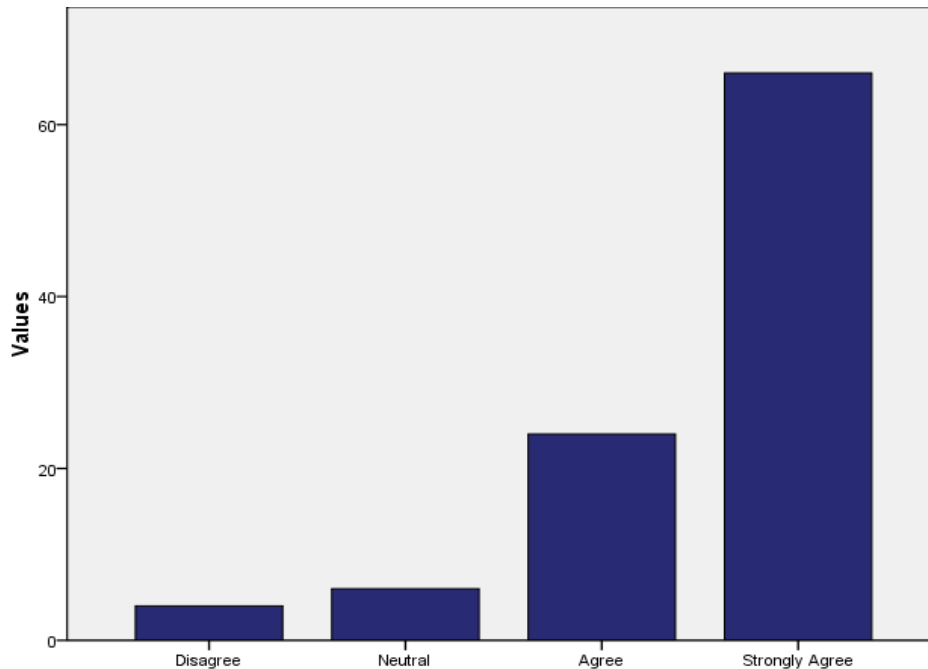


Chart 4.16

INTERPRETATION

The study shows that majority of the agree that the company without prior training does not let any employee deal with the machineries and the there are few respondents who feel the training is not good enough

TABLE 4.17 SHOWING WHETHER WOMEN EMPLOYEES PROVIDED WITH CRECHE FACILITIES.

	Frequency	Percentage	Cumulative Percentage
Yes	100	100.0	100.0
Total	100	100.0	

ANALYSIS

The table indicates that 100% women employees say that creche facilities are provided to them in the company.

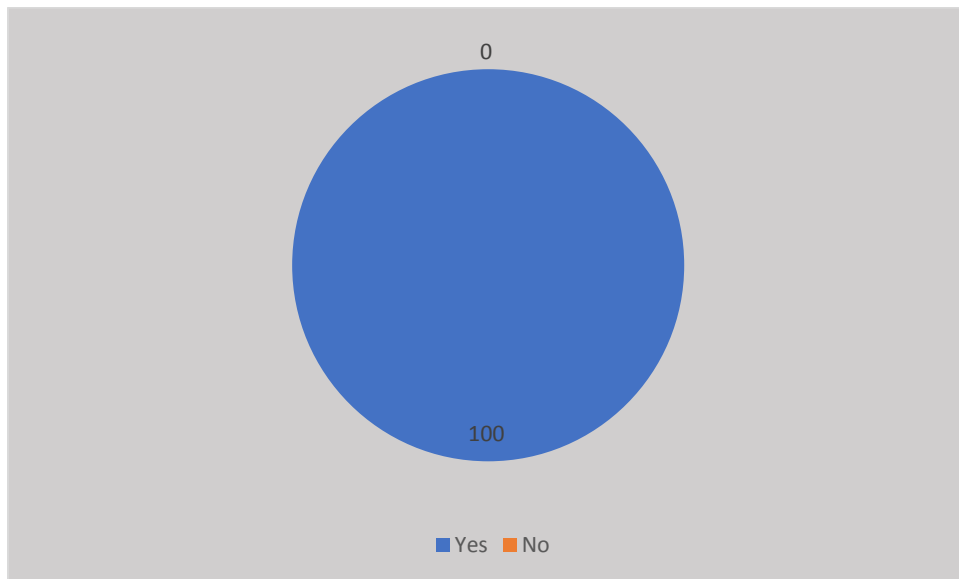


Chart 4.17

INTERPRETATION

The survey reveals that creche facility is provided for the women employees in the company where kids of the employees are looked after while their parents are working.

TABLE 4.18 SHOWING EMPLOYEE SATISFACTION TOWARDS THE SAFETY PROGRAMS THAT ARE HELD IN THE COMPANY.

	Frequency	Percentage	Cumulative Percentage
Dissatisfied	17	17.0	17.0
Satisfied	12	12.0	29.0
Highly Satisfied	71	71.0	100.0
Total	100	100.0	

ANALYSIS

From the above figure and table we can interpret that around 17% employees are dissatisfied, 12% of employees are satisfied and 71% employees are highly satisfied towards the safety programs that are held in the company.

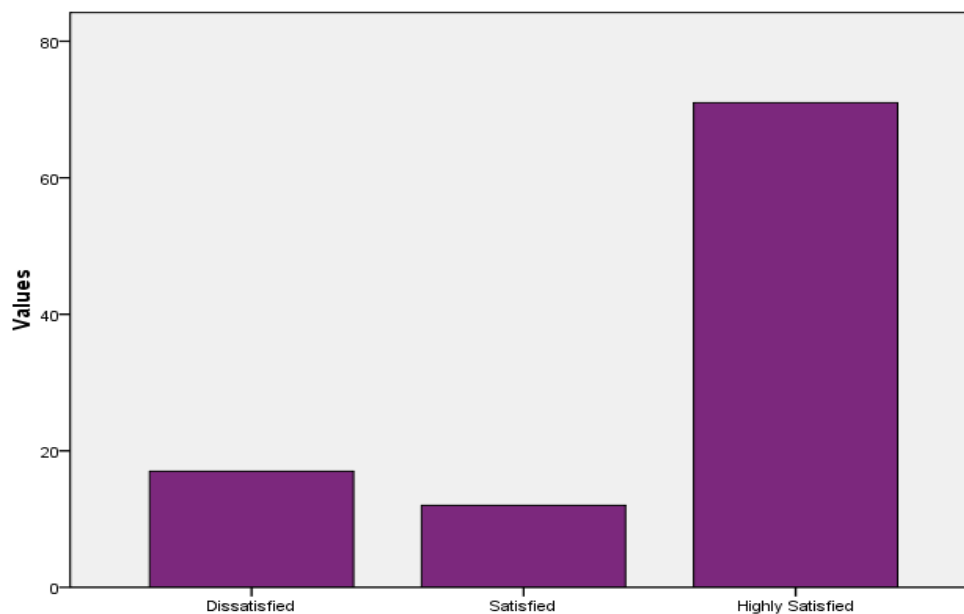


Chart 4.18

INTERPRETION

The study indicates majority of the respondents are satisfied with whatever training programs that are being conducted by the company for them. There are few who feel the training programs aren't effective and aren't a regular thing.

TABLE 4.19 SHOWING IF FREE CANTEEN FACILITIES ARE AVAILABLE?

	Frequency	Percentage	Cumulative Percentage
Yes	94	94.0	94.0
No	6	6.0	100.0
Total	100	100.0	

ANALYSIS

The table indicates that there are 94% of employees who say there are canteen facilities available in the company and then there are 6% employees who say that there are no canteen facilities provided by the company.

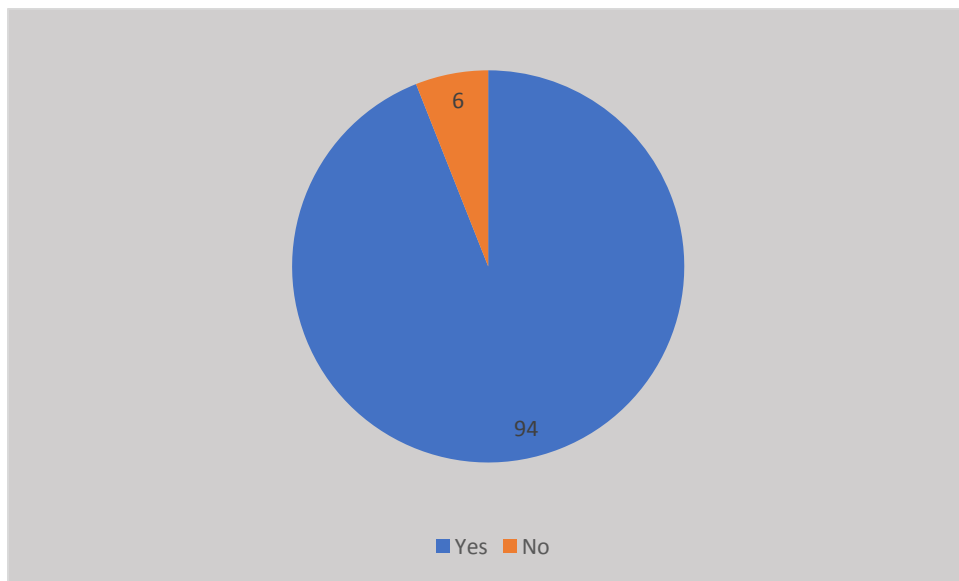


Chart 4.19

INTERPRETATION

The survey indicates that majority of the respondents agree to the statement that free canteen facilities are provided in the company but there have been instances where the food has not been enough or there has been instances if shortage of food ,which might have led to dissatisfaction of few employees.

TABLE 4.20 SHOWING EMPLOYEE SATISFACTION TOWARDS CRECHE FACILITIES.

	Frequency	Percentage	Cumulative Percentage
Highly dissatisfied	4	4.0	4.0
Dissatisfied	2	2.0	6.0
Neutral	13	13.0	19.0
Satisfied	21	21.0	40.0
Highly Satisfied	60	60.0	100.0
Total	100	100.0	

ANALYSIS

From the above figure and table we can interpret that around 4% of the employees are highly dissatisfied , 2% employees are dissatisfied, 13% of employees have neutral opinion , 21% of employees are satisfied and 60% employees are highly satisfied towards the creche facility in the company.

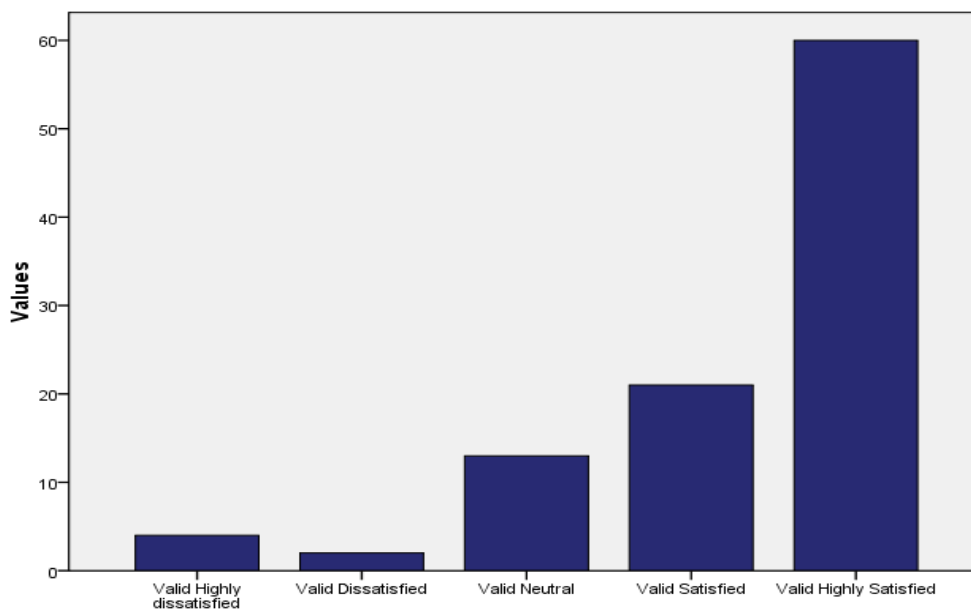


Chart 4.20

INTERPRETATION

The study reveals that majority of the respondents are satisfied with the creche facility provided by the company. The kids are taken care of, looked after during the parents work hour there is a separate person handling the creche.

TABLE 4.21 SHOWING WOMEN EMPLOYEE SATISFACTION TOWARDS MATERNITY LEAVE IN THE COMPANY.

	Frequency	Percentage	Cumulative Percentage
Neutral	4	4.0	4.0
Satisfied	42	42.0	46.0
Highly Satisfied	54	54.0	100.0
Total	100	100.0	

ANALYSIS

From the above figure and table we can interpret that around 4% of women employees have neutral opinion, 42% of women employees are satisfied and 54% women employees are highly satisfied towards the maternity leave policy in the company.

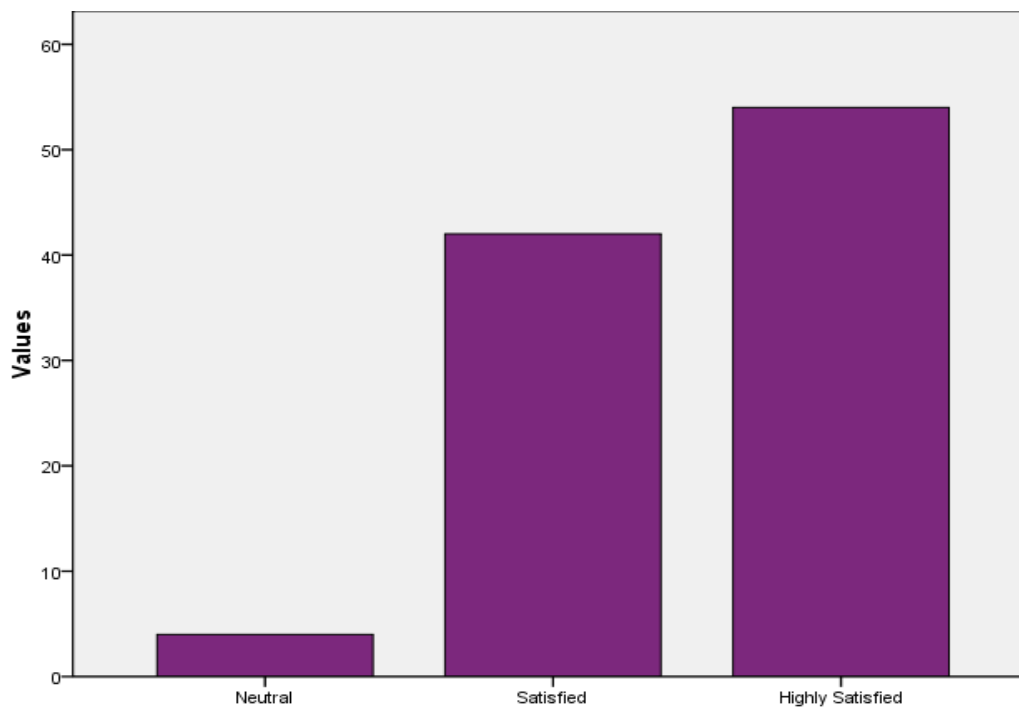


Chart 4.21

INTERPRETATION

The company provided the women employees with 26 weeks of paid leave thus majority of the women employees are highly satisfied with the company’s maternity leave policy.

TABLE 4.22 SHOWING EMPLOYEE SATISFACTION TOWARDS THE WORKING HOURS OF THE COMPANY.

	Frequency	Percentage	Cumulative Percentage
Highly dissatisfied	5	5.0	5.0
Dissatisfied	7	7.0	12.0
Neutral	10	10.0	22.0
Satisfied	55	55.0	77.0
Highly Satisfied	23	23.0	100.0
Total	100	100.0	

ANALYSIS

From the above figure and table we can interpret that around 5% of the employees are highly dissatisfied, 7% of the employees are dissatisfied , 10% of employees have neutral opinions , 55% of employees are satisfied and 23% employees are highly satisfied towards the working hours of the company.

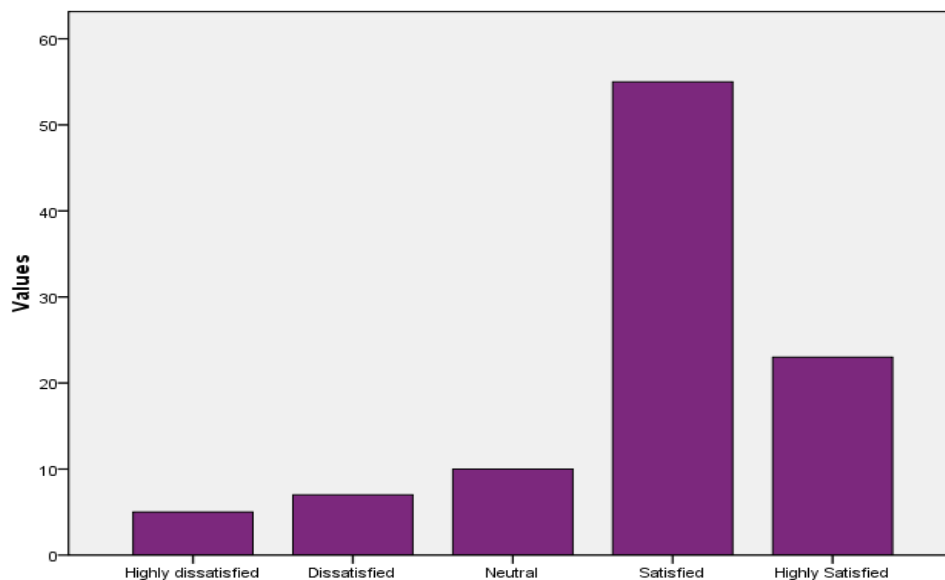


Chart 4.22

INTERPRETATION

The survey reveals that the company has a flexible working hour schedule thus keeping majority of the employees satisfied in the company.

TABLE 4.23 SHOWING EMPLOYEE SATISFACTION TOWARDS THE SITTING ARRANGEMENTS IN THE COMPANY.

	Frequency	Percentage	Cumulative Percentage
Dissatisfied	4	4.0	4.0
Neutral	8	8.0	12.0
Satisfied	38	38.0	50.0
Highly Satisfied	50	50.0	100.0
Total	100	100.0	

ANALYSIS

From the above figure and table we can interpret that around 4% employees are dissatisfied, 8% of employees have neutral opinion , 38% of employees are satisfied and 50% employees are highly satisfied towards sitting arrangements the company.

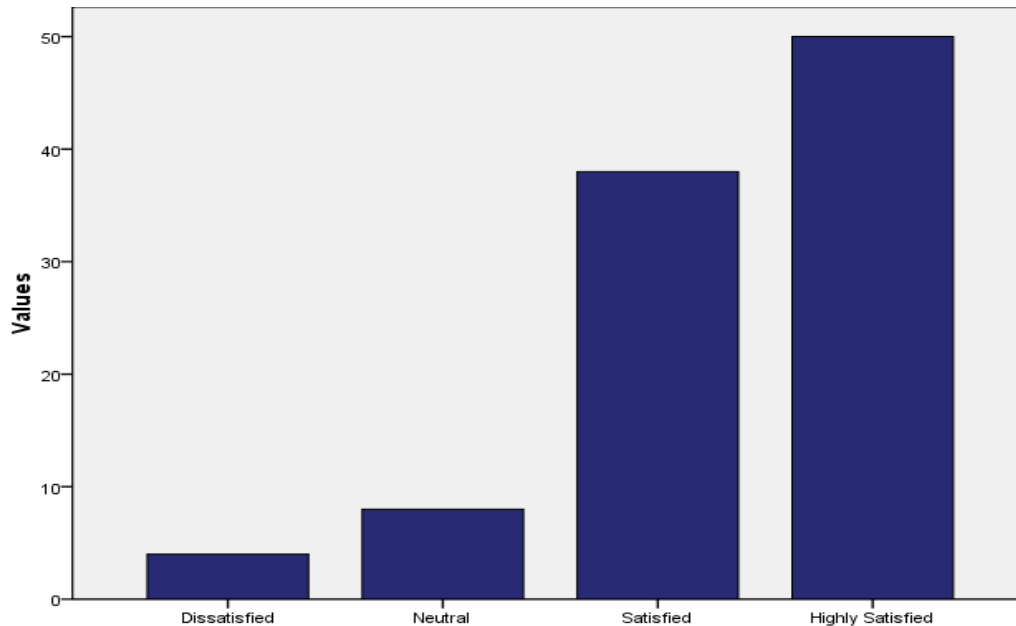


Chart 4.23

INTERPRETATION

The survey reveals that maximum of the respondents are satisfied with the sitting arrangements provided in the company. There are benches, chairs around the premises but not in every nook and corner so this could be few respondents reason of dissatisfaction.

TABLE 4.24 SHOWING EMPLOYEE SATISFACTION TOWARDS LEAVE POLICY THAT IS FOLLOWED IN THE COMPANY.

	Frequency	Percentage	Cumulative Percentage
Highly dissatisfied	5	5.0	5.0
Dissatisfied	10	10.0	15.0
Satisfied	24	24.0	39.0
Highly Satisfied	61	61.0	100.0
Total	100	100.0	

ANALYSIS

From the above figure and table we can interpret that around 5% of the employees are highly dissatisfied, 10% employees are dissatisfied, 24% of employees are satisfied and 61% employees are highly satisfied towards the leave policy followed in the company.

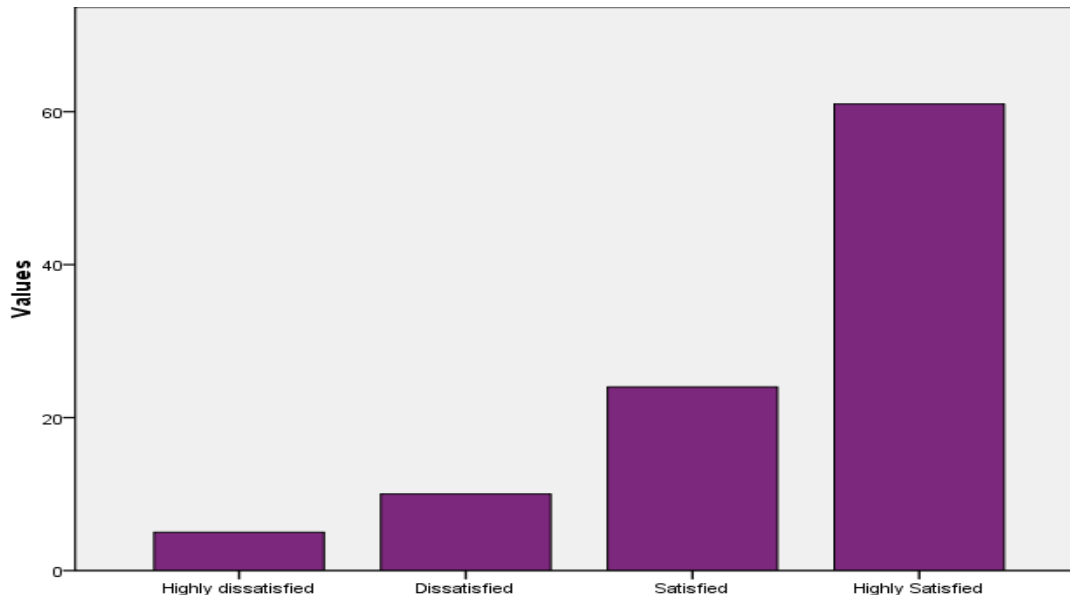


Chart 4.24

INTERPRETATION

The company doesn't provide leaves unless they find the reason to be convenient and a cross checking is done too. The leave policy is strict but if it's a genuine matter the employees don't really face any sort of trouble, thus most of the respondents are satisfied with the leave policy of the company.

TABLE 4.25 SHOWING EMPLOYEE SATISFACTION TOWARDS THE OVERTIME ALLOWANCE THAT THE COMPANY PROVIDES.

	Frequency	Percentage	Cumulative Percentage
Highly dissatisfied	1	1.0	1.0
Dissatisfied	3	3.0	4.0
Neutral	6	6.0	10.0
Satisfied	51	51.0	61.0
Highly Satisfied	39	39.0	100.0
Total	100	100.0	

ANALYSIS

From the above figure and table we can interpret that around 1% of the employees are highly dissatisfied , 3% employees are dissatisfied, 6% of employees have neutral opinion , 51% of employees are satisfied and 39% employees are highly satisfied towards the overtime allowance that the company provides.

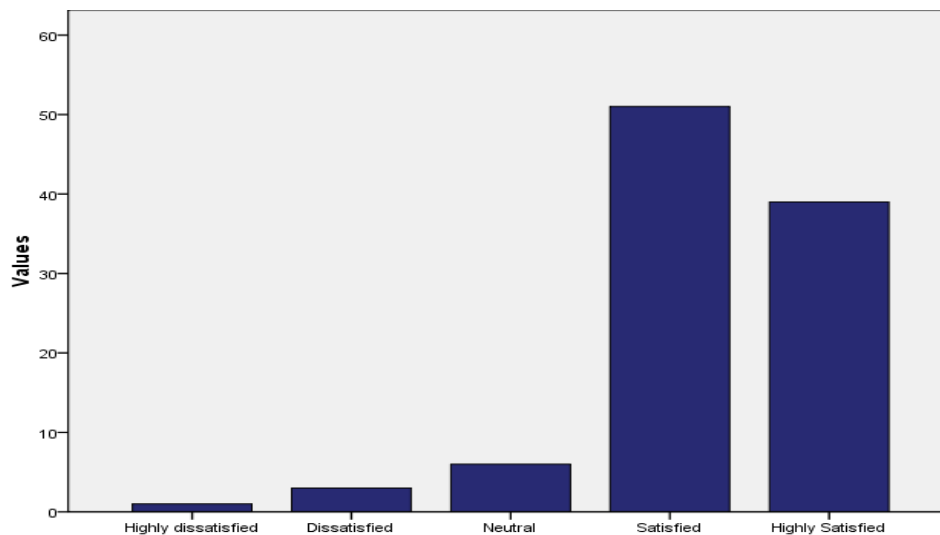


Chart 4.25

INTERPRETATION

The survey reveals that a good amount of overtime allowance is paid to the employees depending on the hours of over time. Majority of the respondents are satisfied with the overtime allowance policy of the company.

TABLE 4.26 SHOWING EMPLOYEE SATISFACTION TOWARDS THE SECURITY SYSTEM IN THE COMPANY.

	Frequency	Percentage	Cumulative Percentage
Highly dissatisfied	4	4.0	4.0
Dissatisfied	2	2.0	6.0
Neutral	8	8.0	14.0
Satisfied	29	29.0	43.0
Highly Satisfied	57	57.0	100.0
Total	100	100.0	

ANALYSIS

From the above figure and table we can interpret that around 4% of the employees are highly dissatisfied , 2% employees are dissatisfied, 8% of employees have neutral opinion , 29% of employees are satisfied and 57% employees are highly satisfied towards the security system in the company.

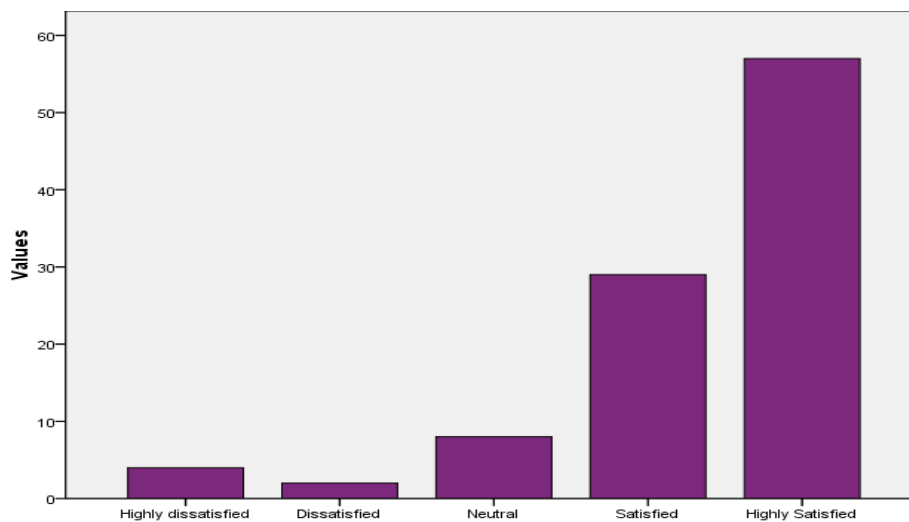


Chart 4.26

INTERPRETATION

The survey indicates that the company has a very strict security system. They have CCTV camera, few of them are not in working conditions. Every worker and visitors in-out time is recorded strictly. Majority of the respondents are highly satisfied with the security system of the company.

TABLE 4.27 SHOWING HOW OFTEN ARE THE HEALTH CHECK-UPS IN THE COMPANY.

	Frequency	Percentage	Cumulative Percentage
Never	6	6.0	6.0
Yearly once	86	86.0	92.0
Half yearly	8	8.0	100.0
Total	100	100.0	

ANALYSIS

The above table indicates that 6% of the employees say that no sort of medical checkups happens in the company, 86% of the employees say that the health checkups takes place once in a year , 8% of employees say health checkups happen at half yearly intervals.

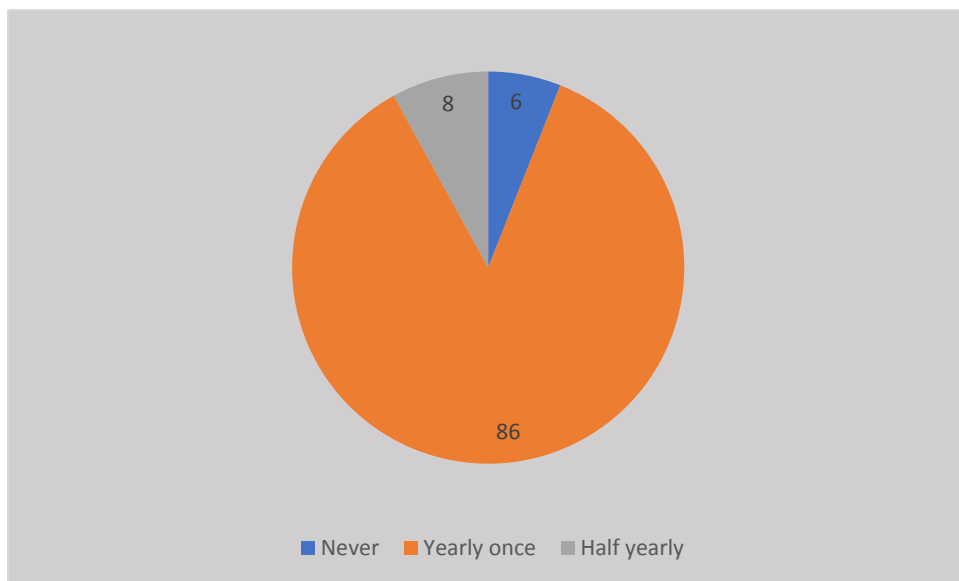


Chart 4.27

INTERPRETATION

The company has a full body checkup done of their employees once in every year.

TABLE 4.28 SHOWING IF STRICT ACTIONS ARE TAKEN AGAINST EMPLOYEES WHO DO NOT ABIDE BY THE COMPANY’S RULES OR NOT.

	Frequency	Percentage	Cumulative Percentage
Never	5	5.0	5.0
Not always	34	34.0	39.0
Always	61	61.0	100.0
Total	100	100.0	

ANALYSIS

The table indicates that 5% of the employees say never has strict actions been taken in the company against employees who do not abide by the rules, 34% employees says strict actions are taken but not always and 61% employees say strict actions against employees who don’t abide by the rules are always taken.

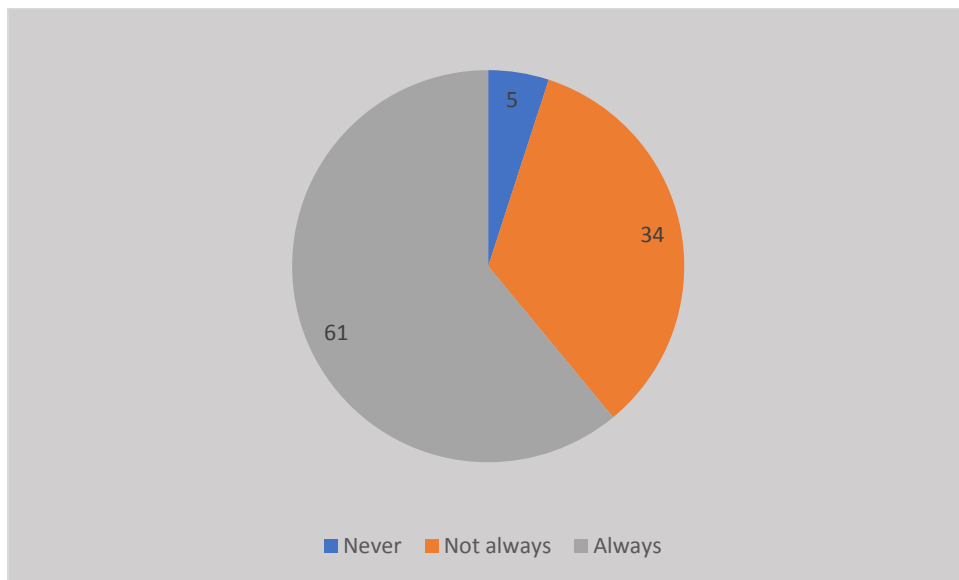


Chart 4.28

INTERPRETATION

The survey reveals that the company takes actions against those who do not abide by the rules. They are first given an oral warning followed by a written warning. Later depending upon the magnitude of the carelessness, action is taken by the respective authority.

TABLE 4.29 SHOWING IF THERE ARE DIFFERENT COMMITTEES PRESENT TO MONITOR THE 3 MEASURES (HSW).

	Frequency	Percentage	Cumulative Percentage
Not aware	24	24.0	24.0
No separate committee	5	5.0	29.0
Yes, there are separate committee	71	71.0	100.0
Total	100	100.0	

ANALYSIS

The table tells 24% of employees are not aware of separate committees in the company, 5% employees say there are no separate committees and 71% employees say there are separate committees who monitor the HSW measures in the company.

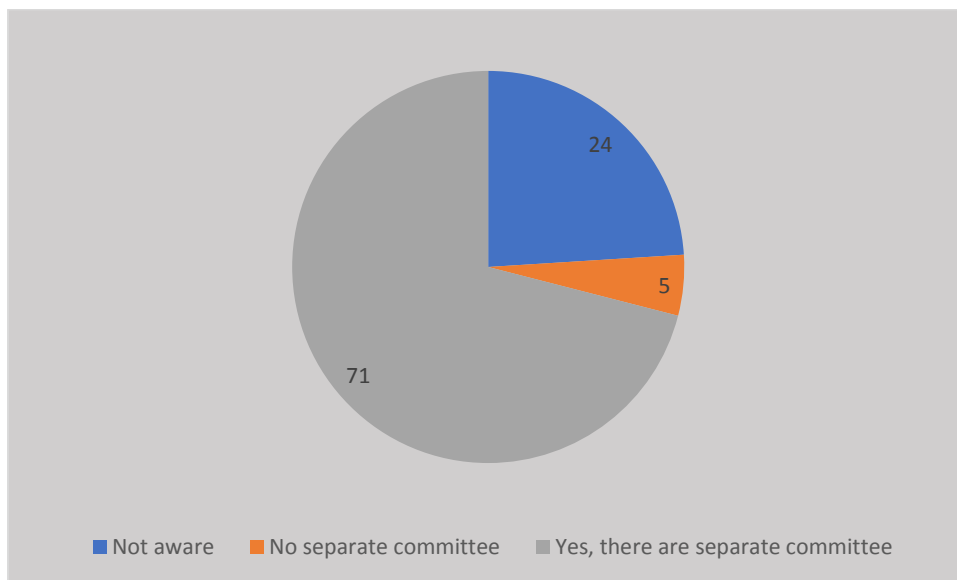


Chart 4.29

INTERPRETATION

The survey reveals that there are different committees looking after the three factors of health, safety and welfare. But the employees in the committees are not just assigned to look after certain factors but they also have other roles to play in the company.

TABLE 4.30 SHOWING EMPLOYEE SATISFACTION TOWARDS THE OVERALL WELFARE MEASURES IN THE COMPANY.

	Frequency	Percentage	Cumulative Percentage
Highly dissatisfied	1	1.0	1.0
Dissatisfied	4	4.0	5.0
Neutral	2	2.0	7.0
Satisfied	60	60.0	67.0
Highly Satisfied	33	33.0	100.0
Total	100	100.0	

ANALYSIS

From the above figure and table we can interpret that around 1% of the employees are highly dissatisfied, 4% of the worker are dissatisfied ,2% of employees have neutral opinions, 60% of employees are satisfied and 33% employees are highly satisfied towards the overall welfare measures of the company.

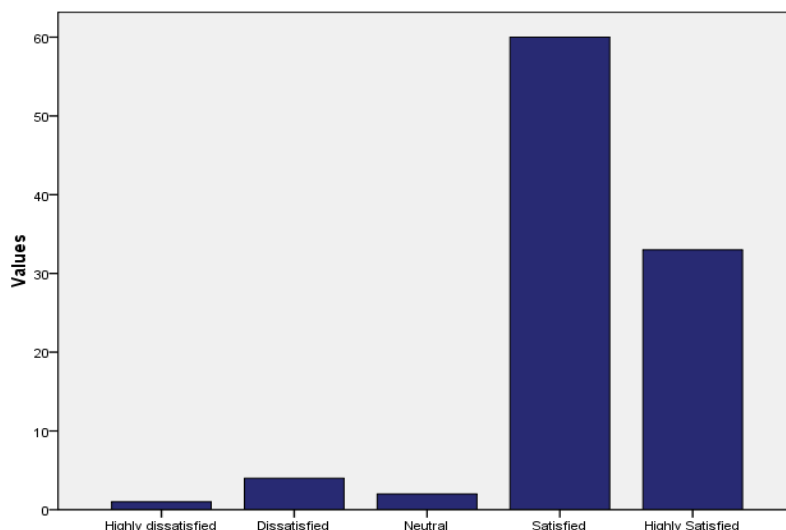


Chart 4.30

INTERPRETATION

The survey reveals with respect to all the welfare measures that the company takes for its employees, majority of the employees are satisfied, happy with the company's efforts.

HYPOTHESIS TESTING

Hypothesis Statement - Flexible working hours have an impact on the satisfaction level of employees towards the overall welfare measures of the company.

Statistical Tool – Regression

Regression – regression is used here because we want to find the relationship between the flexible hours of workplace (the independent variable) and the employee satisfaction towards the welfare measure of the company (the dependent variable). Regression helps us analyze sort of impact does the flexible working hours have on satisfaction of employees towards welfare measures.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.242 ^a	.058	.049	.61402

a. Predictors: (Constant), Satisfaction towards hours of work

Table 4.31

The model Summary table provides us with the R and R Square values. The value of R indicates simple correlation, here the value is 0.242 which is a correlation of high degree. The value of R Square represents the dependent variable's total variation and the value of R Square in this case is 5.8%, i.e when there are changes w.r.t the flexible working hours there is a 5.8% variation in the satisfaction level of the employees.

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.292	1	2.292	6.079	.015 ^a
	Residual	36.948	98	.377		
	Total	39.240	99			

a. Predictors: (Constant), Satisfaction towards hours of work

b. Dependent Variable: Satisfaction towards all SW measures

Table 4.32

The significant value obtained here is lesser than 0.05, i.e. $0.015 < 0.05$ thus indicating the test is statistically significant.

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.680	.243		15.127	.000
	Satisfaction towards hours of work	.147	.060	.242	2.466	.015

a. Dependent Variable: Satisfaction towards all SW measures

Table 4.33

$$Y = A + BX$$

Here,

$$Y = 3.680 + 0.147X$$

X being the independent variable – flexible work hours

Y being the dependent variable – employee satisfaction towards welfare measures.

INTERPRETATION

This table shows that flexible working hours have an impact on the satisfaction level of employees towards the overall welfare measures of the company. There exists a directly proportional relation between flexible working hours of the company and employee satisfaction level towards welfare measures. Through the test we can say the relation is positive and significant which can be concluded by the significant value 0.015 mentioned in the coefficient

table, which is lesser than 0.05, ($0.015 < 0.05$), thus making the above statement true and significant.

CHAPTER V

FINDINGS, CONCLUSIONS AND SUGGESTIONS

5.1 FINDINGS:

With the help of the percentage analysis, the graphs these are the finding from the research:-

- The employees working in Yashaswi Fishmeal and Oil Company are majority of males.
- Maximum of the respondents come under the age group of 25 years to 35 years.
- Most of the respondents working in the company have the work experience of 3 to 5 years.
- With the percentage of 56% being the majority, respondents feel the efficiency of the employees is dependent on the employee satisfaction towards the various measures followed by the company.
- There is a high employee satisfaction level towards the overall welfare measures in the company, with around 60% respondents being satisfied.
- The research showed that there are different committees present in the company to monitor the 3 measures (HSW).
- It's found out the company takes strict actions against employees who do not abide by the company's rules.
- The company conducts health check-ups once a year.
- Majority employees (57%) are highly satisfied towards the security system in the company.
- Employees are asked to work overtime, and employees (51% being satisfied and 39% highly satisfied) are satisfied with the allowance that the company provides them.
- Respondents revealed that there are good sitting arrangements in the company. Around 50% and more employees agreed to this.
- Working hours of the company are convenient and flexible, high percentage of employees are highly satisfied with the working hours.

- Women employee are provided with maternity leave in the company and they are highly satisfied with this facility provided to them.
- There is a high employee satisfaction rate towards medical/health benefits provided by Yashaswi Fishmeal and Oil Company, indicating that the company see to that their employees are safe and well.
- The company premises are made sure to be cleaned regularly. The company is extremely clean and also its surrounding.
- There are washroom facilities provided within the company.
- The company follows basic safety measures within the company to look after their employees.
- Employees are provided with training before handling machines in order to avoid any sort of accidents.
- The company holds safety programs for the employees to bring in awareness among the employees.
- Canteen facilities are available for the employees, employees are satisfied too.

5.2 SUGGESTIONS

Few suggestions that the company could take away are:

- Some of the employees said there weren't enough washrooms within the premises, as in few smaller units did not have the washroom facilities. The company can provide the smaller units with at least one washroom for the male and one for females.
- Since the company is a whole manufacturing firm, its normal that there are a huge number of male employees but just to make the work place more comfortable for the small number of female employees the company can take in few more women workers.
- There is a pretty good number of apprentices working in the company and few of them feel that their ideas or suggestions are not considered, so in order to develop a better relation with the new apprentices the company can start considering opinions from the apprentices.
- The promotion activity was found to be not very attractive so just to motivate their employees and keep them more satisfied the company can better their promotion policies.
- There definitely is a good security system in the company but during my stay I noticed few cameras not being to record, the cameras weren't working. A very small thing that company did not pay notice to.

5.3 CONCLUSIONS:

From the research it can be easily concluded that Yashaswi Fishmeal and Oil Company not only believes that employees are their biggest assets, but they even work towards showing their employees that they are really important for the effective working of the company.

The company follows a lot of Health, Safety and Welfare measures for their employees and throughout the research we could say that the employees were very satisfied towards these various measures.

For the research my topic was Flexible working hours have an impact on the satisfaction level of employees towards the overall welfare measures of the company.

The test was done to find out how much impact does one of the various welfare measure (i.e the flexible working hours) have on the satisfaction level of the employees towards the overall welfare measure.

Through regression we found out the flexible working hours has a positive impact on the satisfaction of employees towards the welfare measure of the company. When there is a change in the working hours there is a variation of 5.8% in the satisfaction level.

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WEBSITES

- www.fishmealoil.com
- www.scribd.com
- www.academia.edu

ANNEXURE

MBA Research Project Questionnaire

1. Name
2. Gender
 - a) Male
 - b) Female
3. Designation
 - a) Apprentice
 - b) Worker
 - c) Officer
4. Age
 - a) 25 years – 35 years
 - b) 35 years – 45 years
 - c) 45 and above
5. Work experience
 - a) Less than a Year
 - b) Between 1 Year to 3 Year
 - c) Between 3 years to 5 Years
 - d) More than 5 years
6. The efficiency of the employees is dependent on the employee satisfaction towards the various measures followed by the company.
 - a) Totally Independent
 - b) Independent

- c) Neutral
- d) Dependent
- e) Totally dependent

7. The satisfaction level towards medical/health benefits provided by Yashaswi Fishmeal and Oil Company to their employees

- a) Highly Satisfied
- b) Satisfied
- c) Neutral
- d) Dissatisfied
- e) Highly Dissatisfied

8. How do you rate the Health measures that are followed by Yashaswi Fishmeal and Oil Company from 1-5.

(1 being Highly Dissatisfied and 5 being Highly Satisfied)

FACILITIES	1	2	3	4	5
Medical room facility					
Ventilation of the company					
Lighting in the Company					

Cleanliness in and around the company					
Washroom Facilities in the Company					
Quality and facility of drinking water					
Temperature adjustment					

9. Are the basic safety measures followed at Yashaswi?

- a) Yes
- b) No

10. Are safety programs held for the employees in order to bring out awareness?

- a) Yes
- b) No

11. Are employees given the required training before handling any machineries?

- a) Strongly Agree
- b) Agree
- c) Neither agree nor disagree
- d) Disagree
- e) Strongly disagree

12. How's the employee satisfaction level towards the various safety programs that are held in the company?

- a) Highly satisfied
- b) Satisfied
- c) Neutral
- d) Dissatisfied
- e) Highly dissatisfied

13. Does Yashawi look into the complete protection of its employees health and safety.

- a) Strongly Agree
- b) Agree
- c) Neither agree nor disagree
- d) Disagree
- e) Strongly disagree

14. How often does the company provide the employees with health checkups?

- a) Quarterly
- b) Half yearly
- c) Yearly once
- d) Never

15. Are free canteen facilities provided for the employees in the company ?

- a) Yes
- b) No

16. Are the women employees provided with Creche facility in the company?

- a) Yes
- b) No

17. How do you rate the Welfare measures that are followed by Yashaswi Fishmeal and Oil Company on a scale of 1-5.

(1 being Highly Dissatisfied and 5 being Highly Dissatisfied)

FACILITIES	1	2	3	4	5
Creche facilities provided for women employees					
Maternity leave policies for the women employees					
The working hours of the Company					
Sitting arrangement provided in the company					

Policy for leave in the Company					
Policy for overtime allowance					
The security system in the company premise					

18. Strict actions are taken against employees who do not abide by the company's rules.

- a) Never
- b) Not always
- c) Always

19. Your overall satisfaction towards the Health, Safety and Welfare measures followed by Yashaswi.

- a) Highly satisfied
- b) Satisfied
- c) Neutral
- d) Dissatisfied
- e) Highly dissatisfied

20. Separate Committees are present to monitor the Health, Safety and Welfare measures that are followed by Yashaswi?

- a) Yes it has a separate committee
- b) No there is no such committee
- c) I am not aware about it



ACHARYA INSTITUTE OF TECHNOLOGY

DEPARTMENT OF MBA

PROJECT(17MBAPR407) -WEEKLY REPORT

NAME OF THE STUDENT: Aishwarya Shetty

INTERNAL GUIDE: Prof. Bhagyashree Kasturi

USN: 1A217MBA04

COMPANY NAME: YASHASWI FISHMEAL AND OIL COMPANY.

WEEK	WORK UNDERTAKEN	EXTERNAL GUIDE SIGNATURE	INTERNAL GUIDE SIGNATURE
3 rd Jan 2019 – 9 th Jan 2019	Industry Profile and Company Profile		
10 th Jan 2019 – 17 th Jan 2019	Preparation of Research instrument for data collection		
18 th Jan 2019 – 25 th Jan 2019	Data collection		
26 th Jan 2019 – 2 nd Feb 2019	Analysis and finalization of report		
3 rd Feb 2019 – 9 th Feb 2019	Findings and Suggestions		
10 th Feb 2019 – 16 th Feb 2019	Conclusion and Final Report		



Company Seal



College Seal

HOD Signature