

Internship Report on
A STUDY ON EMPLOYEE WELFARE AT KONGOVI PVT LTD.

BY
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1AZ17MBA27
Submitted to

**VISVESVARAYA TECHNOLOGICAL UNIVERSITY,
BELAGAUM**



In partial fulfilment of the requirements for the award of the degree of
MASTER OF BUSINESS ADMINISTRATION
Under the guidance of

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March 2019

GS/HRM
18/03/2019

CERTIFICATE

This is to certify that Ms. Kavya K, MBA student of Acharya Institute Of Technology, Bangalore has completed "Internship & Project Work" entitled "Employee Welfare" from 03.01.2019 to 16.02.2019.

During this period her performance and conduct was good.

We wish her success for his future endeavors.

For Kongovi Pvt Ltd

Govindarajan S
SM – HR & Admin





ACHARYA INSTITUTE OF TECHNOLOGY

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

Date: 01/04/2019

CERTIFICATE

This is to certify that **Ms. Kavya K** bearing USN **1AZ17MBA27** 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 Welfare at KONGOVI Pvt. Ltd, Bengaluru**” 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.

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Bengaluru-107.

DECLARATION

I **KAVYA K** bearing USN **1AZ17MBA27** here by declare that the project report entitled “**EMPLOYEE WELFARE**” with reference to “**KONGOVI PVT. LTD.**” prepared by me under the guidance of

Prof. Bhagyashree Faculty of M.B.A Department , Acharya institute of technology and external assistance Govindarajan S, HR manager, at KONGOVI, Peenya Bangalore.

It is also declared that this project work is towards the partial fulfilment of the university regulations for the award of degree of Master of Business Administration by Visvesvaraya Technology University, Belagavi.

I have undergone project for a period of six weeks. I further declare that this report 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; 9 | 04 | 19



Signature of the student

ACKNOWLEDGEMENT

I wish to express my sincere thanks to our respected Principal, **Dr.Prakash M R**, beloved Dean-Academics, **Dr.Devarajaiah R M**, and deep sense of gratitude to **Dr. M MBagali**, HOD, Acharya Institute of Technology, Bangalore for their kind support and encouragement in completion of the Internship Report.

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Finally, I express my sincere thanks to my Parents, Friends and all the Staff of MBA department of AIT for their valuable suggestions in completing this Project Report.

Place: Bangalore

KAVYA K

Date:USN:1AZ17MBA27

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EXECUTIVE SUMMARY

Employee welfare is a procedure taking activities to energize and incentive specialists in the association. It is process in which the employees of the association are locked in to remain for a long run. There are different variables that influence the employee welfare. A few welfare procedures have been implied so as to motivate and encourage the welfare to proceed with the association for a long time.

Employees of today are altogether different. They tend not to miss the opportunity, in the event that they are disappointed with their present employment, they will in general change it to the following occupation which has better prospect and future. In this way, it is the obligation of the administration to hold the potential workers. A decent administration to realize how to draw in pull in and hold employees in the association.

The investigation discusses employee welfare hypothetical alongside new thought and perspectives that in pattern now. It bargains distinguishing the components that influence the worker welfare in the association. Numerous components like flask office benefits working conditions manual survey also, criticism, and so on are considered.

CHAPTER 1

INTRODUCTION

1.1 INTRODUCTION

Welfare is about happy with Living at work spot & feeling good at working circumstance. Employee welfare that way to improve life worth living for workers with in organization. In an association people are the most vital resources and an association should record the esteem then they ought to keep up the cost of individuals working in the firm by the bookkeeping calling.

The estimation of human resources are as critical as hardware in the association as machines need fixes and so on, same way human resources need more speculations on their preparation and welfare exercises and further in preparing and advancement and so on, and consumption on welfare exercises can be added to venture independently.

1.2 INDUSTRY PROFILE

Manufacturers offer an variety of makes & models, however there will in general be restricted brand mix at the promoting, publishing, and vendor levels. Manufacturers are liable to the requests of huge global pool of clients. Financial conditions influence in general industry deals the business in both capital and work escalated. These organisation need to deal with various expenses and costs related with facilities, materials, part, equipment, product development and employment.

On occasion the costs of key crude material, for example, steel, can surge to record levels, requiring an agile supporting methodology. Innovative work and showcasing and promoting costs will discernable affect the cost spending plan, just as well as, given the occasional idea of interest and new item dispatches. Successful working capital administration is pivotal in supporting deals and controlling expenses and costs.

The advancement of the economy has opened new glimpses of daylight for assembling segment. Progressively the achievements, innovation work. It is basic not exclusively to stay focused yet in additions, note worthy favourable position can be picked up by creating and commercialisation new advancements.

1.3 COMPANY PROFILE

Started the operations as a partnership concern in 1974.

The Company was incorporated in 1981.

Electroplating has been our core strength.

Have diversified into Plating on Plastics with focus on Auto majors.

Established exclusive plastic injection moulding operation.

The company's activities are spread over two units located in Peenya Industrial Area and Kukkanahalli

No.377, X Cross, IV Phase

peenya industrial area

Bangalore - 560058

Telephone no: 080 – 2 836 0563

Fax:080 – 2 836 2981

Sy. No. 87, Kukkanahalli, Gollahalli Post, Bangalore – 562123

BACKGROUND:

The company since 1981 is known as Kongovi Pvt Ltd. With a Board of Directors constituted of chairman, managing director, and Directors of a company.

In the year 1989 all the plating activities were consolidated and an integrated model plant was commissioned. This is the present unit 1

In the year 2001 Unit 3 was set up to manufacture wheel rims and supply the same to Unit 1 for plating and subsequent supply to TVS Motor Company.

Now the company is into supply of plated plastic components to four wheeler segment only.

.

c. NATURE OF BUSINESS CARRIED ON:

Manufacturer of plated plastic components to Automotive OEM's

1.3.1 VISION, MISSION AND QUALITY POLICY

➤ **VISION:**

- To establish has a leading players in its sphere of activities by delivering excellent quality products within the scheduled delivery time at optimum prices.

➤ **MISSION:**

- To set new targets and achieve them with plating specialization requirements that extends unparalleled quality sophisticated technology, cost effectiveness and environmental responsibilities.

Quality policy:

Consumer loyalty through nature of our items and administration that dependable, tough, financially savvy and meet the client and administrative prerequisites by reliably holding fast to makers and frame works and with ceaseless improvement in all circles of action.

ENVIRONMENTAL POLICY:

Our policy on environment and wastage disposal is clear. We have one of the most effluent treatment plants in this region. We are very keen on the balance of ecology and environmental standards of quality objectives of our quality policy is to conduct business in the interest of society and environment and to provide an excellent pollution free environment.

Talking of our effluent treatment plants, we adhere to the standards in terms of discharge, complete treatment of all the effluents as per parameters that are prescribed to us by the pollution control board.

Recovery units have been installed to recover and recirculate chemicals and water and thus reduce burden on the environment. Currently working on ISO 14001 certification.

1.3.2 PRODUCT PROFILE:

This is mainly a service oriented industry. Their core strength is in Electroplating. The company produces products as per the designs given by the customer. Their main product is plated plastic components.

The plating on plastics is done by moulding and injection method. Its designs are acquired from the customers and are manufactured as per their requirements. Plating on plastics is their major strength. They manufacture various products like radiator grills, car hoods, exterior bodies, and designer wheel caps as per the customer requirement and supply the same.

1.3.3 AREAS OF OPERATIONS

They are stronger in Southern India. They are leaders in plating on plastics and plating on metals. The company future plans to extend its operations globally. They have struck deals with automobile majors in the Europe and also in North America.

1.3.4 INFRASTRUCTURAL FACILITIES:

Location:

The company is located in Peenya and Kukkanahalli, Bangalore.

Area:

The company has got wide space for its operation including plant location with well-equipped machineries.

1.4 COMPETITORS:

- Polyplastics industries (i) Pvt Ltd
- Galva Decoparts Pvt Ltd

PRICING STRATEGY:

- The price depends mainly upon the type of the product they manufacture (since they manufacture goods as per the customer requirement, which keeps changing).
- The price also depends upon the volume of the business.

- It depends upon the supply programme that is decided by the customers. The supply programme on an average runs for a period of about 4+ years, which is renewed periodically.
- The company mainly depends upon the target price given by the customers and the margin that they provide.
- Every product manufactured is unique as per the customer requirement as this also changes frequently.
- The price that the company decides upon mainly includes fixed costs like man-hours, machine hours, and variable costs like labour costs, transport costs and other overheads.
- The price that the company charges varies from one customer to another.

1.5 SWOT Analysis:

Internal	External
Strength	Opportunity
Weakness	Threat

STRENGTHS:

- 3 decades of experience.
- Large unit.
- Good customer base.
- Competent manpower.
- Open for technology absorption.
- Equipped with good lab facility.
- Skilled top executives.
- Financial stability.
- Products measuring to international standards.
- Suitable work atmosphere.
- One of the leading in chrome plating industries.

WEAKNESS:

- Job work.
- Limited exposure.
- No collaboration.
- No canteen and recreation facilities.

OPPORTUNITIES:

- Export market potential
- Growth in automobile sector.
- Increase in demand for 4 wheelers.
- Large domestic market.
- Entry of new automobile manufacturers.
- Participation in international projects.

THREATS:

- Foreign competitors.
- Increase in small players.
- Varying material costs.
- Other established players.

Therefore the company has more strength to overcome its threats and can easily convert the opportunity into profits.

1.6 FUTURE GROWTH AND PROSPECTS:

The electroplating industry is experiencing a good growth because the automobile sector is booming. One major reason for this is the entry of new automobile companies in the market. As the need for high mileage vehicles is increasing this puts more pressure on the automobile companies to produce high mileage vehicles. These high mileages can be obtained by reducing the weight of the vehicles. This has in turn increased the demand for plated plastic, which is used in the making of components like wheel caps, radiator grills, car hoods, other car exteriors, etc.

The plated plastics have an increasing demand as they can be moulded in any shape unlike metal components. This is most preferred by the automobile manufacturers as it reduces the weight of the vehicle and also does not compromise on durability. The company plans to expand its operations globally by venturing into North American and European Markets.

1.7 Financial Statement

KONGOVI PRIVATE LIMITED
(Formerly known as Kongovi Electronics Pvt. Ltd.)
Balance Sheet as on 31st March-2018

(₹ in INR)

PARTICULARS	NOTE NO.	AS AT 31-03-2018	As at 31.03.2017
<u>Equity & Liabilities</u>			
<u>Shareholders' funds</u>			
(a) Equity Share Capital	1	143,307,000	143,307,000
(b) General Reserves	2	308,060,726	227,847,309
<u>Non-current Liabilities</u>			
(a) Debentures	3	439,053,354	345,262,483
(b) Deferred tax liabilities (Net)	4	65,263,623	41,811,643
(c) Other long-term liabilities		-	-
(d) Long-term provisions	5	32,766,667	26,413,314
<u>Current Liabilities</u>			
(a) Short-term borrowings	6	100,005,082	64,221,157
(b) Bills payables	7	75,430,046	44,509,606
(c) Other current liabilities	8	138,350,008	80,811,835
Total		974,184,346	974,184,346
<u>ASSETS</u>			
<u>Non-current assets</u>			
(a) Fixed assets			
(i) Tangible assets	9A	707,420,060	631,560,989
(ii) Intangible assets	9B	12,354,892	8,669,198
(iii) Capital work-in-progress	9C	-	1,233,247
(iv) Intangible assets under development		-	-
(b) Non-current investments		-	-

(c) Deferred tax assets (Net)		-	-
(d) Long-term loans and advances	10	28,916,648	23,513,073
(e) Foreign Translation Difference Account		44,162,912	(14,313,469)
(f) Other non-current assets	11	42,740,849	8,727,903
Current assets			
(a) Stocks	12	132,079,584	76,155,105
(b) Bills receivables	13	236,116,232	159,553,243
(c) Cash and cash equivalents	14	8,445,975	4,763,441
(d) Short-term loans and advances	15	60,027,401	56,911,109
(e) Other current assets	16	29,971,953	17,410,506
Total		974,184,346	974,184,346

CHAPTER 2

CONCEPTUAL BACKGROUND AND LITERATURE REVIEW

- **2.1 THEORETICAL BACKGROUND OF THE STUDY:**

The present worker is winding up perceptibly progressively mindful of his capacity. Affiliation like trade associations causes them being competent. The front line thought of work welfare include every last one of those activities of the organizations which are coordinated towards outfit the agents with explicit workplaces and organizations in spite of wages or pay rates.

In the nineteenth century, work demands were mercifully smothered, yet those days are no more. The solicitations of the worker have now to be perceived, both on a decent and useful plane. That a plant owner must to come in wealth, while the workers, who stress for him, fall down in poverty, is today seen as something flawed and deceptive.

Every business of work must make tasteful exercises of hotel and neatness, must contain free remedial help and make specialist's office treatment available for the cleared out, parenthood thought for the women delegates' should in like manner be given.

Leverage of the welfare does not lie just with the workers yet rather also benefits the organizations. Delegate's turnover is diminished in view of the course of action of welfare office. Administrative body value their jobs and work with an estimation affiliation what's more, satisfaction. Welfare organizations serve to keep up some harmony with the labourers association.

One of the noteworthy stresses of the law-making body has been the basic of work welfare and prosperity with extending proficiency and course of action of a reasonable dimension of government overseen reserve funds.

Agent welfare developments in India are critically required in light of the way that India is an ongoing in turn around country and the working conditions are not alluring in India adventures. The workers are poor and oblivious and generally denounce for being unconventional and languid Employees welfare. Activities are imperative for upgrading their working conditions and their money related models.

One of the manners in which it should be conceivable so is, doubtlessly, through work order. However, that is deficient. Genuine points of interest should be ensured. A begin, clearly, has been made as recently in our country with designs for social insurance and recuperating help, which are in various periods of execution. Increasingly liberal laws and typical court are right now there to execute them. Thusly, operator welfare is an incredibly total issue which may consolidate any development which is related with the social, moral and monetary improvement of masters given by any office. Such developments may fluctuate shape country and from area to district or from relationship to association yet the reason proceeds as previously.

Utility of the study:

- Worker welfare is the critical part of modern connection and offices for the prosperity of employees.
- Employee welfare improves expectations for everyday comforts of the worker.
- The worker welfare offices may be legislative and non-government also.
- Employee welfare has passed numerous demonstrations which benefits workers in different regards.
- Through presentation of worker welfare act, employees are paid with pay to mishaps met amid the season of work.
- Employee state protection approach have helped workers in improving the wellbeing state of them, under this plan little measure of compensation from employee is been deducted and some measure of store is financed from government. Employees and their family are treated under this plan. These exceptionally benefits for ladies at their maternity time. There are treated under this plan.

- Provident reserve is the single amount sum given to the workers at the season of their retirement. For this plan half of sum from employee is deducted and half from the organization has been paid to this.
- Based on worker's execution at work environment, there are furnished with bonus. If the employee execution is relatively more contrast with the focused on work they are given great measure of reward.
- Refreshment software engineers are organized to employees at many work places such kinds of projects encourages employees to invigorate their brain and work with increasingly energetic.
- At work environment, employees are furnished with perfect washrooms, rest rooms and furthermore with first aid box.
- Many organizations give instruction in regards to the work, preparing the employees on ad libber innovations.
- Even workers are profited with states i.e., house to remain, instruction office to the offspring of the employee, transportation office to employees and unique wellbeing measures are taken for ladies business.
- Recreational procedure through arranging different trips with family would make great relationship among the employees and their families.
- Employees are prided with crisis administrations.
- Employees and their mate are furnished with money related help in the event that instruction for further scholastics.
- The service of employee and business and the modern worker are the key measurements for the worker welfare programs.

- Trade associations have been set in the mood for giving stage to workers to upgrade in their claims to fame.
- Employees might be of modern worker, agrarian and worker's guilds.
- Irrespective of sorts of workers, employee welfare guaranteed with mechanical wellbeing what's more, health, youngster and ladies wellbeing, social security, fair compensation and better improvement in business.
- Employees are additionally furnished with social rights under work welfare conspire.
- Employee welfare guarantees work contacts, wage guideline, wellbeing and security, benefits and protection and different advancements.
- Many organizations give general welfare program, monetary welfare programs and work welfare programs.
- In working environment, employees are offered with work environment interest, uniformity, contract what's more, rights and sacred rights.
- The deliberate affiliation or the worker's organizations sorted out by the employees into increment this solidarity and to battle for this rights in a solidarity and successful way.
- Social security offices are additionally incorporated into employee welfare, for example, similar to ailment, seniority, joblessness disablement, mishap including unintentional passing and so on.
- To finish up employee welfare in utilizes the setting up of benchmarks of the toxic substance of offices like wellbeing, nourishment, attire, lodging, restorative remittance, training, protection and so on.

2.2 LITERATURE REVIEW:

- Andreas Baldschuns (Dec 2014), The purpose of the paper is to generate awareness of child welfare and also the description of the model's seven dimension of well-being which are affective, social, professional, personal, and psychological well being.
- James W. Yeates (2010), this paper talks about the general saying " death is not a welfare issue" and it has also been included in welfare legislation and policy in various countries.
- Paul oysterman (Jan 2000), this paper talks about the HPWO practices and its impact on the productivity and quality gains for the employees benefit.
- Binquin Li and HuaminPeng (November 2006), In this research, limits that relying solely on formal social protection schemes which tackle the susceptibility of the workers from rural regions. It shows the problems that are under the organisation its self and also the problems related to social security.
- Javier Irizarry, George Washington, Carver Doctoral Fellow, DULCY M. Abraham, Post-Doctoral research engineer, Carlos Arboleda, Geaduatestudy assistant. This paper describes the analysis of the operation in trenching that is not fully addressed in the OSHA inspection.
- Prasad. Y Ramakrishna (Jul/sept 2014), the Study was conducted to analyse the affect of the welfare measures in improving the productivity in a sugar industry.
- Baker. C Richard, Hayes, Rick Stephan (1995), An experiment was conducted on negative effect caused because of economic decisions engaged by labour welfare which was handled by corporate management for the accounting standard.
- Vater, A. Joseph (may/ Jun 2002), The developments have showed that employee benefits should be aware of impact that the discrimination status have on welfare also on pension plans.
- Weikel-Morrison, David Alexander(2002), Due to the shortage of the workers in public child welfare companies in California, the researcher choose to study on the employee job satisfaction, retention and turn over in central San Joaquin valley .
- PgMdSalleh, AkMdHasnolAlwee (2015) the purpose of the study is to provide views on to the different levels of financial literacy in Brunei by focusing on welfare recipients.

- ShriSarbeshwaraSahoo, Construction sectors involves work that are unsafe like wring in an excess height, welding, carry staff to higher place without the use of technology. Death and injury from those accidents in Indian construction sector are the most and it is found that 40% of the deaths are due to fall from heights.
- Irwin B. Horwitz, and BRIAN P. Mc Call, (1990-1997), Investor were interested in finding out whether the demographic factors are associated with the accident risk and found that female workers are having higher rate of facilities as compared to male workers.
- Deborah Walker, Stephen La Garden Mark Neilio (Dec 2008), the paper provides an overview of current development in the area of employee benefits, that includes executive compensation, qualified plans and welfare benefits.
- Joel C.(2003), The comparative study was conducted to see the insight of the degree of the relationship between perception and commitment of the organisation supports, with the presence of the differences between the various group of participants with respect to their commitment and perceptions.
- Dylan, Michelle Lynn (2002), the goal of the research was to analyze the dependent variable that makes a demand factor critical to the predicted economic success of welfare recipients.
- Laura Leete, Neil Bania (1999), this paper talks about developing a market of local labour information system that assess the effects of labour market on recently adopted welfare laws.
- Deborah walker, oh hyuckstephen la garden (dec 2011), this article is two part article and this talks about the important development in 2010 and 2011 in labour benefits, that includes executive recompense, qualified plans, employment taxes, health and welfare benefits.
- W. Susan Hicks (dec 1992), this article talks about AICPA'S statement of position which are the sources of generally accepted accounting principles.
- Wilson, Busseysernice (1998), the study was conducted to examine employer's insight of the contributing factors their participation and also the factors they felt that pretentious welfare recipients entry into their labour force.

- Valerie K. Kepner (2009), this research was conducted to determine the migration effects of the various new incentives at the individual responsibility and job opportunity settlement act (PRWORA).

CHAPTER 3

RESEARCH DESIGN

3.1 Statement of the problem

If the employees are satisfied with the provided welfare measures the production will increase. The welfare measures of the employees are essential because of the nature of industrial system. Today workers are essential elements contributing to the growth of Organization.

3.2 NEED FOR THE STUDY:

Specialists are aspect for association. To support and motivate them employer should fare thee well what's more, give a few offices to keep them glad so they can coordinate with the expense of living.

Employee welfare ought to be there in each association so it can deal with worker's wellbeing, protected and same while it helps in preparing and advancement as well.

The welfare measure is required due to financial conditions in industry area. Subsequently an examination is done on worker welfare.

3.3 OBJECTIVES:

- To find out employee satisfaction levels at Kongovipvt ltd.
- To understand different levels of employee welfare measures at Kongovipvt ltd.
- To assess the levels of satisfaction levels towards welfare measures of Kongovipvt ltd.

3.4 SCOPE OF THE STUDY:

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

3.5 RESEARCH METHODOLOGY:

3.5.1. Research Design:

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

3.5.2. Data and Sources of Data:

- Primary data- Primary data is data which is collected initially by researcher for the topic chosen. The primary data is collected through the Questionnaire .
- Secondary data- secondary data is collected by another researcher for his research work and somebody else uses itThe secondary data is collected in the web sites, journals, papers.

3.5.3.Sampling Techniques:

- Population size – 750 employees.
- Sample size – A sample of 50 employees will be considered.

3.6 Hypothesis testing:

H0: There is no impact of employee participation in decision making on their satisfaction levels at work place.

H1: There is positive impact of the employee participation in decision making on their satisfaction.

3.7 LIMITATIONS:

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

3.8 CHAPTERSCHEME:

Chapter 1: Introduction

It consists of quick advent approximately the task, creation of employee welfare, enterprise profile, corporation profile, promoters , imaginative and prescient and mission and nice policy , merchandise and provider profile, areas of operation, infrastructure facility, competitors facts, Swot analysis, future growth and possibilities, monetary statements

Chapter 2: Conceptual surroundings and literature review:

- Theoretical background of the study
- Literature review

Chapter 3: Research Design:

It includes announcement of the trouble, title of the look at, want of the study, goals of the have a look at, research method, boundaries of the have a look at, chapter scheme

Chapter 4: Data analysis

It consists of tools used in employee relationship management

- Techniques used in Employee welfare
- Ratio analysis

Chapter 5:

It consists of findings and suggestion and conclusion and bibliography

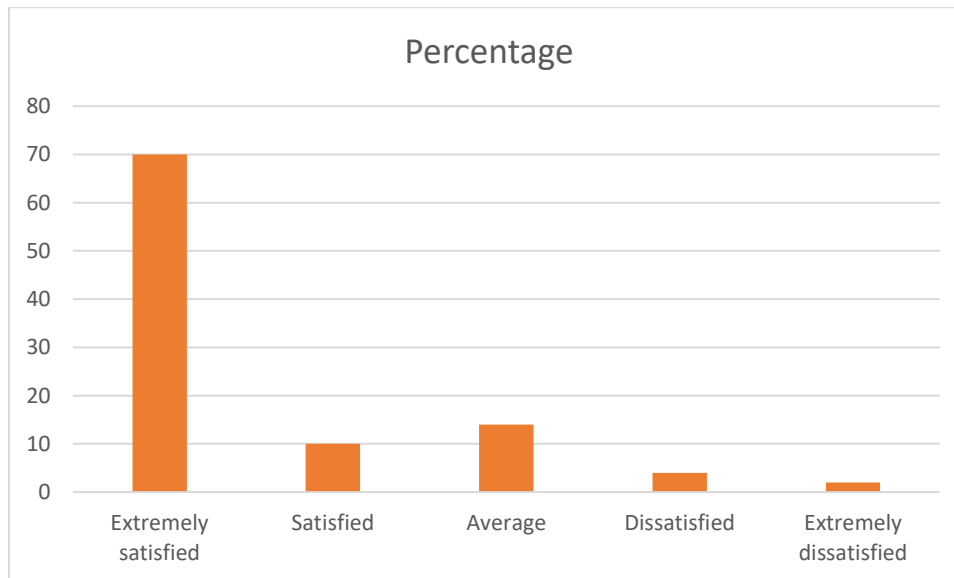
CHAPTER: 4

ANALYSIS AND INTERPRETATION

Table4.1: Table showing that employees welfare facilities provided by kongovi

Particulars	Respondents	Percentage
extremely satisfied (ES)	35	70
satisfied	5	10
average	7	14
dissatisfied	2	4
extremely dissatisfied (ED)	1	2
total	50	100

Graph 4.1 Graph showing that employees welfare facilities provided by kongovi



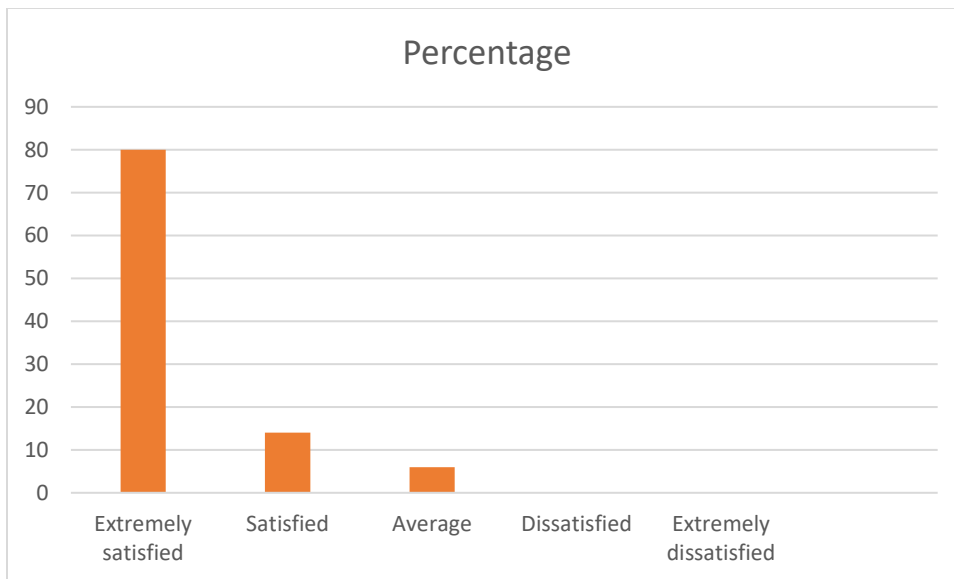
INTERPRETATION:

From Above graph it is inferred that , 70% of respondents are extremely satisfied, 10% of respondents are Satisfied, 14% of respondents are average,4% of respondents are Dissatisfied, and 2% of respondents are extremely Dissatisfied with their welfare facilities provided by the kangovi.

Table 2:Table showing that state the levels of satisfaction in work place

Particulars	Respondents	Percentage
extremely satisfied (ES)	40	80
Satisfied	7	14
Average	3	6
Dissatisfied	0	0
extremely dissatisfied(ED)	0	0
total	50	100

Table 2 : Graph showing that state the levels of satisfaction in work place



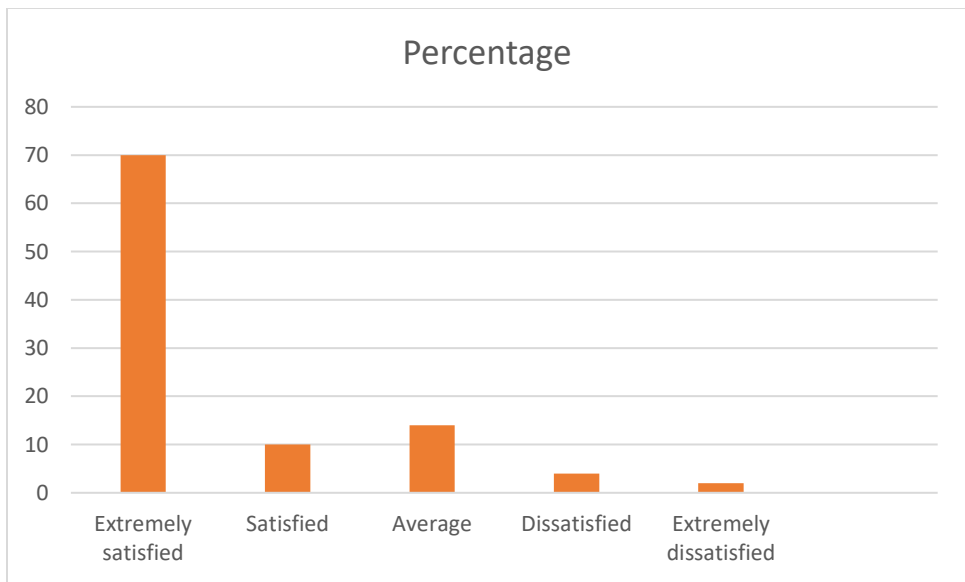
INTERPRETATION:

As per the graph,80% of the Respondents are extremely Satisfied, 14% of respondents are satisfied, 6% of Respondents are average & none of them are Dissatisfied and extremely dissatisfied with work place.

TABLE 4.3:Table showing that state the level of satisfaction towards safety

Particulars	Respondents	Percentage
extremely satisfied (ES)	35	70
Satisfied	5	10
Average	7	14
Dissatisfied	2	4
extremely dissatisfied(ED)	1	2
total	50	100

Graph 4.3: graph showing that state the level of satisfaction towards safety



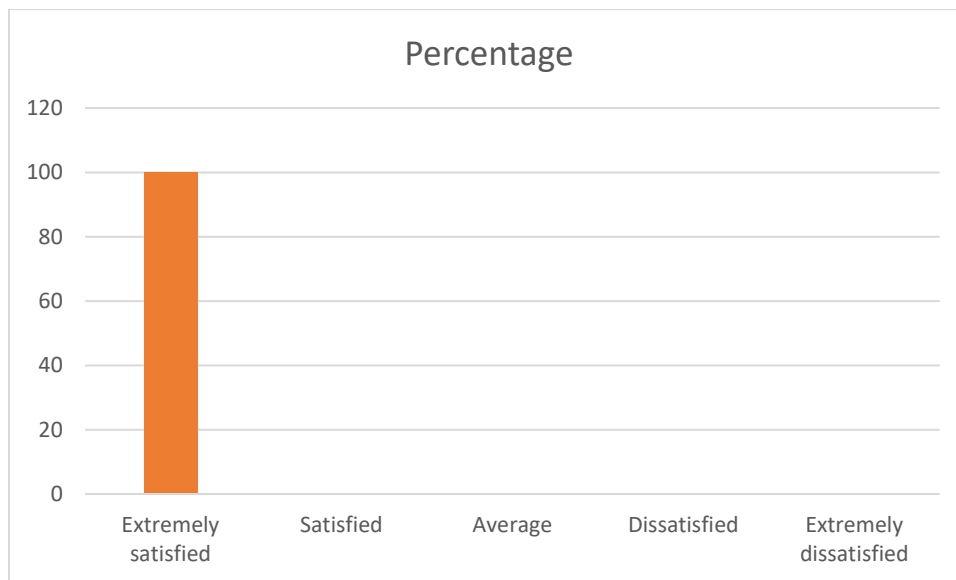
INTERPRETATION:

From the above graph it inferred that, 70% of Respondents are Extremely Satisfied,10% of Respondents are Satisfied, 14% of Respondents are Average, 4% of Respondents are Dissatisfied, 2% of Respondents are Extremely Dissatisfied with their safety measures.

Table 4.4: Table showing that state the level of satisfaction towards medical and first aid

Particulars	Respondents	Percentage
extremely satisfied (ES)	50	100
Satisfied	0	0
Average	0	0
Dissatisfied	0	0
extremely dissatisfied(ED)	0	0
total	50	100

Graph 4.4: Graph showing that state the level of satisfaction towards medical and first aid



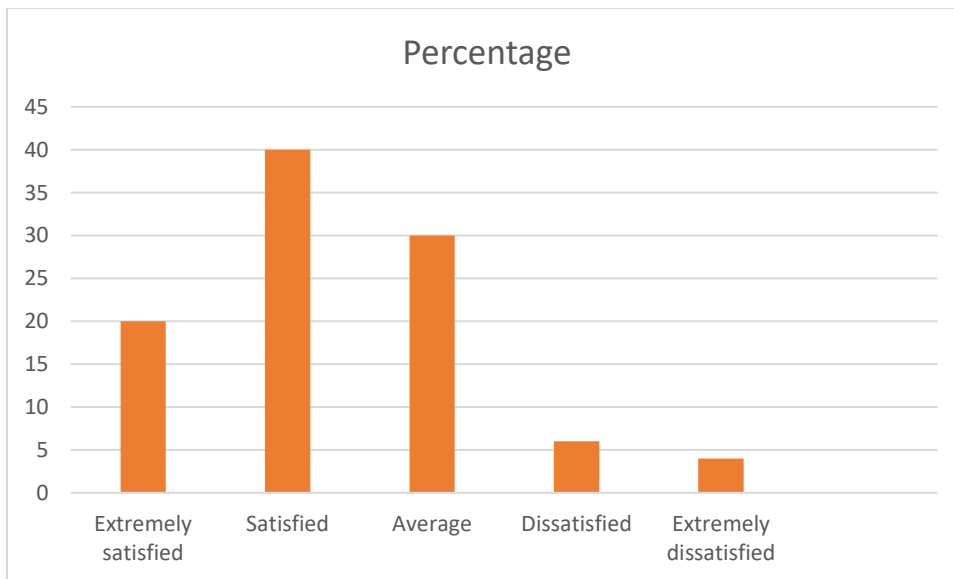
INTERPRETATION:

From the above graph it inferred that, 100% of Respondents are extremely satisfied and rest all is nil with their medical and first aid facilities.

Table 4.5: Table showing that state the level of satisfaction towards grievance

Particulars	Respondents	Percentage
extremely satisfied(ES)	10	20
Satisfied	20	40
Average	15	30
Dissatisfied	3	6
extremely dissatisfied(ED)	2	4
total	50	100

Graph 4.5: Graph showing that state the level of satisfaction towards grievance



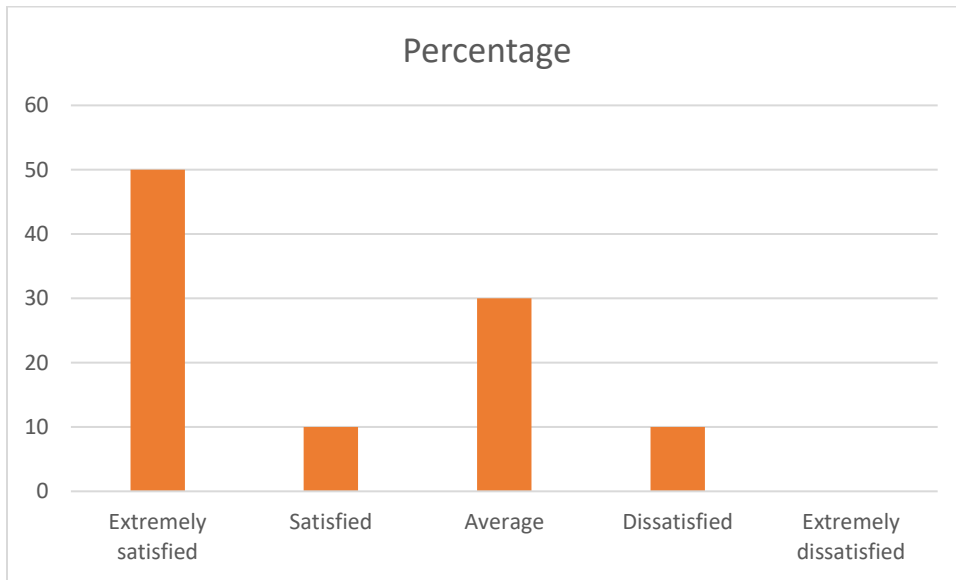
INTERPRETATION:

As per the above graph it inferred that, 20% of Respondents are extremely satisfied, 40% of Respondents are satisfied, 30% of Respondents are Average, 6% of Respondents are Dissatisfied, 4% of Respondents are Extremely Dissatisfied with their settlement of grievance

Table 4.6: Table showing that state the level of satisfaction towards beverage

Particulars	Respondents	Percentage
extremely satisfied(ES)	25	50
Satisfied	5	10
Average	15	30
Dissatisfied	5	10
extremely dissatisfied(ED)	0	0
total	50	100

Graph 4.6: Graph showing that state the level of satisfaction towards beverage



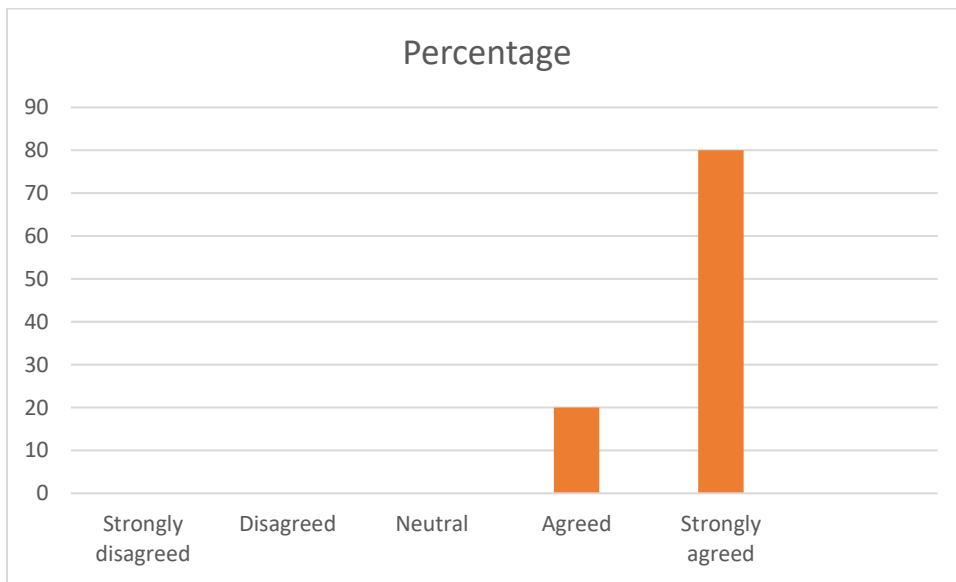
INTERPRETATION:

From the above graph it inferred that 50% of Respondents are Extremely Satisfied, 10% of Respondents are Satisfied, 30% of Respondents are Average, 10% of Respondents are Dissatisfied and nil in the Extremely Dissatisfied with the beverage .

Table 4.7: Table showing that company as provided festival advance scheme to all employee

Particulars	Respondents	Percentage
strongly disagree(SD)	0	0
Disagree	0	0
Neutral	0	0
Agree	10	20
strongly agree(SA)	40	80
total	50	100

Graph 4.7: Graphshowing that company as provided festival advance scheme to all employee



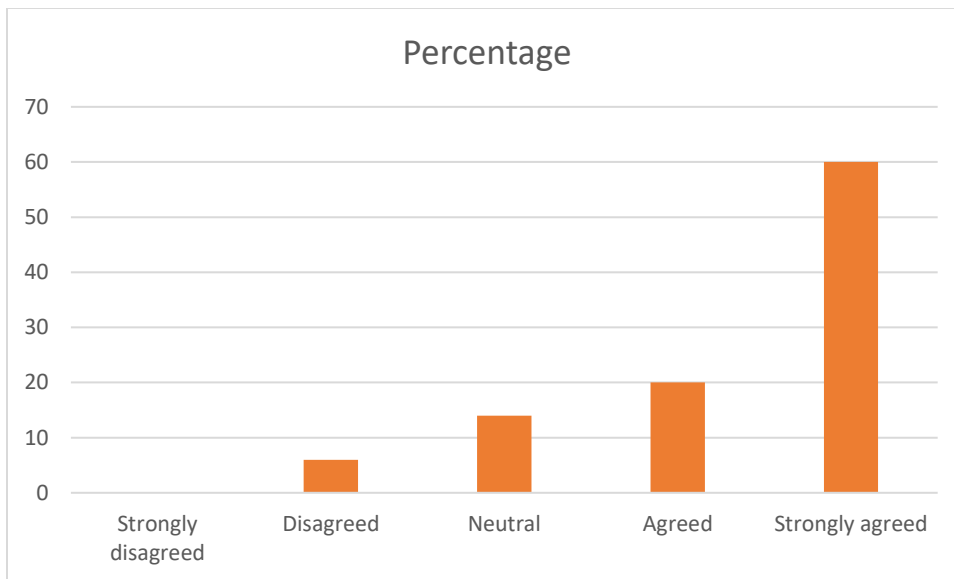
INTERPRETATION:

From the above graph it inferred that, 0% of Respondents are Strongly Disagreed, 0% of Respondents are Disagree, 0% of Respondents are Neutral, 20% of Respondents are Agree and 80% of Respondents are Strongly Agree.

Table 4.8: Table showing that company encourages to participants in decision making.

Particulars	Respondents	Percentage
strongly disagreed(SD)	0	0
Disagreed	3	6
Neutral	7	14
Agreed	10	20
strongly agreed(SA)	30	60
total	50	100

Graph 4.8: Graph showing that company encourages to participants in decision making.



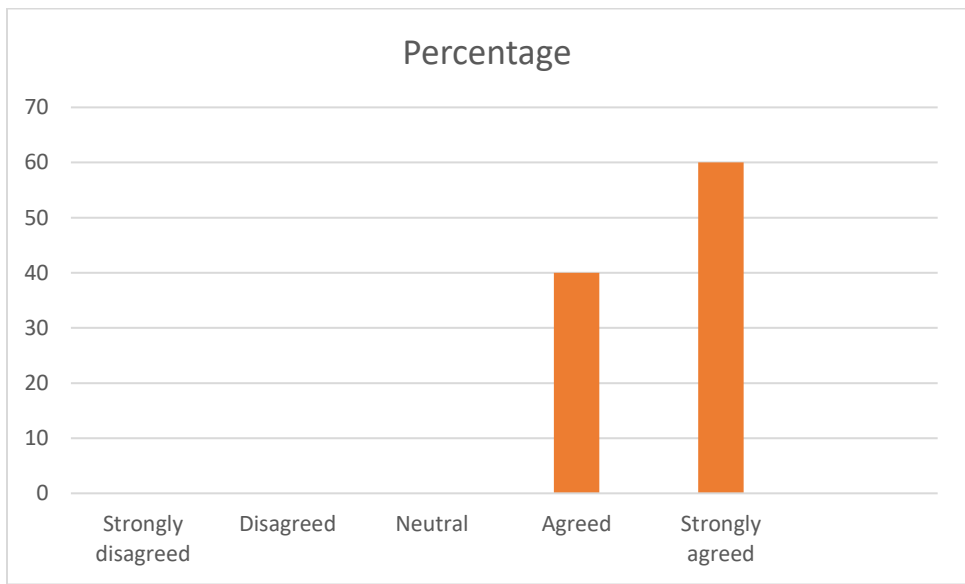
INTERPERTATION:

As per the above graph it inferred that, 0% of Respondents are Strongly Disagree, 6% of Respondents are Disagree, 14% of Respondents are Neutral, 20% of Respondents are Agree, 60% Of Respondents are Strongly Agree with their extent of participation in decision making.

Table 4.9: Table showing that satisfaction towards services provided by the company

Particulars	Respondents	Percentage
strongly disagreed(SD)	0	0
Disagreed	0	0
Neutral	0	0
Agreed	20	40
strongly agreed(SA)	30	60
total	50	100

Graph 4.9: Graph showing that satisfaction towards services provided by the company



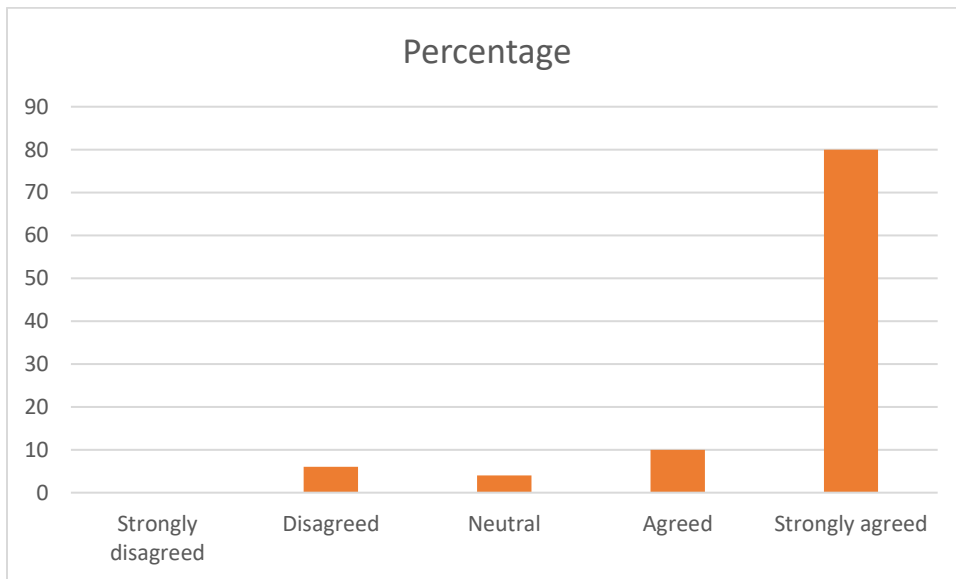
INTERPRETATION:

From the above graph it is inferred that, 0% of Respondents are Strongly Disagree, 0% of Respondents are Disagree, 0% of Respondents are Neutral, 40% of Respondents are Agree & 60% of Respondents are Strongly Agree with the services provided by the company.

Table 4.10: Table showing that , welfare measures help in solving the problems faced by employees.

Particulars	Respondents	Percentage
strongly disagreed(SD)	0	0
Disagreed	3	6
Neutral	2	4
Agreed	5	10
strongly agreed(SA)	40	80
total	50	100

Graph 4.10: Graph showing that , welfare measures help in solving the problems faced by employees.



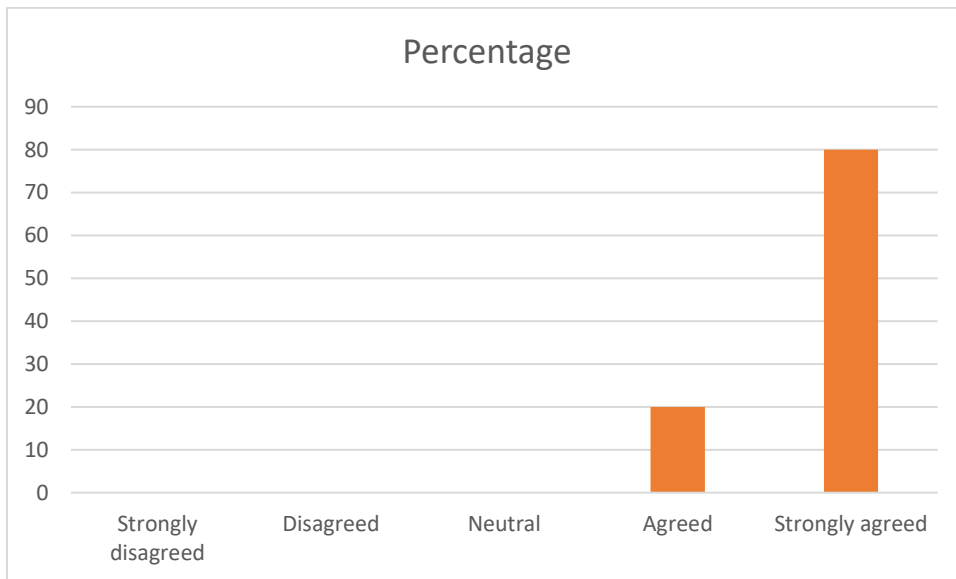
INTERPERTATION:

From the above graph it inferred that, 0% of Respondents are Strongly Disagree, 6% of Respondents are Disagree, 4% of Respondents are Neutral, 10% of Respondents are Agree and 80% of Respondents are Strongly Agree with welfare measures

Table 4.11: Table showing that, satisfaction towards the insurance and accidents benefits provided by the company.

Particulars	Respondents	Percentage
strongly disagrees(SD)	0	0
Disagreed	0	0
Neutral	0	0
Agreed	10	20
strongly agreed(SA)	40	80
Total	50	100

Graph 4.11: Graph showing that, satisfaction towards the insurance and accidents benefits provided by the company.



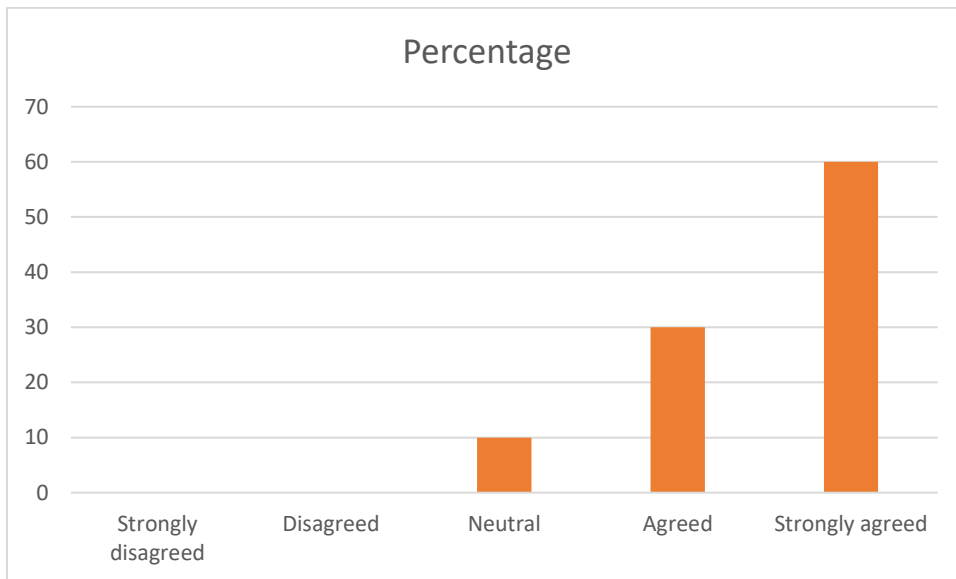
INTERPRETATION:

From the above graph it is inferred that, 0% of Respondents are Strongly Disagree, 0% of Respondents are Disagree, 0% of Respondents are Neutral, 20% of Respondents are Agree & 80% of Respondents are Strongly Agree with their insurances & accidents benefits provided by the company.

Table 4.12: Table showing that, satisfied with the withdrawal facilities in the employee provident conducted by the organisation

Particulars	Respondents	Percentage
strongly disagreed(SD)	0	0
Disagreed	0	0
Neutral	5	10
Agreed	15	30
strongly agreed(SA)	30	60
total	50	100

Graph 4.12: Graph showing that, satisfied with the withdrawal facilities in the employee provident conducted by the organisation



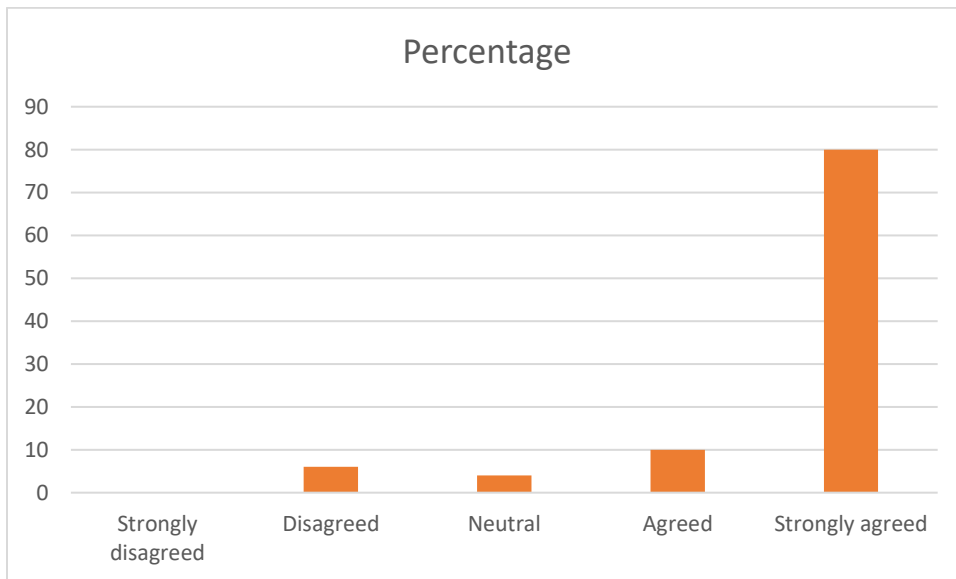
INTERPRETATION:

From the above graph it inferred that, 0% of Respondents are Strongly Disagree, 0% of Respondents are Disagree, 10% of Respondents are Neutral, 30% of Respondents are agree & 60% of Respondents are Strongly Agree with the withdrawal facilities.

Table 4.13: Table showing that , satisfaction towards welfare activities conducted by the company.

Particulars	Respondents	Percentage
strongly disagreed(SD)	0	0
Disagreed	3	6
Neutral	2	4
Agreed	5	10
strongly agreed(SA)	40	80
total	50	100

Graph 4.13: Graph showing that , satisfaction towards welfare activities conducted by the company.



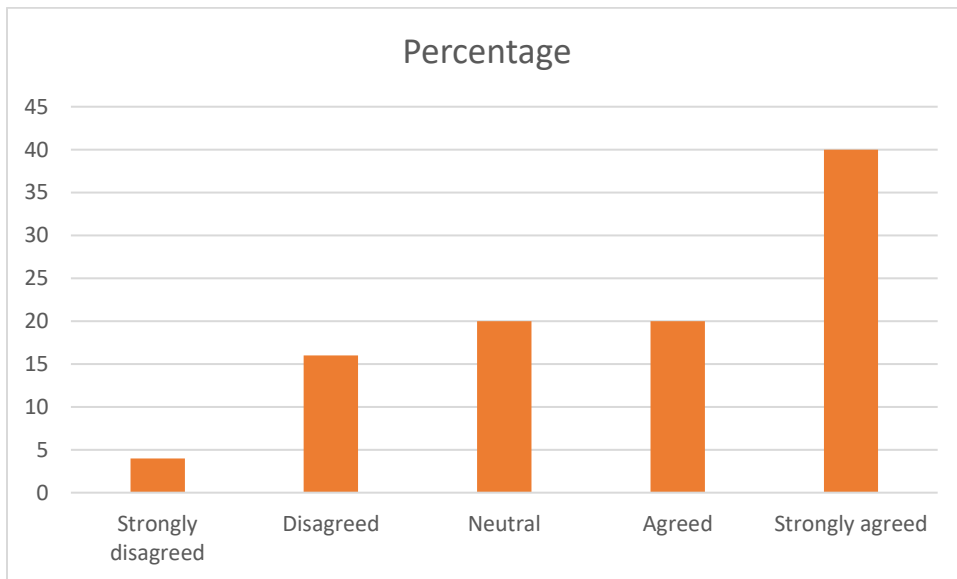
INTERPRETATION:

From the above graph it inferred that, 0% of Respondents are Strongly Disagree, 6% of Respondents Disagree, 4% of Respondents are Neutral, 10% of Respondents are Agree & 80% of Respondents are Strongly Agree with welfare activities provided by the company.

Table 4.14: Table showing that ,does the welfare benefits provided by the organisation play a motivational factor.

Particulars	Respondents	Percentage
strongly disagreed(SD)	2	4
Disagreed	8	16
Neutral	10	20
Agreed	10	20
strongly agreed(SA)	20	40
total	50	100

Graph 4.14: Graphshowingthat ,does the welfare benefits provided by the organisation play a motivational factor.



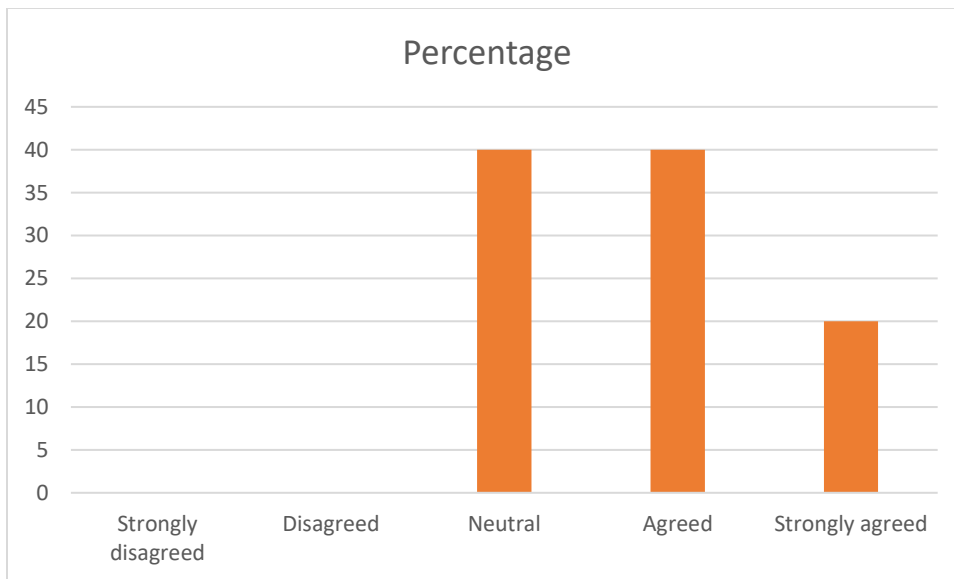
INTERPRETATION:

From the above graph it inferred that, 4% of Respondents are Strongly Disagree, 16% of Respondents are Disagree, 20% of Respondents are Agree & 40% of Respondents are Strongly Agree with thier welfare benefits.

Table 4.15: Table showing that , work place are cleaned regularly

Particulars	Respondents	Percentage
strongly disagreed(SD)	0	0
Disagreed	0	0
Neutral	20	40
Agreed	20	40
strongly agreed(SA)	10	20
total	50	100

Graph 4.15: Graph showing that , work place are cleaned regularly



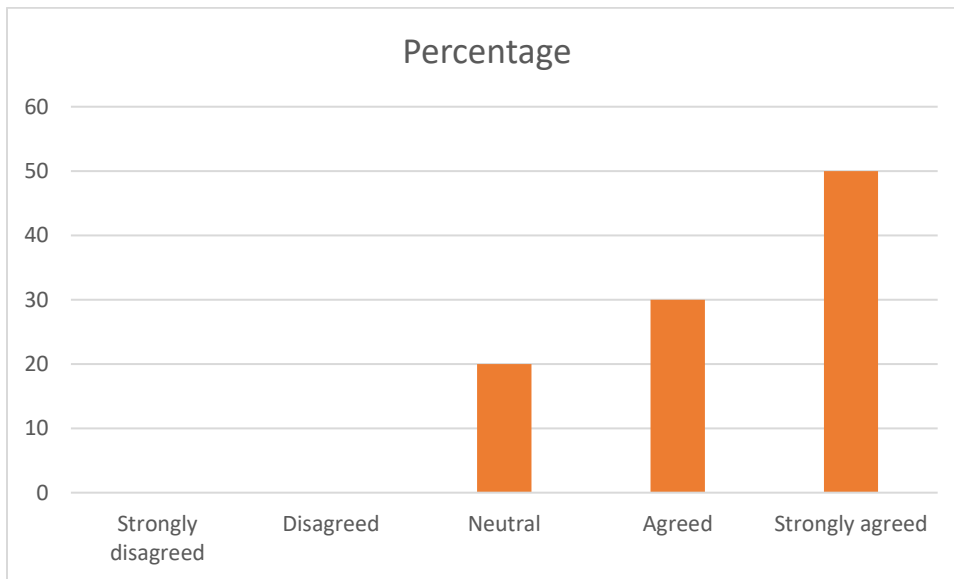
INTERPRETATION:

As per the above graph it inferred that, 0% of Respondents are both in Strongly Disagree&Disagree, 40% of Respondents are both in Neutral & Agree & 20% of Respondents are Strongly Agree their cleanliness in work place.

Table 4.16: Table showing that, employees are satisfied with training program provided in the company.

Particulars	Respondents	Percentage
strongly disagreed(SD)	0	0
Disagreed	0	0
Neutral	10	20
Agreed	15	30
strongly agreed(SA)	25	50
total	50	100

Graph 4.16: Graph showing that, employees are satisfied with training program provided in the company



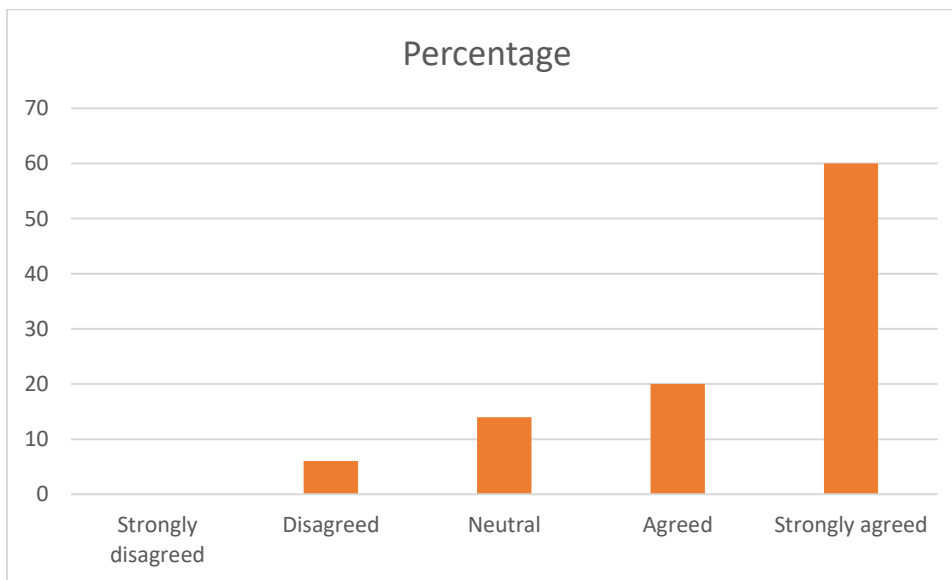
INTERPRETATION:

From the above graph it inferred that, 0% of Respondents are in both Strongly Disagree & Disagree, 20% of Respondents are Neutral, 30% of Respondents are Agree & 50% of Respondents are Strongly Agree with the training program.

Table 4.17: Table showing that , how do you rate the working environment of the organisation.

Particulars	Respondents	Percentage
strongly disagree(SD)	0	0
Disagree	3	6
Neutral	7	14
Agreed	10	20
strongly agree(SA)	30	60
total	50	100

Graph 4.17: Graphshowingthat , how do you rate the working environment of the organisation



INTERPRETATION:

As per the graph it inferred that, 0% of Respondents are Strongly Disagree, 6% of Respondents are Disagree, 14% of Respondents are Neutral, 20% of Respondents are Agree & 60% of Respondents are Strongly Agree with their working environment.

Hypotheses Test Result

Correlations

		Company Encourages participants in decision making	Satisfaction level at workplace
Company Encourages participants in decision making	Pearson Correlation	1	.472**
	Sig. (2-tailed)		.001
	N	50	50
Satisfaction level at workplace	Pearson Correlation	.472**	1
	Sig. (2-tailed)	.001	
	N	50	50

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

Interpretation:

The above table shows that the association between encourages and satisfaction are significant and positive with significant value 0.01 it means when employees get encouragement to participate in decision making process, they feel happy and satisfied. Encouragement is one of the factor which leads to satisfaction at workplace.

CHAPTER: 5

SUMMARY OF FINDINGS, CONCLUSION AND SUGGESTIONS

5.1. FINDINGS:

- 1) Work condition at KONGOVI is agreeable for specialists.
- 2) Most of them are incredibly happy with their drinking water office gave at work spot.
- 3) Employees are amazingly happy with their security measures.
- 4) All workers are very happy with therapeutic and emergency treatment office.
- 5) Most of them are happy with settlement of complaints.
- 6) Employees are amazingly happy with their celebration advance plan.
- 7) Most of workers are very happy with the degree of cooperation in basic leadership.
- 8) Few of them are in the middle of normal with the bottle office gave at work spot.
- 9) Remuneration gave to employees is amazingly fulfilled from KONGOVI.
- 10) All most all are very happy with welfare action under taken at KONGOVI.
- 11) KONGOVI has given sterile latrine office.
- 12) KONGOVI has better recreational exercises for their employees and they are amazingly fulfilled.
- 13) Workers are very happy with leaves and occasions gave.
- 14) All employees are content with their breaks given at work spot.
- 15) All most every one of the specialists are happy with recreations and sports movement.
- 16) The organization has given protections and mishap advantages to their worker.
- 17) Employees state that testing work will help up their enthusiasm on work more.

- 18) Employees are happy with their nourishment given at flask.
- 19) Quality of nourishment is useful for worker's sustenance.
- 20) Quantity is more and workers are fulfilled.
- 21) Cost of nourishment is sensible.
- 22) Majority of workers are happy with tidiness in KONGOVI.

5.2. SUGGESTIONS:

I. Great relationship ought to be kept up by the association in regard to fulfilling the worker's organization needs.

ii. Improvement in washroom office and giving supparate rest room are ladies workers.

iii. Association should lead all the more preparing projects to the workers.

V. Giving of instruction credit and lodging advance ought to be expanded by KONGOVI

vi. Ladies employees are less when contrast with men.

5.3. CONCLUSION:

Thus, by the report the staff are completely satisfied with office given of the KONGOVI and both are working for the improvement of association just as them self.

Through the review it appears employee and business are profited with the welfare office gave in the association which support the vitality in work and by that they are gaining great benefit and the execution of the employee has be perceived by their boss and has been bolstered .

On other hand I can see that employees are satisfied with their welfare office given by the organization and this fabricate relationship of worker and manager more grounded and it will help in development of organization as well.

Along these lines welfare officebe there in the association.

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ANNEXURE

QUESTIONNAIRE ON EMPLOYEE WELFARE

1. Gender :

Female Male

2. Age

16-20 20-25 25-30 30-35

35-40 above 40

3. Tenure

0-5 5-10 10-15 15-20

20-30 above 30

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

SL.NO	QUESTIONS	1	2	3	4	5
4.	Employees are aware of welfare facilities provided by Kongovi					

State the level of satisfaction

SL.NO	QUESTIONS	1	2	3	4	5
5.	Work place					
6.	Safety					
7.	Medical & first aid					
8.	Grievance					
9.	Beverage					

1. Strongly disagreed
2. Disagreed
3. Neutral
4. Agreed
5. Strongly agreed

SL.NO.	QUESTIONS	1	2	3	4	5
10.	Company has provided festival advance scheme to all employee					
11.	Company encourages to participants in decision making					
12.	Satisfaction towards services provided by the company					
13.	Welfare measures help in solving the problems faced by employees					
14.	Satisfaction towards the insurance & accidents benefits provided by the company					
15.	Satisfied with the withdrawal facilities in the employee provident fund scheme					
16.	Satisfaction towards welfare activities conducted by the organization					
17.	Does welfare benefits provided by the organization play a motivational factor					
18.	Work place are cleaned regularly					
19.	Employees are satisfied with					

	training program provided in the company					
20.	How do you rate the working environment of the organization					



ACHARYA INSTITUTE OF TECHNOLOGY
DEPARTMENT OF MBA

PROJECT(17MBAPR407) -WEEKLY REPORT

NAME OF THE STUDENT: Kavya. k

INTERNAL GUIDE: Bhagya Shree

USN: 1A217MBA27

COMPANY NAME: Kongovi Private Ltd.

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

14/19