

**PROJECT REPORT (17MBAPR407)
ON**

A study on Extra – Mural Facilities at Rail Wheel Factory

By

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1AZ17MBA29

Submitted to

VISVESVARAYA TECHNOLOGICAL UNIVERSITY,
BELAGAVI



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

INTERNAL GUIDE

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रेल पहिया कारखाना RAIL WHEEL FACTORY

भारत सरकार / Govt. of India
राष्ट्रीय रेल / Ministry of Railway

महान प्रबंधक का कार्यालय,
कर्मिका, विभाग
यहलंका, बेंगलूर- 560 064
General Manager's Office,
Personnel Department
Yehalanka, Bangalore- 560 064.

No.RWF/NG-16/355/Pt.

Dated: 18/03/2019

TO WHOM IT MAY CONCERN

This is to certify that Mr. MOHAMMAD FAHIM WARDAK (USN: 1A217MBA29), A student of Acharya Institute of Technology, has successfully completed the project with title of A STUDY ON EXTRA-MURAL FACILITIES AT RAIL WHEEL FACTORY, YEHALANKA from 03/01/2019 to 16/02/2019 is a record of work carried out by him in our organization under my guidance and supervision.

During the tenure we found his sincere and aptitude to gain knowledge.

With best wishes.

Mr. V.S NAGENDRA

Senior Personnel Officer

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ACHARYA INSTITUTE OF TECHNOLOGY

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

Date: 05/04/2019

CERTIFICATE

This is to certify that **Mr. Mohammed Fahim Wardak** bearing **USN 1AZ17MBA29** 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 Extra-Mural Facilities at Rail Wheel Factory, Yelahanka”** is prepared by him under the guidance of **Dr. M M Bagali**, 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



Signature of Principal/Dean Academics


Dr. Devarajaiah R.M.
Dean-Academics
ACHARYA INSTITUTE OF TECHNOLOGY
Bengaluru-107.

DECLARATION

I, **Mohammad Fahim Wardak**, hereby declare that the Project report entitled “Extra – Mural Facilities at Rail Wheel Factory, Yehalanka” with reference to “Rail Wheel Factory, Yehalanka” prepared by me under the guidance of Dr. M M Bagali, HOD of M.B.A Department, Acharya Institute of Technology and external assistance by **Mr. V.S Nagendra , Senior Personnel Officer**. 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, Belagavi. I have undergone a summer project for a period of Twelve weeks. I further declare that this Project is based on the original study undertaken by me and has not been submitted for the award of any degree/diploma from any other University / Institution.

Place: Bangalore

Date: 09/04/19


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 M Bagali**, HOD, Acharya Institute of Technology, Bangalore for their kind support and encouragement in completion of the Internship Report.

I would like to thank **Dr. M M Bagali**, HOD, Department of MBA, Acharya Institute of Technology, Bangalore and external guide **Mr. V.S Nagendra**, Senior Personnel Officer, Rail Wheel Factory, Bangalore, who gave me golden opportunity to do this wonderful Project in the esteemed organization, which helped me to learn various concepts.

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

Mohammad Fahim Wardak

Date:

USN: 1AZ17MBA29

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EXECUTIVE SUMMERY

MBA department under VTU university, Belgaum, carries a syllabus demanding its MBA persuaders to undergo a practical research with any of the leading organization for a duration of 45 days in the fourth semester for acquiring the industrial understanding of the work and operations of the company.

Rail Wheel Factory is a company which manufactures and deals in Rail wheels and axles, and is situated in Yahalanka, Bangalore. After having a proper discussion with internal guide and as well as external guide, I have come up with the decision to conduct a research on Extramural facilities offered by RWF to its employees.

This research includes introduction of study, objectives, research method and literature reviews. The next part includes theoretical background of the study and at last data interpretation, findings, suggestions and conclusions.

Training and learning in a classroom is important to learn the theory of the different functions of a company, but when one is sent out from the class room and is set to meet different industries, in this situation more practical skills are being learnt. In this situation the study being conducted by the student researcher exposes him/her to practical aspects of management concepts.

INTRODUCTION

1.1 INTRODUCTION TO HUMAN RESOURCES

1.1.1 Meaning and Importance:

Human resource is the least changed of 4 factors of production and (under right condition) it improves with age and practices, which no other resource can do, that is why it is termed as the scarcest and important productive resource that generates the greatest advantages for a company.

Meaning:

HR has the task of finding, screenings, selection, and training candidates, and also to take care of employee welfare activities.

It is not only the managing of skills but also the behavior and aspirations of people. When employees come to work they come with only technical abilities, knowledge, experience etc., not values, HRM will mean managing people. It is an in which manpower resources are improved not only to assist the company in hitting its goals but also the self satisfaction of the concerned people, this approach focuses on human resources development, on the one hand, and good managing of people on the other. It concentrates the human aspect of individual workers and their aspirations and need.

1.1.2 ROLE AND IMPORTANCE OF HUMAN RESOURCE

Human resource discusses the issues of management of people in an organization.

- The act of employing a good candidate for the company.
- Recognizing and fulfilling the training needs of employed staff
- Ensuring employee welfare and employee relating are positive.

- Ensuring security for employee.
 - i. **Executive role:-** in this role the HR is seen as the experts in the areas that covers human resources or managing people.
 - ii. **Audit role:-** in here HR will check other departments and the organizations as one to make sure all HR rules such as health and safety, training, staff appraisal etc are being done in reference with the company's HR rule book.
 - iii. **Consultancy role:-** in here HR department will guide managers on how to act with specific people issues in a good manner.
 - iv. **Service role:-** in here HR department is an information set used to raise awareness and tell departments and functional areas on changes in rules.

1.1.3 HUMAN RESOURCES MANAGEMENT

HRM is the strategic process to the management of a company's most important assets, the people working. those who alone and with a team contribute to the earnings of the objectives of the business. HRM is the short form for the term Human Resource Management. HRM is the organizational function which works with topics related to people such as remuneration, employing, work audit, organizational improvement, safety, wellness, benefits, employee motivation, communication, administration and training, HRM can also be performed by line managers.

DEFINITION: Quoted by Decenzo and Robbins(1994):-

“Human resource management is a process consisting of four functions, acquisition, development, motivation and maintenance of human resources.”

Quoted by Gary Dressler(1994):-

“Human resource management refers to the policies and practices one needs to carry out the people or human resource aspects of management position including recruiting, screening, training, rewarding and appraising..

1.1.4 GOALS OF HRM:

- 1) To help the company to earn its goals effectively and efficiently and by providing talented and motivated employees.
- 2) To increase and keep the quality of work life which caused employment in the company a desirable personnel and social conditions.
- 3) To help keep up moral approaches and conduct inside and outside the association.

1.1.5 KEY ELEMENTS OF HUMAN RESOURCE MANAGEMENT

1. Payroll
2. Time and presence
3. Benefit managing.
4. HRM info sys.
5. Selection
6. Training
7. Employee's service
8. Reports
9. Performance management
10. Performance appraisal
11. Compensation management
12. Retention

1.1.6 MERITS AND DEMERITS OF HUMAN RESOURCE MANAGEMENT

MERITS:-

1. Recruitment of personnel
2. Effective and efficient administration and implementation of rules and regulation,
3. Continuous monitoring and improving of personnel.
4. Salary/Compensation and benefits/ Payroll managing.
5. Employee and employer relation
6. Grievance handling.

DEMERITS:-

1. Excess expenses of the company for continuous improvement of workforce.
2. Excess expenditures on vision of the company.
3. More experience staff will be away from work more than those with less experience.
4. Those who are a work have more of the work to do on that day.

1.1.7 EXTRA MURAL FACILITY

MEANING: Extra-mural refers to, which exists outside the boundaries of an company, be that a city or school or hospital. In an educational context, extra-mural refers to activities external, but under the aegis of a university or institutions.

Facilities received by workers outside the company are known as extra-mural activities. They include better housing, indoor and outdoor sports, education and etc, the arrangement of these offices is willful before attention wasn't to the providing extra-mural activities to the workers but now it is realized that these facilities are very important for the general welfare and up-liftmen of the worker.

1.1.8 IMPORTANCE OF LABOUR WELFARE:

The need for job welfare is felt much more in our nation in light of the fact that we are creating platform for economy going for quick monetary and social advancement, the need for welfare was felt by Royal Commission on work in 1931, India.

The theory of job welfare and its need was referenced in resolution by the Indian national congress on essential rights and monetary program in its Karachi session in 1931.

The resolution requested that the association in the nation must affirm to the principals of equity and it may verify a better than average way of life. It additionally, accentuated that the state should protect the enthusiasm of mechanical specialists and should verify for them by reasonable enactment a living compensation, solid conditions or work, constrained long stretches of work. Reasonable hardware for the settlement of debate result of maturity ailment and joblessness.

1.1.9 FOLLOWING INTENTIONS AND CONTEMPLATIONS HAVE CAUSED WELFARE MEASURES:

1. It is useful in prevailing upon their representatives un-waveringness and to battle trade unionism.
2. It develops a steady worker constrain by diminishing worker turnover and non-appearance.
3. It raises the moral of employees. An inclination is created inside the employee that they are being taken care of legitimately.
4. One of the explanations behind arrangement of welfare exercises on ongoing occasions by specific businesses is to spare themselves from overwhelming expenses on overflow.
5. The rationale behind arrangement of welfare exercises by certain organizations is to improve their picture and to make an air of altruism between the work and the executives and furthermore among the board and the general population.
6. The social shades of malice pervasive in the format power, for example, betting, drinking and so on, are diminished to the base. It acquires improvement the soundness of the laborers and keeps them merry.

1.1.10 ESSAY ON THE IMPORTANCE OF WELFARE FOR LABOURS:

The essential merit of welfare is to enable workers to live a richer and more satisfying life. The welfare of the workers is in the interests of the work, employers and the whole society.

I> Benefits to the workers:

1. Welfare facility gives more and more physical and mental health to the workers and makes them happy.
2. Amenities such as housing, medical benefits, educational facilities and recreational facilities for working families help create respectable employees.

II> Benefits to the employers:

1. Staffing facility helps to increase the productivity and efficiency of employees by increasing their physical and mental health.
2. Welfare services help maintain peace with the staff of the union. The well-being of employees also helps to improve industrial and industrial peace.

III> Benefits to the society:

Worker's welfare is likewise in light of a legitimate concern for the bigger society on the grounds that the well being, proficiency and bliss of every individual speak to the general prosperity of all.

Very much housed all around nourished and all around taking care of work isn't just a resource for the businesses, yet in addition it serves to raise the gauges of industry and work in the nation.

1.1.11 TYPES OF LABOUR WELFARE SERVICE:

Broadly labour welfare services can be classified into categories:

1. In organization services (intra-mural): Services provided within the organization include medical assistance, recreational facilities, libraries, rest rooms, facilities for washing and bathing, etc.
2. Outside of the corporate collection (extra-mural): Outside of the organization, welfare arrangements include housing, housing, transportation, children's education, sports fields, vacation homes, Turkish travel facilities, non-cash loans, etc.

1.1.12 APPROACHES TO LABOUR WELFARE ARE AS FOLLOWS.

1. **Religion theory:** the religion hypothesis has two angles specifically, the speculation viewpoint and shock perspective. The speculation angle suggests that the product of the present deeds will be procured tomorrow. Any activity, regardless of whether positive or negative, is hence treated as on venture. Propelled by this conviction, a few managers plan and sort out welfare for the workers.
The amends part of the religion hypothesis suggests that the present inabilities of an individual are the consequence of the wrongdoings submitted by him beforehand. He ought to attempt to do great deed how to give penance or make up for his wrongdoings.

2. **Philanthropic theory:** fondness for humankind is the premise of charitable thought. The hypothesis alludes to the arrangement of good working conditions, crèches and flasks out of pity with respect to managers who need to evacuate the in-capacities of the specialists. The humanitarian thought is more typical in social welfare as opposed to in other ventures.
3. **Public relations theory:** As per this thought, welfare offices given by the businesses to the representatives make a decent picture of the business in the psyche of the overall population. A few managers gladly take their guests around the plant to demonstrate how well have sorted out their welfare exercises.
4. **Social theory:** the social obligation of business has been an expecting importance nowadays. The social thoughts infers that a industrial foundation will undoubtedly improve the states of society and improve the state of the representatives. Workers welfare is step by step taking the state of social welfare.

1.2 INDUSTRY PROFILE

1.2.1 HISTORY OF RAILWAYS:-

Railroads were first familiarized to India in the year 1850s from Bombay to Thane. In 1951 the systems were nationalized as one unit, the Indian Railways, getting the opportunity to be one of the greatest in the planet. IR works long division and provincial rail structure on a multi-check arrangement of wide, meter and restricted measures, it in like manner guarantee train and guide age workplaces at a couple of spots in India, with consigned coded recognizing their check, kind of power and sort of movement.

Its errand spread 26 states and three affiliation districts transversely over India, and moreover has overall accessibility to Bangladesh and Pakistan.

Indian Railways is the world's 8th most noteworthy administrator and had 1331 M agents around the completion of 2015-2016. In 2015-16 Indian Railways had livelihoods of 1.683 trillion (US\$ 25 billion) which involves 1.069 trillion (US\$16 billion) load canings and 442.83 billion (US\$ 6.6 billions) voyagers benefit. It had task extent of 90.5% in 2015-16

The verifiable setting of rail transport in India began in the mid 19th century, the focal point of the weight for structure railways in India started from London. In 1848, there was not a lone kilometer of railways line in India. The country's first railways, worked by the unique Indian projection rail course (GIPR), opened in 1850s, among Bombay and Thane. The phenomenal southern railroad Co. was set up in Britain in 1853 and took a crack at 1859.

The mind boggling southern Indian railroad association was as needs be combined with Carnatic Railway Company fit as a fiddle the south Indian Railway association.

The railways workshops were changed over to ammunition. Indian railways are isolated into 17 zones, which are moreover subdivided into divisions. The amount of zones in Indian railways extended from size to eight of each 1951, wonderful in 1966 and sixteen out of 2003. Each zonal railroad is contained a particular number of divisions, each having a divisional headquarters. There are a total of sixty eight divisions.

The present Railway Minister is Mr. Piyush Goyal, the Deputy Ministers reliable are Mr. Manoj Sinha, Minister of State for Railways and Rajan Gohain, Minister of State for Railways.

1.3 COMPANY PROFILE:

The RWF was incorporated in 1978 and built with world bank assistance of about 150 crores and has laid to the present man transportation system through railways both passenger as well as for goods all over the world

The foundation for the wheel unit of the Rail wheel factory at Bangalore was laid by the railway minister Shri Kamalapati Tripathi in October 1980. The late Prime Minister Smt Indira Gandhi inaugurated the plat on the 15th September 1984. TWF is located at Yelahanka 15km north of Bangalore Capital city of Karnataka.



HISTORY OF RAIL WHEEL FACTORY: The project of setup the RWF was sanctioned in 1973-74 the government of India cleared the proposal in 1978 and loan from the World Bank was finalized in November 1978, a team was deputed to work with company collaborators for wheel manufacturing the collaborator were M/S Griffin Wheel Company and they finalized this specification of plant and Machinery.

After detailed study it was decided to adopt cost steel technology for the manufacture of wheel through the control pressure pouring technique, development by Griffin wheel company USA and the long foreign technology for the manufacture of axel, which had been mastered by M/S Griffin Austria (Europe).

A greatest advantage in adopting the griffin technology is that the arising of the scrape wheel axels rails and heavy section of steel from the railways own system can be recycled to produce new wheel.

RAIL WHEEL FACTORY ORGANIZATION: Rail Wheel Factory was build with the assistance of the world bank at a cost of about 150 crores and was inaugurated on September 15th 1984, the organization was established cater to the needs of the Indian railways by supplying wheels, axels and wheel sets of various types, social causes is the other objective with in which the organization was set up.

LOCATION: The organization is located at 16 km away from the Bangalore city at Yelahanka. The organization is connected by road and the rail, the nearest railway station being the Yelahanka station.



Rail Wheel Factory
Yelahanka, Bangalore



हिन्दी
Pledge Website



1.4 THE STRUCTURE:

The organization is the production unit under the ministry of railways it falls under the heavy industrial classification. The main activity of the organization is to provide quality wheel, axels and the wheel set to the Indian railways and also to use the surplus capacity of plant to produce wheels, axel and the wheel sets to customer other than Indian railways.



The organization a team of officers assists in different departments who look after the multifarious activities. The organization has in the factory premises two main shops viz, the wheel shop and the axel shop. A part from these two main shops, a number of support shops functions in tandem to give a quality output.

LAND AREA: The RWF stretches out at a territory of 117.7 hectares.

(In hectares)

Plant Area	Constructions	77.30
Building area	East part	13.36
	West part	27.11
	Total	117.77

1.5 CORPORATE OVERVIEW:

Rail Wheel Factory is situated in Bangalore, India. It is a central plant, connecting greater part of the prerequisite of wheels, axels and wheel Sets for the Indian Railways. The extra limit accessible is beneficially used to satisfy the local need for no railroad clients and fares. RWF endeavors to construct fruitful and enduring associations with its clients by reliably surpassing their desires. Client center and quality remain our watchwords. All items are exposed to stage and last review. This incorporates smaller scale/full scale properties of the material, attractive molecule assessment, beginning from the substance organization of the metal till testing, ultrasonic testing, hardness, war page, dimensional meters, surface completion and so on.

Every one of our items are gone with a Quality Assurance Certificate and convey a guarantee of one year from shipment. RWF has the full ability plan and assembling any size of wheels, axles wheel sets to suit singular client's unique prerequisites.

Amid April 2013, RWF has been recertified by M/s Indian Register Quality System (IRQS), with most recent form of Integrated Management framework (IMS) including (1) quality administration framework adjusting to the gauges of ISO 9001;2008, for assembling of wheels, axles and wheel sets, (2) condition Management System to the models of (CHSAS) 18001;2007, for all exercises identified with production of wheel, axel and wheel sets, bolster exercises flask, Hospital, Kendriya Vidyalaya and upkeep foundation in Township.

1.5.1 Departments

Personal Department: The personal department looks after the works associated with selection training and induction and allied works, a chief personnel officer is assisted by senior personnel officers heads this department. This departments also looks after the industrial relation at wheel and axel plant have been cordial and no man days were lost year 2000-01. A staff council consisting of staff representatives functions satisfactory resolves various issues connected with the staff.

Participation of staff in various activities like planning, technological up gradation quality etc, is encouraged through suggestion scheme. The staff council members function as members in various committees connected with safety committee allotment of quarter's committee etc.

Grievances register is maintained for recording of any grievances by the staff, welfare inspectors intervene for taking necessary remedial action. A system of periodical analysis of grievances is introduced with a view to improve the system and to eliminate the basic cause of the grievances to avoid recurrence of such grievances.

Civil department: The civil department of the wheel and axel plant has a specific role to play this department takes up the works associated with and of civil nature. The department also maintains the quarter that is provided to officers and staff. The wheel and axel plant has total land area of 29 acres and the civil department manager works that have been taken up and completed by the civil department.

- Construction of health inspector room in railway hospital
- Design, construction commissioning and maintenance of swimming pool
- Construction of shed for dumping hazards was inside factory premises
- Wood work, color washing and distempering of quarters
- Additional accommodation for wheel final processing shop
- Construction of storage area for dissolved acetylene and oxygen gas cylinder
- Construction of holiday home
- Repairs Toronto flooring in wheel and axel shops

- Extension of billiards room
- Provision of storage facility of axels in the factory
- Modification to existing sewer lines in the factory area
- Laying and repairs to the existing roads inside the factory and colony

The civil department also maintains lawns and gardens in the factory premises and colonies. This department contributes significantly for the rail wheel factory's periodical participation in the flower shows society, Bangalore and has won a number of prizes. This department is headed by a deputy civil engineer who is assisted by executive engineers and assistant engineers.

Store department: This department is vested with the procurement of material for production. The department has a headquarters office which manages the activities of procuring the inventory. The storing of the issues of the material are done in the general store department situated in the factory premises. A controller of store who is associated by deputy controller of stores heads this department. The senior stores officer and assistant controller of stores play vital role in procurement of the materials.

1.5.2 The Production process

Wheels are manufactured by state of art “ Cast Steel technology ” through continuous pressure pouring process developed by M/S Griffin wheel company, USA. In this process, scrap, from railways is melted in electric furnaces. The molten steel taped into the ladles is transferred to the pouring pit, which is then forced into specially graphite moulds through controlled pneumatic pressure to form wheels.



The wheels on easing go through the heat treatment process to develop optimum physical and metal logical characteristics. Each wheel is subjected to rigid international standards of quality control, including magnanimous and ultrasonic tests.

Axels are manufactured by foreign vacuum degassed steel blooms in a precision GFM long foreign machine. Heat treated and then finished in the series of highly productive special machining centers to the customer's specification.

Assembly of wheel set is done on the highly automated Farrell machine with set limits of interferences and close control on molding rates and pressure.

1.6 Product profile:

The products are:-

- Wheels
- Axels
- Wheel sets.

1.6.1 Types of Wheels Manufactured

1. Box – N type.
2. M G loco (meter gauge locomotive)
3. CE 36 (Exported to USA)
4. CE 40 WF.
5. 915 Wagon Wheel (for defense purpose)
6. Box – N Wagon
7. IC BG.
8. 840 flat Wagon.
9. MG coach.
10. 844 flat Wagon

1.6.2 Types of Axels:

1. BG BOX – N Wagon Axel.
2. BG Loco Axels.
3. MG Loco Axels.
4. BG Coach Axels.
5. MG Coach Axels.
6. EMU Axels.

Quality Control: Quality control is achieved by Rigid Inspector to the required standards with the assistance of various testing equipments. Some of the important testing equipments used in the process are given below

- Direct reading spectrometer.

- Ultrasonic detection of internal flaws in wheel and axels.
- Universal tensile testing machine for physical analysis.
- Combined hardness tester for determining the hardness.
- High magnification microscope for taking photomicrographs.
- Pollution monitoring.
- In process hardness measures.

As a backup, a modern metallurgical and chemical laboratory has been set up with qualified staffs that are entrusted with the responsibility of continuously monitoring the products at various stages to ensure consistent quality.

1.7 SWOT ANALYSIS

1.7.1 Strengths: -

Rails wheel factory's strength lies in the technology adopted for manufacturer of wheel and axels. There has been no service failure till date.

- Trained, talented and devoted representatives submitted the board.
- Flexibility underway and supply of items with various item blend.
- Development of new item according to particular or drawing
- Compleitive cost.
- Complete data of neighborhood (LAN) framework for simple discernibility.

1.7.2 Weakness:-

- Liberalization and dumping tendency of other firms, especially from foreign country.
- Government policies.
- Changing pattern of requirements of rolling stock by Indian railways.
- Inability to manufacture wheels in small quantities due to the target fixed or manufacturing cost.

1.7.3 Opportunities: -

- Determine and review the requirements of related products.
- Planning production process and identifying the additional resources required for manufacturing and supply of new products.

- Exporting to USA, Malaysia, Korea, South Africa, Srilanka and Sudan.

1.7.4 Threats:-

- Competition from foreign railway industries

1.8 Vision and Mission of Rail Wheel Factory:

1.8.1 Vision:

To turn into an eminent worldwide pioneer in the matter of creating and assembling steel railroad Wheels and fashioned Axels and flawlessly gathered Wheel Sets.

1.8.2 Mission:

To rise as one of a kind worldwide community for structure, improvement and assembling phenomenal by up-evaluating our quality, trustworthiness and esteem expansion in purposeful and proactive way.

1.9 Milestone of Rail Wheel Factory

Milestones of 2016:

- ✓ The Wheel for Milk Tank Wagon & Wheel Set for Kolkata Metro Manufactured at RWF. As a part of Make in India Shri. Rajen Gohain, Hon'ble Minister of State for Railways Inaugurated the Wheel Set. Dated Sept 2016.
- ✓ RWF was re-certified for Integrated Management System encompassing ISO-9001,ISO-140001 & OSHAS-180001. Dated May 2016.

Milestones of 2017:

- ✓ RWF was certified with AAR-QA 5000. Dated June 2017.
- ✓ RWF has been recommended for certification of ISO-50001-2011 for Energy Management System (EnMS). Dated July 2017.
- ✓ RWF has been awarded "Excellent Energy Efficient Unit" by CII. Dated Sept 2017.
- ✓ RWF is certified with Five "S" Workplace Management System. Dated Nov 2017

Milestones of 2018:

- ✓ RWF acquired patent for "Improvised Pouring System". Dated March 2018.
- ✓ RWF re-certified for AAR-QA 5000. Dated April 2018.
- ✓ RWF awarded with "GreenCo Certificate" during the GreenCo Summit. Dated June 2018.
- ✓ RWF Admin Building awarded Platinum Rating Green Building by IGBC. Dated Nov 2018

1.10 ANALYSIS OF FINANCIAL STATEMENT:

PROFIT AND LOSS ACCOUNT:

Particulars	Mar 2017	Mar 216
INCOME		
Revenue from operations [gross]	2,881.01	2023.09
Deduct : excise/service tax/other levies	169.76	161.02
Revenue from operation [net]	2018.25	1862.07
Other operating revenues	154.62	154.20
Total operating revenues	2172.87	2016.27
Other income	3.19	1.86
Total revenue	2176.06	2018.13
EXPENSES		
Cost of materials consumed	1423.81	1326.10
Inventory changes of FG, WIP, and stock in business	5.56	2.51
benefit expenses of employees	252.34	225.06
Finance costs	47.79	57.58
Depreciation and amortization expenses	63.92	60.54
Other expenses	304.37	290.11
Total expenses	2097.79	1961.80
	Mar 2017	Mar 2016
Profit or loss ahead of unprecedented items and tax	78.27	56.33
Profit/loss ahead of tax	78.27	56.33
Tax charges- extended activities		
present tax	18.35	12.60
Less: MAT credence authorization	0.00	0.00
Altered tax	0.61	3.74
All tax expenditures	18.96	16.34
Profit/loss after tax and before extra-ordinary items	59.31	39.99
Profit/loss from continuing operations	59.31	39.99
Profit/loss for the period	59.31	39.99

BALANCE SHEET:

LAIBILITIES	Mar 2017	Mar 2016
Origins of wealth		
All together contributed assets	12.03	12.03
Investment share capital	12.03	12.03
Inventory	448.32	396.13
Net worth	460.35	408.16
Secured loans	154.71	206.95
Unsecured loan	127.66	129.10
Total dept	282.37	336.05
Total liabilities	742.72	744.21
ASSETS	Mar 2017	Mar 2016
Application of funds		
Gross block	1148.66	1091.77
Less: Accum. Depreciation	622.32	573.36
Net block	526.34	518.41
Capital work in progress	21.93	16.74
Investments	10.95	11.31
Inventories	279.23	266.50
Sundry debtors	415.79	377.81
Cash and bank balance	10.38	4.96
Total current assets	705.40	649.27
Loans and advances	100.70	93.35
Total CA, loans and advances	806.10	742.26
Current liabilities	597.58	510.25
Provisions	25.02	34.62
Total CL and provisions	622.60	544.87
Net Current Assets	183.50	197.75
Total Assets	742.72	744.21

CHAPTER – 2

2.1 Theoretical Background of the study:

A labour welfare program service purpose is taking care of life's basic amenities it builds a sense of loyalty on the employees towards the organization. Secondly, by providing quicker services from the employees.

Thirdly, various labour welfare measures, by welfare activities to workers an organization gains through improved or taking care of the basic needs of life, make the worker devote his time and attention to the organization's task.

This in its turn, improves his productively and yield. As properly remarked "As alluring bundle, which give benefits over the span of a representative's vocation privileged insights to pull in and hold the better laborers and at the same time upgrade their spirit." The association additionally gains monetarily by getting a charge out of certain duty concessions offered for burning through cash on worker welfare.

Measures of Labour Welfare: international labour organization has divided labour welfare measures in two broad categories, Intra-Mural and Extra-Mural. While that form is important for providing a health, work environment, the latter is important for motivating the worker and providing them social security. The major components of these two facts of labour welfare are listed in below table.

Extra-mural welfare Amenities
Insurance (gratuity, pension, PF etc)
Benevolent fund
Maternity benefits
Health and medical facilities
Family planning
Education facilities
Recreation facilities
Leave travel facilities
Workers cooperatives
Vocational training
Transportation

These offices and advantages can be additionally grouped into given by enactments and those gave intentionally by the executives or because of bipartite settlements among the executives and the worker's organizations.

2.2 LITRATURE REVIEW:

Author/Researcher	Title of the Article/study	Objectives, Outcome or Findings	Gap Identified
<p>1. Salunke, G N. (Apr 2015)</p>	<p>“Impact of Welfare Measures on QWL Employees in Cooperative Sugar Factories, Nashik Region in Maharashtra, India”</p>	<p>Overview uncovers that the vast majority of the representatives are very profited with the welfare measures given by the industrial facilities and show uplifting disposition towards the arrangement of the welfare measures. It is seen that lion's share of the representatives are very happy with the welfare measures given by the sugar processing plants.</p>	<p>The geographical difference in study of Welfare measures affecting employee satisfaction does not match to that of the current location. There are different situational factors which cannot be generalized for both.</p>
<p>2. Swapna, P. (2011)</p>	<p>“Employee/Labour Welfare Measures in Singareni Company Limited”</p>	<p>To see if the strategies and techniques relating to welfare measures are accomplishing the ideal outcomes, their belongings must be examined continually and wherever conceivable recommendations must be offered with respect to what all the more should be finished.</p>	<p>Much difficulty is faced to collect the required and reliable information from the workers and trade union leaders because of their low level of education and awareness on the rights and provisions of operating workers.</p>
<p>3. Worku Mekonnen Tadesse. (2017)</p>	<p>“Employee Welfare Measures in Leather Products Manufacturing Enterprises in Addis Ababa, Ethiopia and Its Implications for Employees Job Satisfaction”</p>	<p>From the examination of the investigation it very well may be presumed that lesser consideration was given to representative welfare measures by calfskin items fabricating ventures that have been considered for this examination.</p>	<p>Given the predetermined number of concentrates on this subject with regards to Ethiopia, this investigation might be a messenger for a much thorough study.</p>

4. Patro, Chandra Sekhar. (2015)	“Employee Welfare Measures in Public and Private Sectors: A Comparative Analysis”	A similar report was attempted to realize the fulfillment dimension of the workers on the enforceability of different welfare measures in both the general population and private division associations. The examination additionally illuminates effect of welfare measures on the representatives' execution.	The author’s research discusses about the enforceability of the welfare measures where as my study is based on satisfaction level of employees through welfare measures
5. Susan Tinsley Gooden; Bailey, Margo. (2001)	“Welfare and work: Job-retention outcomes of federal welfare-to-work employees”	This investigation looks at the specific type of employment consistency standards of Welfare-to-Work and non-Welfare-to-Work representatives working in comparative occupations, recommending another approach to gauge work maintenance results of welfare beneficiaries.	The study here focuses mainly on retaining the employees by use of welfare facilities and not on the employee satisfaction.
6. Ramana T. Venkata (2015)	“A study on employee welfare measures with reference to south central railways in India”	This investigation led with destinations of welfare measures in South Central Railways and its effect on representative fulfillment Finally, results drawn with premise of perceptions are Extra-Mural especially on Sports, Cultural, Library, Reading, Leaves on movement.	Author’s study was conducted in year 2015, and my study is based on the activities and truths of 2019.

<p>7. Prabhakar, Rajeev; Mishra, Sonam. (2016)</p>	<p>“A Comparative Study of Employees Welfare in Nationalize Bank and Private Sector Bank”</p>	<p>The principle target of the investigation is to comprehend the Employee Welfare Practices embraced in State Bank of India (open part bank) and HDFC (private division bank) and furthermore to, to contemplate the sentiment of the worker in representative welfare rehearses with in State Bank of India and HDFC Bank.</p>	<p>The author’s objectives are set towards banking Industry, whereas my study is based on Railway industry.</p>
<p>8. Kurup, Priyanka; Rishi, Parul (2016)</p>	<p>“A Study of Employee Welfare and Performance Appraisal Practices in Relation to Organizational Climate in Public and Private Sector Insurance Companies of Central India”</p>	<p>Human asset improvement rehearses are executed out in the open and private protection segments in a serious way and a focused workplace.</p>	<p>Author’s study is based on Insurance companies, whereas my study is based on Rail Wheel Factory.</p>
<p>9. Basu, Protik (2015)</p>	<p>“A model-based approach of flexibility and its impact on organization and employee welfare in lean environment”</p>	<p>A creative model has been produced for an assembling framework in lean condition to analyze the current 'welfare' state which is considered as a mix of a lot of welfare parameters for both the workers and the association.</p>	<p>There is a significant difference between the research methodologies that the author has used with respect to mine.</p>
<p>10. Ganesh, Anjali</p>	<p>“The Impact of Welfare Measures on Employee Satisfaction at Mangalore Refinery and Petrochemicals Limited”</p>	<p>Substantial funds have to be allocated towards the social security and welfare activities by the Government in general and the organizations in particular for the improvement and development of welfare measures for the employees</p>	<p>Sampling technique used in author’s study is different with the sampling technique I have used.</p>

11. Patro, Chandra Sekhar. (2012)	“Employee Welfare Activities in Private Sector and Their Impact on Quality of Work Life”	The fundamental reason for worker's welfare is to improve the life of representatives and keep them cheerful and battled. An examination was embraced in Visakhapatnam District at Andhra Pradesh, India to recognize the different worker welfare exercises polished by various private division endeavors and its effect on the nature of work life of the representatives.	The place of research conducted in author’s study is distant and different to that I have choosen.
12. SAMEER MANANDHAR (2015)	“ OF WELFARE FACILITIES ON THE PERFORMANCE OF EMPLOYEES IN NGOs IN NAIROBI”	The findings of the study are as follows: a. None of the respondents have any major problem with any of the welfare facilities as none of the respondents have given any rating for poor. b. According to our study we found that 80.77% of the respondents are aware about all the Welfare facilities provided by the Kenya Red Cross Society. The company needs to give clear briefing about all the facilities to all its members	The findings of authors study does not match to the findings of my study.
13. Dr.K.Lalitha (2014)	“A STUDY ON EMPLOYEE WELFARE MEASURES WITH REFERENCE TO IT INDUSTRY”	Human asset assumes an essential job in any association .worker welfare offices are worry to this office, in the event that the representative content with welfare offices, at that point just the efficiency of that association can be expanded. In view of the investigation of Employee	Objectives set to study are different in authors study and research to that of objectives that I have set for my study.

		Welfare Facilities in IT industry unmistakably the organizations are sharp in the advancing all the welfare offices gave.	
14. Dr. Arjita Jain (2016)	“STUDY OF EMPLOYEE WELFARE & BENEFIT PRACTICES AT INDIAN OIL CORPORATION LIMITED”	Majority of the employees were of the opinion that “health & safety” is more important than training and other welfare activities	Concepts used in the authors study does not match to the concepts I have used in my research.
15. Shobha Mishra and Dr Manju Bhagat	“Principles for successful implementation of labor welfare activities”	The object of welfare exercises is to Promote financial improvement by Increasing creation and efficiency. The basic guideline is to make the laborers given ungrudgingly Their devoted administrations in the real soul of co-task, for commitments consequently, intentional and mandatory, acknowledged by the representative towards the general prosperity of the workers.	The authors study’s focus is on implementation of the labor welfare whereas focus of my study is on satisfaction of employees.
16. Simion Nyakwara*1 , Dr. John Shiundu (2014)	“Evaluation of Employee welfare Facilities as an Intervention strategy of Industrial Unrest on Organization Performance: Case of Mumias Sugar Company”	That MSC laborers shaped welfare affiliations which empower them meet certain goals and necessities which generally the association might not have been in a situation to completely meet. The goal of these welfare offices is raising workers' ways of life	The author group of study has an association with objectives, whereas there is no association or group in my research.
17. Chandra Sekhar Patro (2017)	“Espousal of Welfare Schemes: A Means for Employees' Satisfied	The welfare offices improve the authoritative relations, and furthermore upgrade the capability and	The industry chosen for the study is way too different from the

	Work Life with Reference to Pharmaceutical Companies”	viability of the representatives. The representatives' work life is indispensable, as they are the mainstays of an association.	industry that I am conducting a study on.
18. BONICE JEPKEMOI KEITANY (2014)	“PERCEIVED RELATIONSHIP BETWEEN EMPLOYEE WELFARE PROGRAMS AND EMPLOYEE PERFORMANCE AT KENYA PIPELINE COMPANY”	The findings in this study indicate that employee welfare is a major concern at KPC. From the findings it can be revealed that there are various systems of employee welfare services as KPC the results are consistent with Friedlander (2006) who argues that employee welfare is a very broad area of interest.	Authors study discusses about the perceived relationship between employees where my topic discusses direct relationship of employees and the management.
19. Bhawna Mishra (2012)	“A STUDY OF EMPLOYEES WELFARE SCHEMES WITH A SPECIAL REFERENCE TO IOCL EMPLOYEE”	Based on overview led In IOCL, Mathura Refinery, entitled on representatives welfare, we infer that Mathura Refinery is giving great welfare offices to the workers yet a portion of the worker who are still demonstrated their disappointment might be advised and their complaints must be changed to accomplish 100% fulfillment level.	Research methodology of the author’s study is not matching to the research study of my topic.
20. K. VIJAYARANI (2015)	“EMPLOYEES WELFARE MEASURES TOWARDS PRODUCTIVITY OF NEYVELI LIGNITE CORPORATION LIMITED”	The present examination saw that, welfare estimates are having positive and critical impact on efficiency at the Neyveli Lignite Corporation. The intramural welfare offices will straightforwardly impact representative profitability. When this relationship is set up, high worker profitability may prompt high fulfillment	There is a significant time difference at which the author’s research was conducted and the time I am conducting the research.

CHAPTER - 3

3.1 TITLES OF THE STUDY:

“A STUDY ON EXTRA MURAL FACILITY PROVIDED AT RAIL WHEEL FACTORY, YELAHANKA BANGALORE”.

3.2 STATEMENT OF PROBLEM:

Are employees well-satisfied with the extra-mural activities prepared for them by organization?

What are the factors of employee satisfaction and dissatisfaction?

What is employee’s satisfaction or dissatisfaction level?

3.3 OBJECTIVES OF RESEARCH:

1. To find out various welfare facilities provided at RWF.
2. To propose medicinal measures to improve the representatives welfare at RWF.
3. To suggest suitable measure for improving employees safety and health.
4. To analyze the satisfaction level of the employees across the different level of management.

3.4 SCOPE OF STUDY:

It includes employees who are working in Rail Wheel Factory, Yelahanka. It takes into consideration the factors which have an impact on the employees satisfaction on extra mural benefits. It also helps to identify the feedback and suggestions of the present system.

It will help the researcher to get practical knowledge about the employees satisfaction level.

3.5 RESEARCH METHODOLOGY:

Introduction: Research is a process of looking out for information, or either creating them by help of examinations held practically and successfully interpreting the results. The philosophy also discusses the examination issues which may be faced while conducting the test.

Research may build theory and test it. In this, we understand the various advances that an analyst usually takes into account his exploration problem along with the logic behind them.

Research should be based on a significant truth of the truth. A good reason for research inductive research A better help to find out to break the facts, a logical method of research should be created and the result of intelligent translation.

Research issues come in specific ways for a coherent examination that the boss may use to work or arrange it.

Research design: An exploratory configuration is entirely and essentially an edge work program for an examination that controls the accumulation and verification of information. In this research, the analyst has accepted the graphic research project.

Descriptive research design: These include the studies and the reality that includes various questions. It basically shows something, for example, a statistic of workers. This image management manages the offer's bidding for what's worth and analysts do not impact on responsiveness.

Data collection: Data collection is one of the most important parts of the research. It is critical to carry out any accurate information at risk. The data collected through the research system must be accurate and enforceable.

Primary Data: Information collected by the expert is known as essential information. This person has been collected by someone to exploit the discoveries. This is considered as the first-hand data. This information is collected by us to meet your specific reasons. Information is collected by polling methods filled with representatives in different posts. This technique is known to collect information, especially in large associations.

Secondary Data: Secondary information includes information that is currently available, they refer to information that has been recently collected and reviewed by another person. This type of data can also be used by the analyst for their use as second data sources through which help information can be collected. Auxiliary information can distribute unpublished information or information.

The research approach: Sampling

The tool used: Questionnaire

The subjects: The employees of the organization.

Sampling:

This is the way to select an agent subset of all people outside of the country for information to check the total population that is known as a subset as a test. Estimated sample to check 50 selected agents. The unit review methods in this research are the residence check.

Convenience sampling: In this technique the example units are picked basically based on the comfort to the specialist.

Statistical tools used:

- A. Simple percentage analysis
- B. Likert Scale Analysis

Likert Scale Analysis

The Likert scale is a psychological scale that is usually involved in research using the questionnaire. This technique is widely used to respond to scalability in research, so that the term is often used as a substitute for ranking scales or more accurately than the Likert scale, even if the two terms are not synonyms. Scale named after his inventor, psychologist Rennes Likert.

The structure of five-level Likert scale is:

1. Strongly disagree(range 1)
2. Disagree (range 2)
3. Neither agree nor disagree(range 3)
4. Agree(range 4)
5. Strongly agree(range 5)

Questionnaire:

The questionnaire is arranged so that is right the extensive destinations of the examination. Numerous decision of poll embraced in this exploration.

3.6 HYPOTHESIS:

- **Null Hypothesis (Ho):** The employees of RWF are not well-satisfied with the Extra-mural activities prepared by the factory

- **Alternative Hypothesis (Ha):** The employees of RWF are fully and well-satisfied with the extra-mural activities prepared by the factory.

3.6.1 OUTPUT OF HYPOTHESIS TEST THROUGH (SPSS):

Correlations

		2. Extra mural facilities	5. Housing Facility
2. Extra mural facilities	Pearson's Correlation	1	.873
	Significance		.000
	No	50	50
5. Housing Facility	Pearson's Correlation	.87*	1
	Significance	.000	
	No	50	50

- In the above table we are able to see that the Pearson's Correlation Coefficient is 0.873 which shows that both our variables are highly correlated.
- Also shows that LOS is 0.00 which less than 0.05 and correlation is significant.

Correlations

		2. Extra mural facilities	4. canteen usage
2. Extra mural facilities	Pearson's Correlation	1	.810
	Significance		.000
	No	50	50
4. canteen usage	Pearson's Correlation	.810	1
	Significance	.000	
	No	50	50

- In the above table we are able to see that Pearson's Correlation Coefficient is 0.810 which show that our variables are highly correlated to each other.
- Also shows that LOS is 0.00 which is less than 0.05 and the correlation is significant.
- No of respondents (50) is shown by N.

3.7 LIMITATIONS OF STUDY:

- The study is conducted on only 50 sample size.
- Primary data collection is time consuming.
- The study needed more amount of time than it was given.
- It had been difficult to meet the respondents and gain information as they were busy with their work
- The respondents were not open in sharing the information and feedback.

3.9. CHAPTER SCHEME:

- **Chapter 1 : INTRODUCTION**

As backdrop of theoretical aspects relating to Industry Profile and details regarding the history of the company (Rail Wheel Factory, Yehalanka).

- **Chapter 2 : CONCEPTUAL BACKGROUND AND LITERATURE REVIEW**

A literature review relating to job satisfaction is discussed in this part.

- **Chapter 3 : RESEARCH DESIGN**

This part deals with the structure of research activity adopted to analyze core topic of this project and given a brief idea of exact methodology followed in the formulation of this project.

- **Chapter 4 : ANALYSIS AND INTERPRETATION**

This part deals with analysis and interpretation of the obtained data from the questionnaires and from interview schedule.

- **Chapter 5 : FINDINGS, CONCLUSION AND SUGGESTIONS**

It includes findings of the study, the conclusions made and also the suggestions given by the researcher to the company.

- **Bibliography**

It includes books and materials which have been referred for the research.

- **Annexure**

It includes questionnaire and interviewing for the employees of Rail Wheel Factory.

CHAPTER – 4

TABLE NO. 4.1

Table showing respondent's opinion on whether the employee are making use of canteen facility provided by the organization.

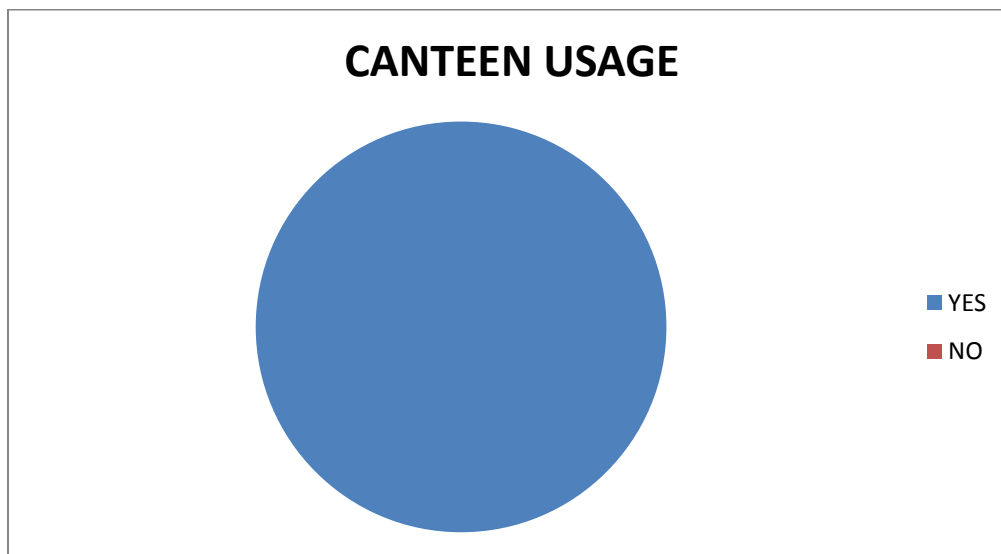
OPTIONS	NO OF EMPLOYEES	PERCENTAGE(%)
YES	50	100
NO	00	00
OVERALL	50	100

ANALYSIS:

Above table shows the analysis that out of 50 employees, all the of them say that they are making use of canteen facility provided by the organization.

GRAPH NO. 4.1

Graph showing whether the employee's are making use of canteen facility provided by the organization.



INTERPRETATION:

From the above graph we can interpret that out of 100% respondents; all the employees are satisfied with canteen facility provided by the organization.

TABLE NO. 4.2

Table showing the respondents opinion on whether the employees are satisfied with the extra- mural facility provided.

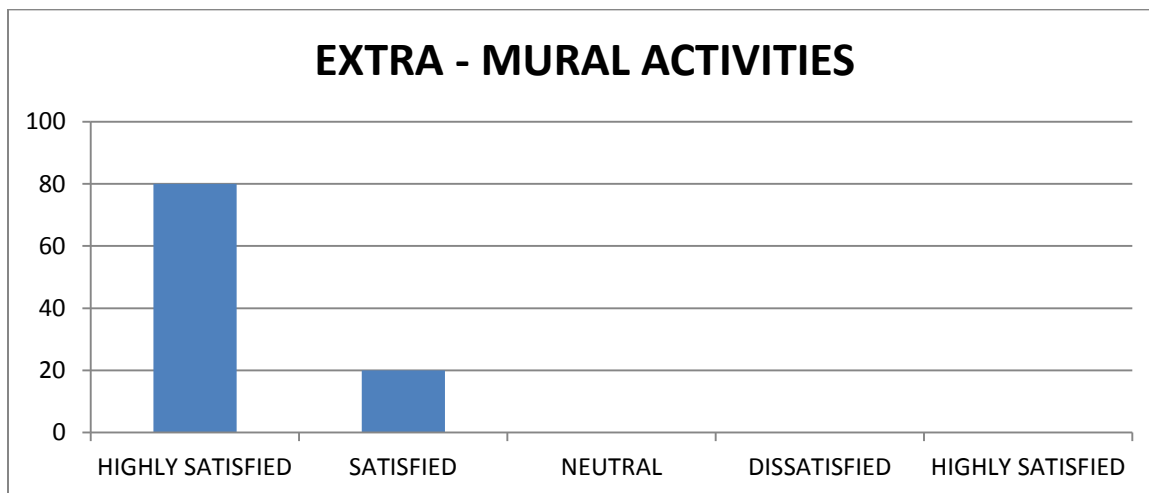
OPTIONS	NO. OF EMPLOYEES	PERCENTAGE(%)
HIGLY SATISFIED	40	80
SATISFIED	10	20
NEUTRAL	00	0
DISSATISFIED	00	0
HIGLY DISSATISFIED	00	0
TOTAL	50	100

ANALYSIS:

Above table showing that out of 50 employees, all the employees say that they are satisfied with extra mural facility provided by the organization.

GRAPH NO. 4.2

Graph showing the respondent opinion whether the employees are satisfied with the extra mural facility provided.



INTERPRETATION:

Above table interprets that out of 100 % of employees, all the employees are satisfied with the extra mural facility provided.

TABLE NO. 4.3

Table showing whether the respondents have been provided with any facilities to promote sports:

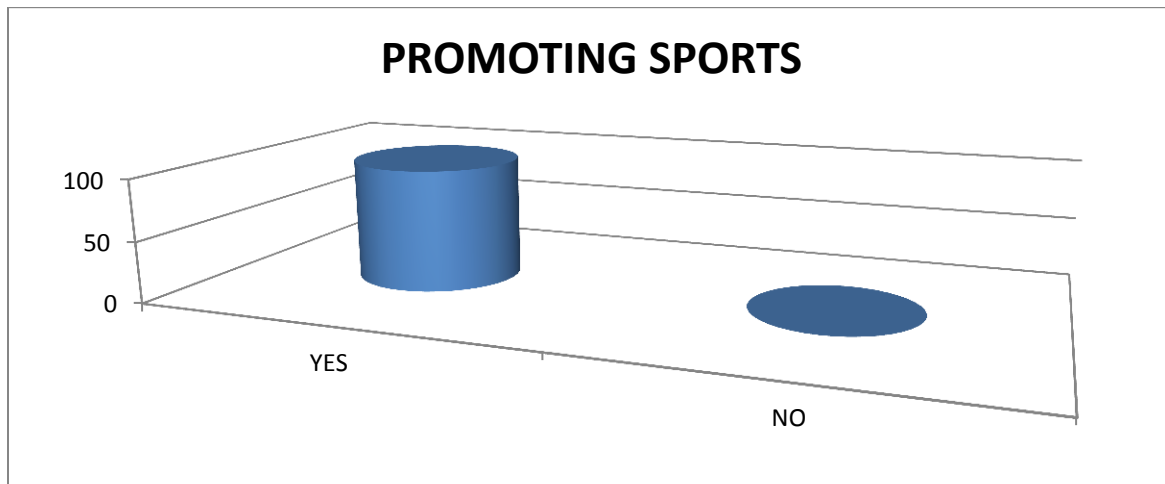
OPTIONS	NO OF EMPLOYEES	PERCENTAGE
Yes	50	100
No	0	0
Total	50	100

ANALYSIS:

Above table showing that out of 50 employees, everyone have been provided with facilities to promote sports.

GRAPH NO. 4.3

Graph showing whether any facilities have been provided to promote sports.



INTERPRETATION:

From the above Graph we can interpret that out 100% respondents, everyone have been provided facilities to promote sports.

TABLE NO. 4.4

Table showing the respondents' opinion towards facilities of the canteen.

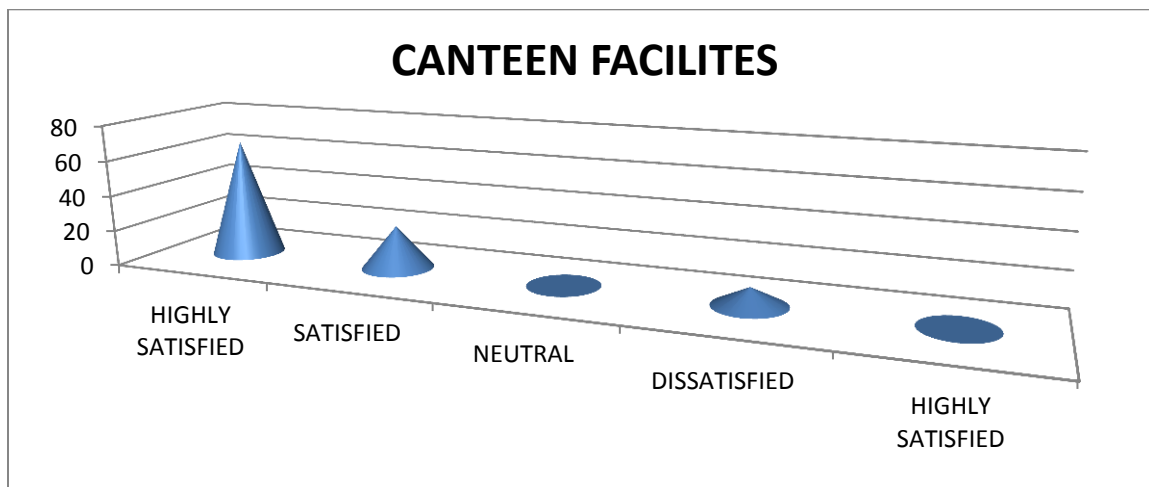
OPTIONS	NO OF EMPLOYEES	PERCENTAGE(%)
HIGHLY SATISFIED	33	66
SATISFIED	12	24
NEUTRAL	00	0
DISSATISFIED	05	10
HIGHLY DISSATISFIED	00	0
TOTAL	50	100

ANALYSIS:

From the above table we can analyze that out of 50 respondents, 33 respondents says satisfied, 12 respondents says average, 5 respondents says that they are not satisfied, towards facilities of the canteen.

GRAPH NO. 4.4

Graph showing the opinion of respondents towards the canteen facility.



INTERPRETATION:

Above graph interprets that total of 100 respondents, 66% respondents are satisfied, 24% respondents are average, 10% respondents are not satisfied, towards facilities of the canteen.

TABLE NO. 4.5

Table showing the respondent opinion about whether the employee is satisfied with housing facility.

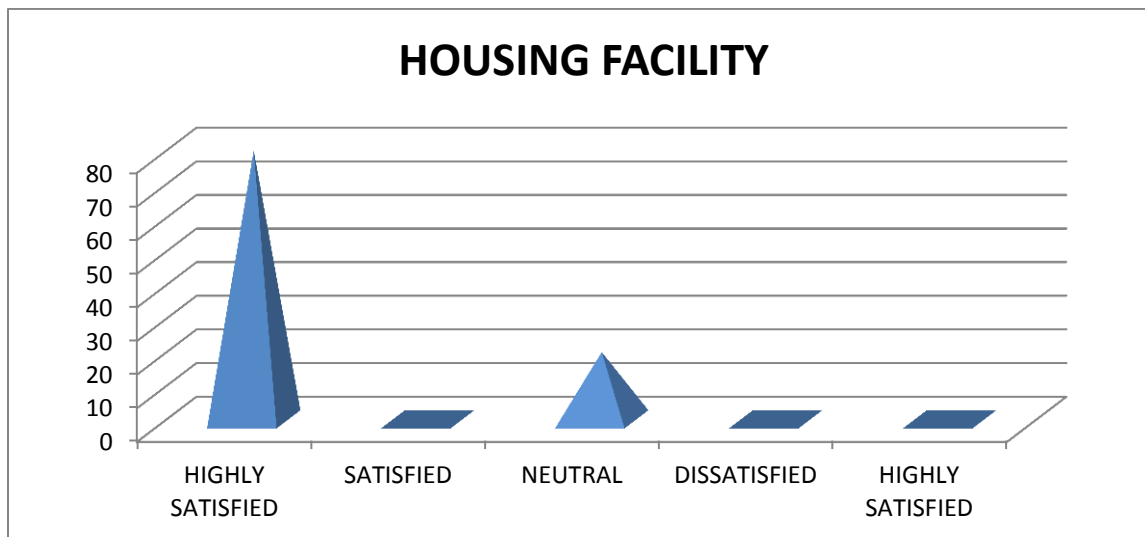
OPTIONS	NO OF EMPLOYEES	PERCENTAGE(%)
HIGHLY SATISFIED	40	80
SATISFIED	00	0
NEUTRAL	10	20
DISSATISFIED	00	0
HIGHLY DISSATISFIED	00	0
OVERALL	50	100

ANALYSIS:

Above table shows that out of 50 employees, 40 respondents say satisfied, 10 responds average with the housing facility.

GRAPH NO. 4.5

Graph showing the opinions whether employees are satisfied with housing facilities.



INTERPRETATION:

Above graph interprets that total of 100% employees, 80% respondents says satisfied, 20% respondents says average, by employee satisfied with housing facility.

GRAPH NO. 4.6

Table showing the respondents opinion about educational facility provided by the management.

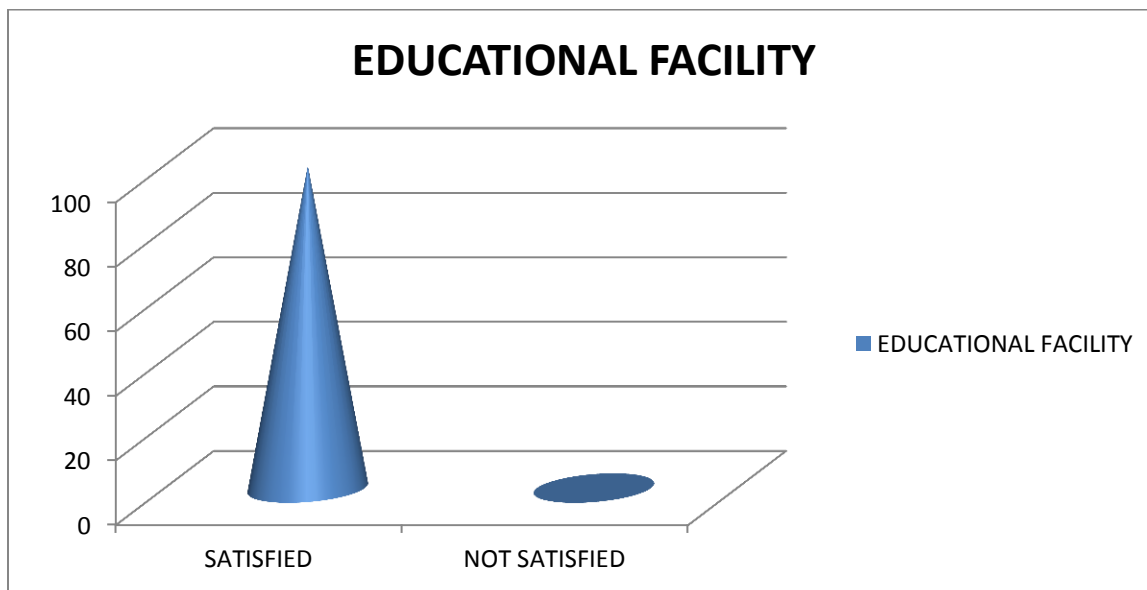
OPTIONS	NO OF EMPLOYEES	PERCENTAGE(%)
Satisfied	50	100
Not satisfied	00	00
OVERALL	50	100

ANALYSIS:

Above table analyzes that out of 50 employees, all the employees are satisfied when it comes to educational facility provided by the management.

GRAPH NO. 4.6

Graph showing the opinion about educational facility provided by the management.



INTERPRETATION:

Above graph interprets that out of 50 employees, the entire respondents are satisfied with the educational facility.

TABLE NO. 4.7

Table showing the respondents opinion whether there is a provision for the medical examination.

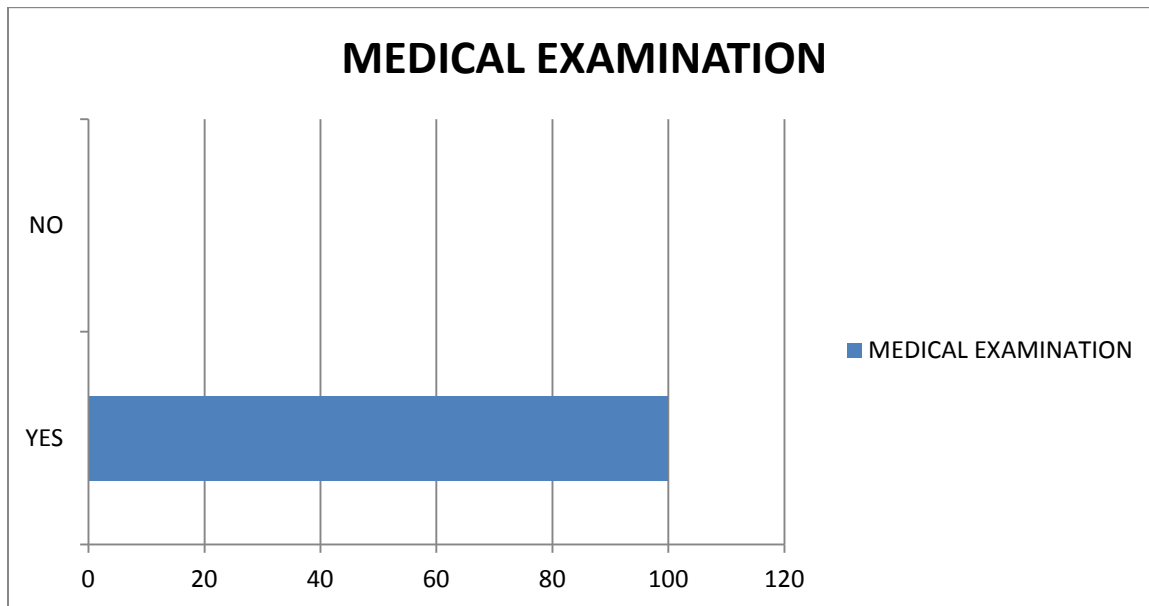
OPTIONS	NO OF EMPLOYEES	PERCENTAGE(%)
YES	50	100
NO	00	00
OVERALL	50	100

ANALYSIS:

Above table analyzes that out of 50 employees, all the employees get provision for the medical examination.

GRAPH NO. 4.7

Graph showing the opinion whether there is a provision for the medical examination.



INTERPRETATION:

From the above graph we can interpret that total of 50 respondents, all getting are getting provision for medical examination.

TABLE NO. 4.8

Table showing respondents' opinion on how often is the medical facility owned.

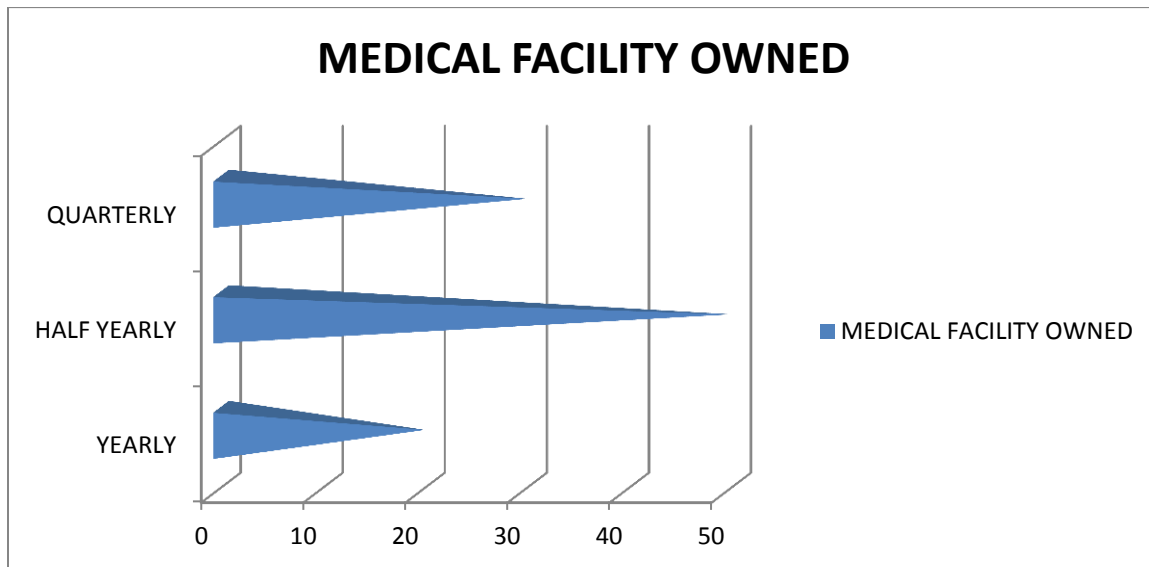
OPTIONS	NO OF RESPONDENTS	PERCENTAGE
YEARLY	10	20
HALF YEARLY	25	50
QUARTERLY	15	30
OVERALL	50	100

ANALYSIS:

Above table we can analyze that out of 50 employees, 10 respondents own yearly, 25 of respondents own half yearly and 15 respondents own the medical facility quarterly.

GRAPH NO. 4.8

Graph showing that the opinion on how often is the medical facility is owned.



ANALYSIS:

Above table interprets that out of total 100% of employees, 25% of them own the medical facility yearly, 50% of them half yearly and 25% of respondents own the facility quarterly.

TABLE NO. 4.9

Table showing the respondents opinion whether the medical facility and services are adequate.

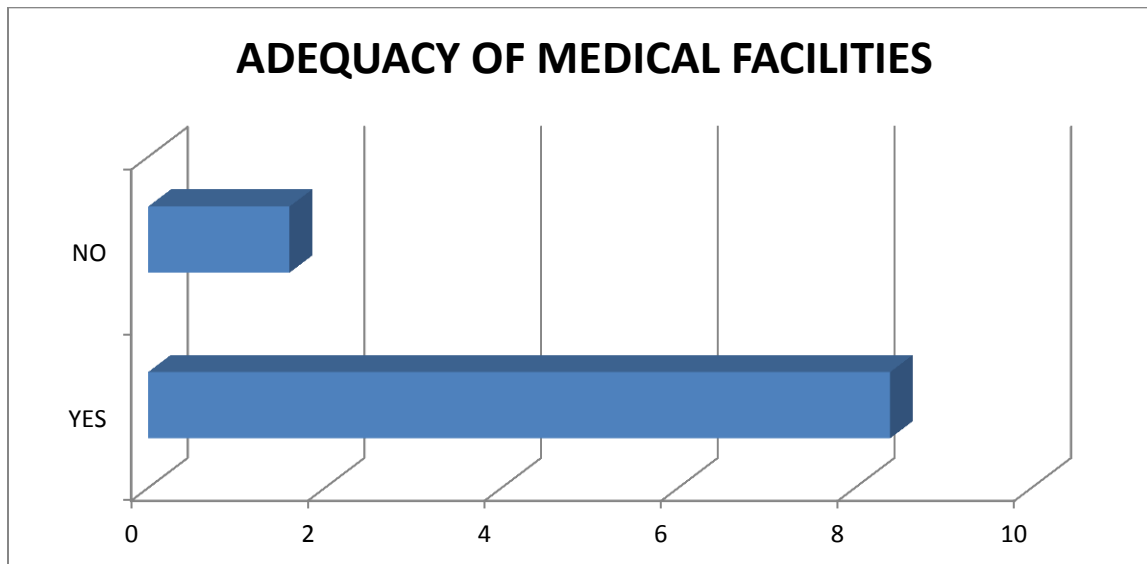
OPTIONS	NO OF EMPLOYEES	PERCENTAGE(%)
YES	42	84
NO	08	16
OVERALL	50	100

ANALYSIS:

Above table analyzes that out of 50 employees, 42 respondents think that the medical facility is adequate, and 8 respondents choose to differ their opinions.

GRAPH NO. 4.9

Graph showing the opinion of respondents on whether the medical facility and series are adequate.



INTERPRETATION:

Above table interprets that total 100% of employees 84% respondents say yes and 16 % respondents says no for medical facility and service adequacy.

TABLE NO. 4.10

Table showing whether the management provides any transportation facilities to employees.

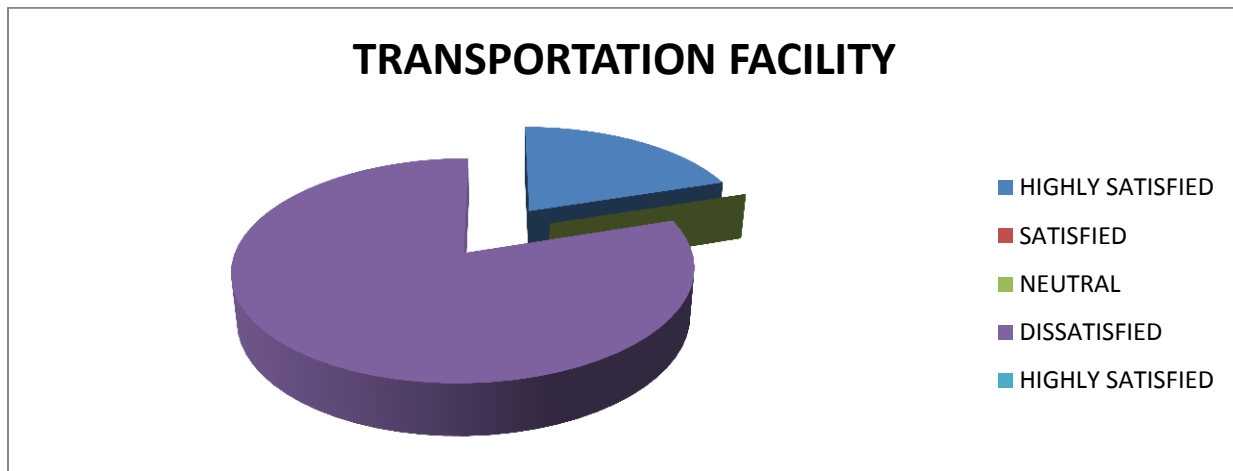
OPTIONS	NO OF EMPLOYEES	PERCENTAGE(%)
HIGHLY SATISFIED	10	20
SATISFIED	00	0
NEUTRAL	00	0
DISSATISFIED	40	80
HIGHLY DISSATISFIED	00	0
OVERALL	50	100

ANALYSIS:

Above table analyzes that out of 50 employees, 10 respondents are highly satisfied and 40 respondents are dissatisfied with provision of transportation facilities by management.

GRAPH NO. 4.10

Graph showing that the opinion whether management provides any transportation facility.



INTERPRETATION:

Above table interprets that out of total 100% of employees, 20% of them are highly satisfied and the remaining 80% respondents are dissatisfied with transportation facilities.

TABLE NO. 4.11

Table showing whether the organization provide maternity benefits for women.

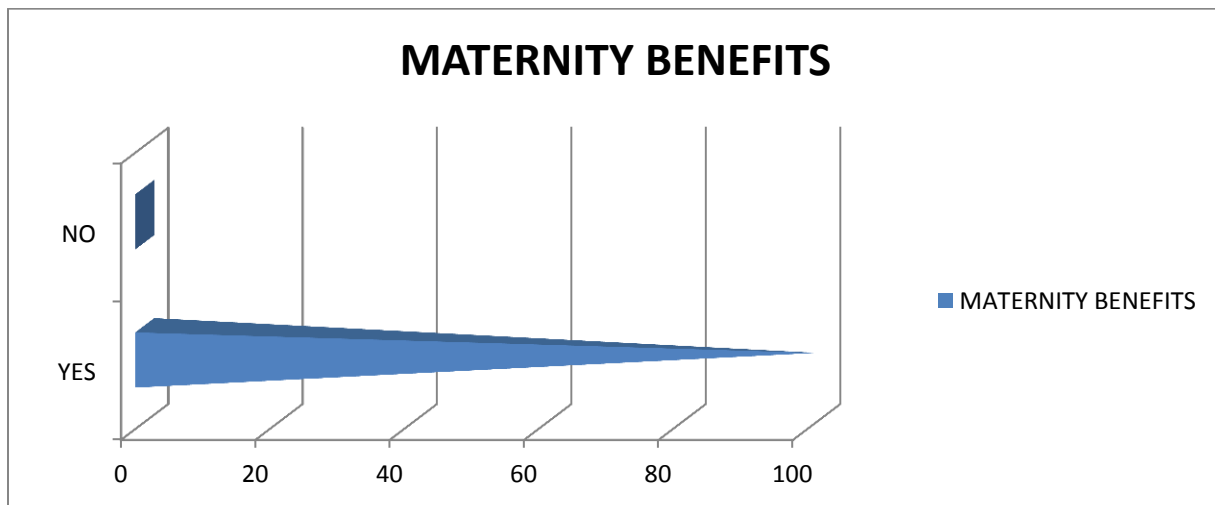
OPTIONS	NO OF EMPLOYEES	PERCENTAGE(%)
YES	30	100
NO	0	00
OVERALL	30	100

ANALYSIS:

Above table analyzes that out 50 employees, all of them are provided with maternity benefits.

GRAPH NO. 4.11

Graph showing respondents who are provided with the maternity benefits (women).



INTERPRETATION:

From the above graph we can interpret that out of 30 respondents (women) everyone are getting maternity benefits.

TABLE NO. 4.12

Table showing the respondents opinion towards the library facilities.

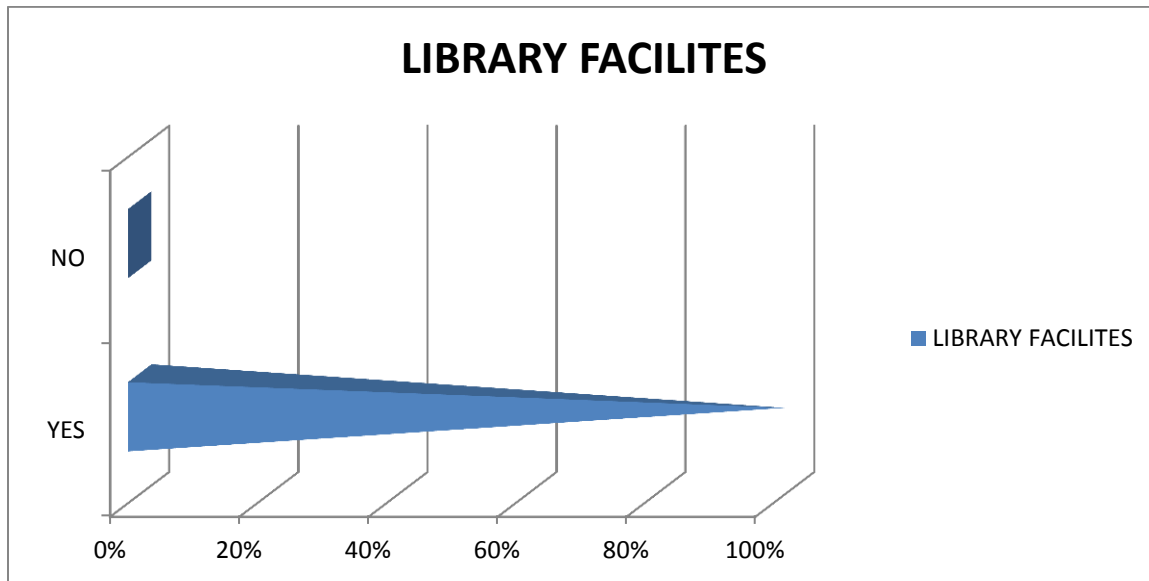
OPTIONS	NO OF EMPLOYEES	PERCENTAGE(%)
YES	50	100
NO	0	00
OVERALL	50	100

ANALYSIS:

Above table analyzes that out of 50 employees, all of them are provided with library facilities.

GRAPH NO. 4.12

Graph showing opinions of respondents towards library facilities.



INTERPRETATION:

From the above Graph we can interpret that out of 50 respondents, all of them are provided with library facilities.

TABLE NO. 4.13

Table showing the respondents opinion whether they are satisfied with the drinking water facilities provided in the organization.

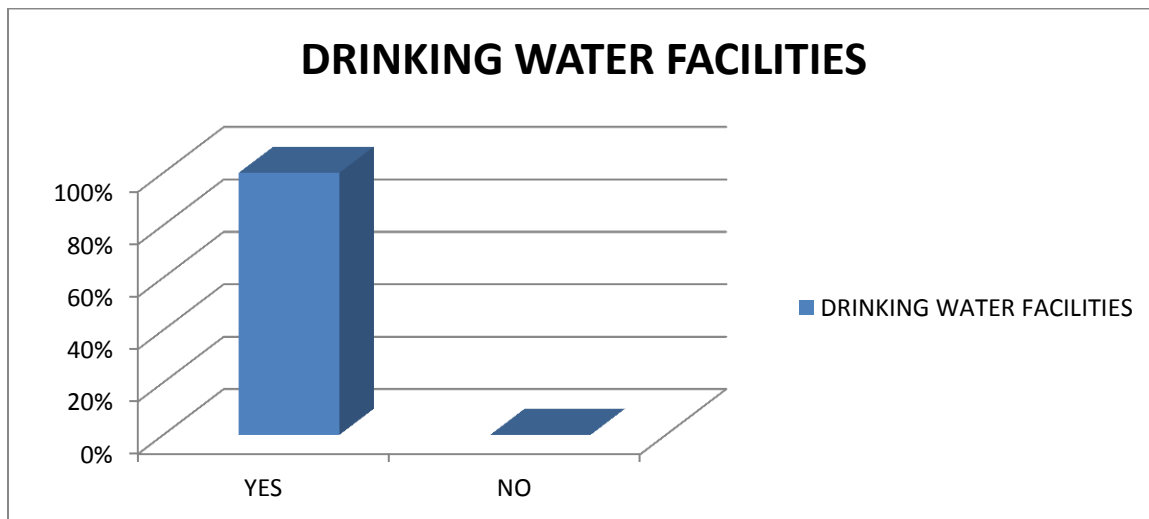
OPTIONS	NO OF EMPLOYEES	PERCENTAGE(%)
YES	50	100
NO	00	00
OVERALL	50	100

ANALYSIS:

Above table analyzes that out of 50 employees, all of them are satisfied with the drinking water facilities provided by the organization.

GRAPH NO. 4.13

Graph showing whether the employees are satisfied with the drinking water facilities provided in the organization.



INTERPRETATION:

Above graph interprets that 100% of the employees are satisfied with the drinking water facilities in the organization.

TABLE NO. 4.14

Table showing the respondents opinion whether they are referred to specialized hospitals if treatment is not possible in factory hospital.

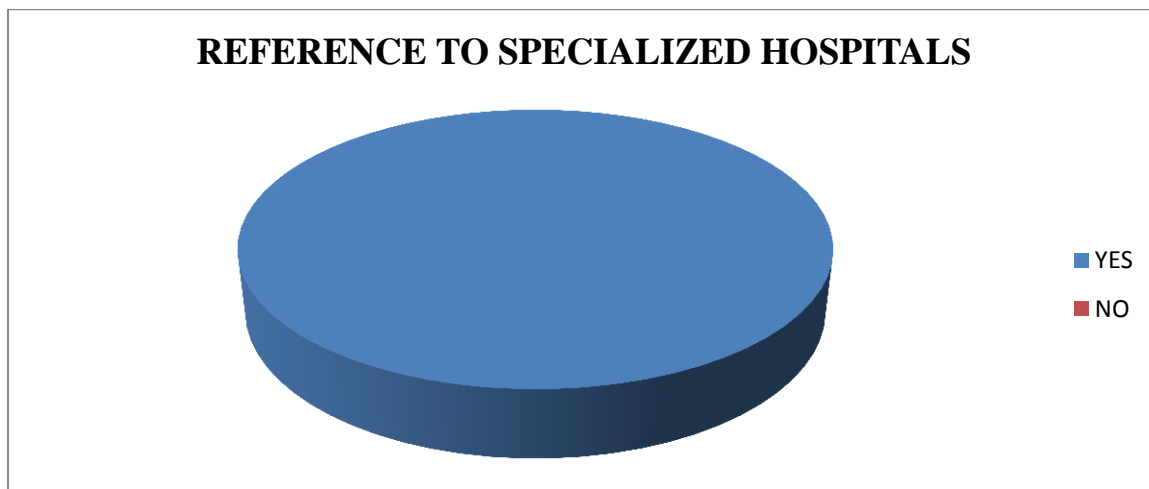
OPTIONS	NO OF EMPLOYEES	PERCENTAGE(%)
YES	20	100
NO	0	00
OVERALL	20	100

ANALYSIS:

Above table analyzes that out of 50 employees, (20 of them with special cases) state that if medical treatment is not possible in the company hospital, such cases are referred to specialized hospital.

GRAPH NO. 4.14

Graph showing if medical treatment is not possible in the company hospital such cases are referred to specialized hospitals.



INTERPRETATION:

From the above graph we can interpret that 100% of respondents agree that if medical treatment is not possible in the company hospital such cases are referred to specialized hospitals

.TABLE NO. 4.15

Table showing the respondents opinion on getting compensation in the case of the accidents.

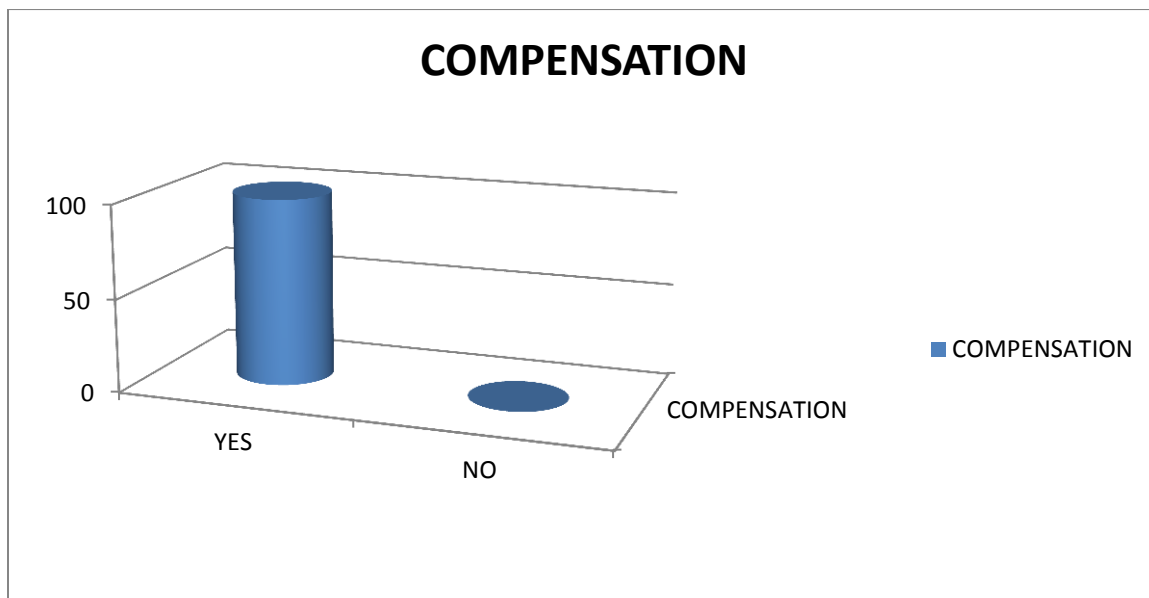
OPTIONS	NO OF EMPLOYEES	PERCENTAGE(%)
YES	50	100
NO	0	00
OVERALL	50	100

ANALYSIS:

Above table analyzes that out of 50 employees, all the employees say that they are getting compensation in the case of any accidents.

GRAPH NO. 4.15

Graph showing whether the employees are getting compensation in case of any accident.



INTERPRETATION:

The above can be interpreted as that 100% of the respondents are satisfied with the compensation that they receive in case of any accidents from the organization.

TABLE NO. 4.16

Table showing whether the organization is willing to hear the problems of respondents regarding welfare.

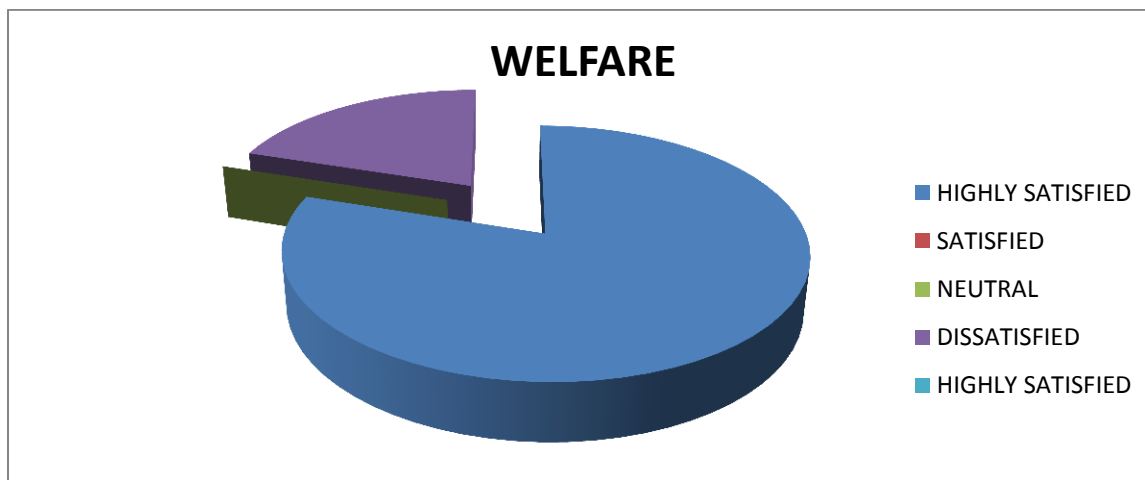
OPTIONS	NO OF EMPLOYEES	PERCENTAGE(%)
HIGHLY SATISFIED	40	80
SATISFIED	00	0
NEUTRAL	00	0
DISSATISFIED	10	20
HIGHLY DISSATISFIED	00	0
OVERALL	50	100

ANALYSIS:

Above table analyzes that out of 50 respondents, 40 employees are satisfied and 10 employees are dissatisfied with problems regarding welfare.

GRAPH NO. 4.16

Graph showing whether the organization to hear the problem of respondents regarding welfare.



INTERPRETAION:

Above graph interprets that 80% of employees are satisfied and rest 20% of respondents are dissatisfied with the organization's welfare committee.

TABLE NO. 4.17

Table showing whether the respondents are getting proper ventilation facilities inside the organization.

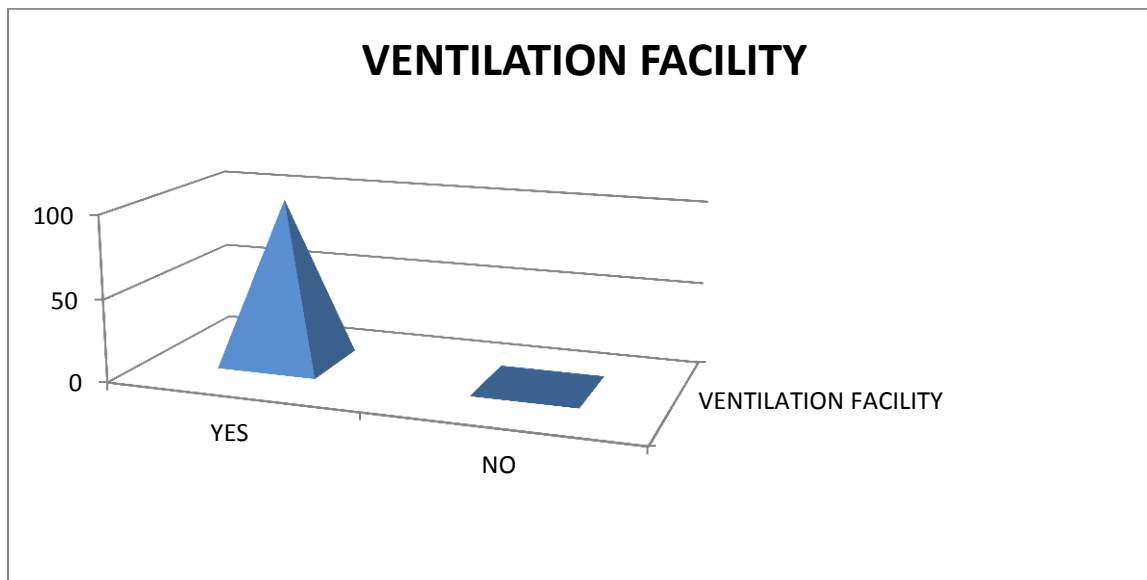
OPTIONS	NO OF EMPLOYEES	PERCENTAGE(%)
YES	50	100
NO	0	00
OVERALL	50	100

ANALYSIS:

Above table analyzes that out of 50 employees, all employees agree that they get proper ventilation facilities inside the organization.

GRAPH NO. 4.17

Graph showing that the respondents of the organization are getting proper ventilation facilities.



INTERPRETATION:

Above graph interprets that out of 50 respondents, all 100% of them are getting proper ventilation facility in the organization.

TABLE NO. 4.18

Table showing whether the organization is maintained hygiene.

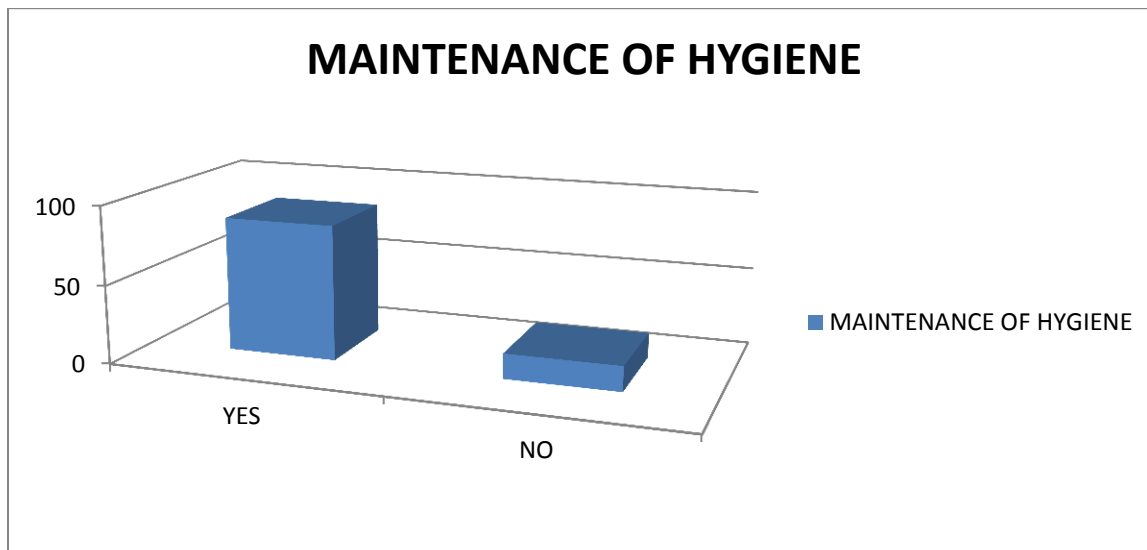
OPTIONS	NO OF EMPLOYEES	PERCENTAGE(%)
YES	43	86
NO	07	14
OVERALL	50	100

ANALYSIS:

Above table analyzes that out of 50 employees, 43 respondents agree and rest 7 respondents disagree to the maintenance of hygiene in the organization.

GRAPH NO. 4.18

Graph showing percentages of respondents agree/disagree to the maintenance of hygiene in the organization.



INTERPRETATION:

Above graph we can interpret that out of 100% of the respondents, 86% of employees agree and rest 14% of them do not agree to the maintenance of hygiene in the organization.

TABLE NO. 4.19

Table showing whether the organization is providing proper safety measures for the employees.

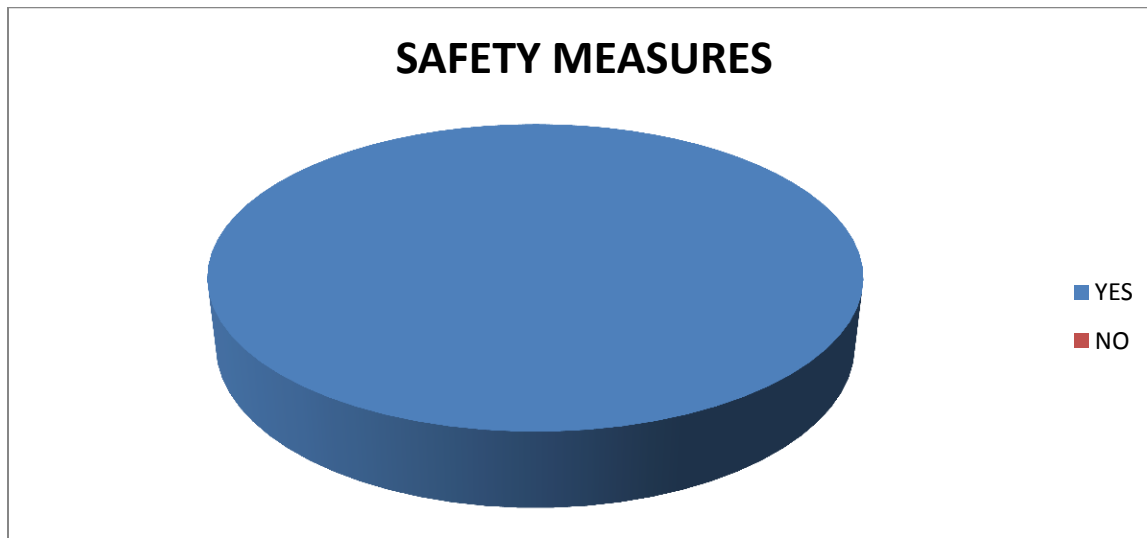
OPTIONS	NO OF EMPLOYEES	PERCENTAGE(%)
YES	50	100
NO	0	00
TOTAL	50	100

ANALYSIS:

Above table analyzes that out of 50 employees, all the employees say that they are proved with proper safety measures in the organization.

GRAPH NO. 4.19

Graph showing whether the organization provides proper safety measures for the employees.



INTERPRETATION:

From the above graph it can be interpreted that the organization is providing proper safety measure to 100% of its employees.

TABLE NO. 4.20

Table showing whether the employees are satisfied with the food (snacks) and drinks provided at the workplace.

OPTIONS	NO OF EMPLOYEES	PERCENTAGE(%)
HIGHLY SATISFIED	30	60
SATISFIED	10	20
NOT SATISFIED	10	20
TOTAL	50	100

ANALYSIS:

From above table we can analyze that out of 50 respondent, 30 of them are highly satisfied, 10 of them are just satisfied and the rest 10 are not at all satisfied with the provision of food and drinks at work place.

GRAPH NO. 4.20

Graph showing whether the employees are happy with the food and drinks provided in the work place.



INTERPRETATION:

From the above graph we can interpret that out of 100% of respondents, 60% of them are highly satisfied, 20% of are just satisfied and rest 20% are not at all satisfied with the food and drinks provided in the work place.

CHAPTER 5

FINDINGS, SUGGESTIONS AND CONCLUSION

5.1 FINDINGS:

On the completion of the study involving the responses from employees of Rail Wheel Factory, the following has come into force.

- It is found that most of the respondents are happy with the welfare facilities which the organization provides.
- It is found that maximum of employees are satisfied with educational amenities which the company provides.
- It is found that many of employees are glad with communication response with the employees
- It is found that most of employees are happy with health and safety measures that the organization provides.
- It is found that a big no of respondents are happy with working place and working conditions.
- It is found that most of the employees are happy with hospitality.
- It is found that maximum of employees are satisfied with sports encouragements in the organization.

5.2 SUGGESTIONS:

- It is true that employees are satisfied, but they need more affirmative facility.
- Though they are satisfied, but they need more interaction between higher authorities in order to get work easily done and access more facilities.
- The employees in the organization need new technologies and latest working softwares.
- Employees will be fully satisfied if they get access to a better working environment.
- Employees are to be supported financially other than their regular income.

5.3 CONCLUSION:

In Rail Wheel Factory facilities like loan, educational, medical, sports, transportation, housing, etc are provided in order to keep the employees well satisfied.

The study on Extra –Mural activities of Rail Wheel Factory proves that majority of employees of this organization are satisfied with the welfare activities provided for them. For employees it's a pride to consider themselves members of Rail Wheel Factory family and they appreciate the welfare activities which are provided by the organization.

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APPENDICES AND ANNEXURES

“A Study On Extra – Mural Facilities Provided At Rail Wheel Factory (RWF)

Yelahanka”.

Dear Sir/Madam,

I **Mohammad Fahim Wardak**, a second year student of Masters of Business Administration, Acharya Institute of Technology, Bangalore. As per Vesvesveraya Technological University, I am carrying out a project on “ **A Study On Extra – Mural Facilities at Rail Wheel Factory**” at your esteemed organization. I request you to kindly spare a few minutes from your precious time for filling up this questionnaire. The information provided by you will not be shared and only used for academic study.

PART – A

1. Name (optional)
2. Department:
3. Designation:
4. Gender:
5. Age:
 - i. <25 years
 - ii. c) 31-35 years
 - iii. 26-30 years
 - iv. d) 36-40 years
 - v. e) >40 years
6. Marital status:
 - i. Married
 - ii. Un-married

7. Work category:
 - i. Technical
 - ii. administrative

8. Total work experience
 - i. >1 year
 - ii. 2-4 years
 - iii. 5-7 years
 - iv. 8-10 years
 - v. >10 years

PART – B

1. Whether the employees are making use of canteen facility provided by the organization.
 - i. YES
 - ii. NO

2. How satisfied are you with the Extra – mural facilities provided by the organization?
 - i. HIGHLY SATISFIED
 - ii. SATISFIED
 - iii. NEUTRAL
 - iv. DISSATISFIED
 - v. HIGHLY DISSATISFIED

3. Is there any facilities provided for promotions of sports in the organization?
 - i. YES
 - ii. NO

4. How satisfied are you with the canteen facilities?
 - i. HIGHLY SATISFIED
 - ii. SATISFIED
 - iii. NEUTRAL
 - iv. DISSATISFIED
 - v. HIGHLY DISSATISFIED

5. How satisfied are you with the housing facility?
 - i. HIGHLY SATISFIED
 - ii. SATISFIED
 - iii. NEUTRAL
 - iv. DISSATISFIED
 - v. HIGHLY DISSATISFIED

6. Are you satisfied with the educational facilities provided by the management?
 - i. YES
 - ii. NO

7. Are you provided with medical facilities in the organization?
 - i. YES
 - ii. NO

8. How often can you own the medical facilities?
 - i. Yearly
 - ii. Half-yearly
 - iii. Quarterly

9. Do you think that the medical facilities and services are adequate?
 - i. YES
 - ii. NO

10. Are you provided with transportation facilities by the organization?
 - i. YES
 - ii. NO

11. Are you provided with maternity benefits by the organization?
 - i. YES
 - ii. NO

12. Do you as an employee have access to organization's library?
 - i. YES
 - ii. NO

13. Are you satisfied with the drinking water facilities provided in the organization?
 - i. YES
 - ii. NO

14. If medical treatment is not possible in the company hospital, are such cases referred to specialized hospitals?
 - i. YES
 - ii. NO

15. Do you receive compensation in cases of accidents?
 - i. YES
 - ii. NO

16. The organization listens to your problems regarding welfare facilities.
 - i. HIGHLY SATISFIED
 - ii. SATISFIED
 - iii. NEUTRAL
 - iv. DISSATISFIED
 - v. HIGHLY DISSATISFIED

17. Do you receive proper ventilation facilities inside the organization?
 - i. Yes
 - ii. NO

18. Is the hygiene of the organization properly maintained?

- i. YES
- ii. NO

19. Are you provided with proper safety measures by the management?

- i. YES
- ii. NO

20. How satisfied are you with the provision of food and drinks in your work place?

- i. HIGHLY SATISFIED
- ii. SATISFIED
- iii. NEUTRAL
- iv. DISSATISFIED
- v. HIGLY DISSATISFIED



**ACHARYA INSTITUTE OF TECHNOLOGY
DEPARTMENT OF MBA**

PROJECT(17MBAPR407) -WEEKLY REPORT

NAME OF THE STUDENT: MOHAMMAD FAHIM WARDAK

INTERNAL GUIDE: DR. M M BAGALI

USN: 1A Z17MBA29

COMPANY NAME: RAIL WHEEL FACTORY, BENGALURU

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



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