

A Study On Satisfaction Level On Welfare Measures Among Employees At Anantha Pvc Pipes

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ABSTRACT

An industry is certainly not a place where workers and employers try to get the maximum each other. Both employee and management can be lot more if and when they work together as partners in an enterprise, and if they have sympathy of understanding of each other problems, which is the basic problem in employee welfare. It is sincerely hope that he welfare notion will help the industry community better, to maintain harmonious industrial relations and more lasting industrial peace to tackle effectively the social problems and attain human welfare.

Retaining and motivation employees and minimizing socialize evils are most of the beneficiary outcomes of employee welfare. In today's world, HR is the utmost important department. In last decade the HR managers used to look after the employees welfare and safety in the organization but as the competitiveness is increasing, the contribution of ideas and business development is also in the hands of HR. ANANTHA PVC PVT LTD team is working for various companies to provide them cost effective solutions for business development. Success in the human resources profession requires fast and easy access to information and that requires mainly the Welfare of Employees in the organization..

Welfare measures have gained importance in an organization and become a social responsibility to the organization. Because of liberalization and free trade, the

mere existence of an organization is at stake because of seer competition.

There is a main need to study the welfare measures, that are being implemented in HR. ANANTHA PVC PVT LTD. and the zeal to know the welfare measures in the organization and how far the employees of the organization benefited by the welfare measures.

KEY WORDS: Welfare Measures, competitiveness, Business development, Welfare of Employees

INTRODUCTION TO HUMAN RESOURCE MANAGEMENT

Human resources management is known as Associate in Nursing inherent a part of management, that is said to the human resources of a company. Its mission is to take care of improved human relationships inside the organization through the event, application and analysis of human resources policies, procedures.

Definitions:

Human resources will be outlined as "the total data, skills, artistic talents, skills and attitudes of the company's men, similarly." - Leon c. Megginson.

"Human resource management issues the foremost effective use of individuals to attain structure and private goals". - Evanswich andGlueck.

Human Resource Management: Evolution:

At the flip of the century there was concern for improved potency by rigorously coming up with the work. By the center of the

century the stress on worker productivity had shifted. Recent decades have targeted on magnified concern over the role of laborers in quality of work, overall quality of care and management. These 3 stages area unit referred to as welfare, development and authorization.

Human Resource Management: Nature:

- Human resource management is that the method of transferrable folks and organizations along in order that everyone's goals area unit met. varied options of HRM
- It's widespread in nature because it is altogether organizations.
- Focus is targeted on outcomes instead of rules.
- It seeks to assist employers develop their potential to the fullest.
- Employees It encourages workers to offer their best to the corporate.
- It's concerning folks operating as people and teams Human resource management: scope The scope of HRM is incredibly broad:
- Personnel facet — it relates to workforce designing, accomplishment, selection, accomplishment, transfer, promotion, coaching and development, elimination and withdrawal, remuneration, incentives, productivity, and soon.
- Welfare issue - It deals with operating conditions and facilities like canteens, chairs, rooms and eating rooms, housing, transportation, medical help, education, health and safety, recreation facilities and then on.
- Industrial Relations facet it's the union-management relationship, joint consultation, dialogue, grievance and disciplinary procedures, and also the resolution of disputes.
- Human Resource Management: Objectives:
- To assist the organization reach its goals.
- Making certain effective use and most development of human resources.
- Respect for kinsfolk in distinctive and meeting the requirements of people.

- Also making certain alignment of non-public goals with the goals of the organization.
- Self-actualization to extend worker satisfaction with fillet.
- Developing and maintaining quality of labor life.
- Virtuously and socially attentive to community desires.

An important facet of the value of labor. this is often a major a part of the prime value and overall value. Affliction is coupled to man. This association doesn't method alternative parts like material, not solely as a result of the fashionable company's swollen wage bill, however conjointly as a result of it's sure characteristics for labor prices. The human component makes labor management tough. Labor may be a extremely perishable artifact that can't be recovered once it's used and labor prices area unit certain to increase production. At an equivalent time labor is that the solely issue, that has unlimited productivity. In several cases, labor will work wonders in terms of the quantity and quality of labor they are doing. Anyway, labor is sophisticated and so it needs regular designing and management.

Important aspects of labor welfare embrace the standard of labor and its productivity, skills and work standing and access to welfare and social insurance measures. Programmers within the field of labor and labor welfare embrace developing and developing experience, strengthening employment services, promoting industrial security, and rehabilitating committed employees and implementing labor laws. The theme of the Labor and Labor Welfare sector is to develop and develop experience, strengthen employment services, promote self-employment, enforce labor laws, promote healthy industrial relations and promote employee participation in management. There area unit 3 main programs during this field: labor welfare,

handicrafts and berth coaching and employment services.

Welfare work has helpful efforts on employees. The welfare live affects workers' moods and contributes to industrial peace, providing the amenities and amenities of labor welfare, that alter industry-appointed employees to perform their add physiological condition and in alternative respects. Factors.

Meaning of worker well-being:

Employee welfare or labor welfare means that "making life worthy for the worker" in an exceedingly healthy and contributing atmosphere to boost their work and therefore their health and the advantage of high morale.

Principles of Labor Welfare Services:

- Services should meet the \$64000 desires of staff.
- Services ought to be maintained through the C restaurant system.
- The leader shouldn't adopt a sort posture.
- The value of services should be measurable and its finance established on a sound basis.
- There ought to be periodic analysis of services analysis and improvement needed supported feedback.
- Management Labor welfare activities the hierarchy of company management should be welfare based mostly at each level.

Significance of worker welfare:

- Worker welfare means that the interest of the worker, worker and therefore the entire community.
- It helps to boost enlisting. because the job becomes a lot of enticing, a lot of economical workers are often employed.
- Worker welfare enhances their morale and loyalty by creating employees happy and glad.
- It reduces labor turnover and absence by building a stablemen.
- It helps to extend the productivity or potency of workers by rising their

physical and psychological state. workers concentrate on their jobs by commutation wages and free welfare measures.

- Welfare measures facilitate improves the nice can of the organization and therefore the image of the individuals.

REVIEW OF LITERATURE THEORETICAL FRAME WORK OF SATISFACTION LEVEL ON WELFARE MEASURES AMONG EMPLOYEES

Human Resource Management:

Human Resource Management, a brand new terminology filed within the gift study, has somehow survived with the evolution of the human establishment, and somehow, its systematic study began within the early twentieth century. It followed the event technique of management. It derives from a range of terms like personal management, personal administration and industrial relations, and is so outlined in terms of its proactive approach to managing people at intervals the human resources management organization.

The Importance of Human Resource Management:

HRD could be a system. we must always think about HRD as a group of mutualism parts or sub-systems like policy, development and performance appraisal, and anybody scheme produces a resonant result on all alternative subsystems. as an example, think about the results of a amendment within the wants of employment. the initial verbal description should be updated to mirror the new needs, however it conjointly affects the wages procured that job. Is arcavalasi.

HRD develops capabilities at four levels: individual, dynamic, cluster and organization. On a private level, workers apprehend alternative people's expectations concerning their roles so they'll improve their skills and attitudes. The roles of people are additional attention-grabbing through

job style and design and job enrichment programs. At the deuce level, a powerful employer-employee relationship develops through personal additional trust, interaction and facilitate. Committees or task teams at the cluster level are more practical in developing cooperation in their intergroup relations. Finally, at the structure level, capabilities development involves the event of self-renewal mechanisms at intervals the organization, that change it to regulate to and adapt to changes in its setting. This includes developing a positive HRD setting at intervals the organization.

HRD could be a continuous and planned method. the top of any method of development has not been reached. HRD may be a developmental organic method biological process. Organizations will facilitate this method by designing, allocating structure resources to profit And making an HRD philosophy that values and promotes their development. (Read the section on HRD processes below.)

HRD is undertaken on

Although some actions don't seem to be fixed by role prescriptions, they're necessary for each organization to be sturdy and effective from its members. These include: (i) activity cooperative actions, e.g., disposition or providing instrumentality to a fellow worker, detection a defect in his machine, aiding a fellow within the back of his quota, then on; (ii) defend the organization from disaster, e.g., saving lives and property inside the organization; (iii) providing ideas for structure development; (iv) self- cultivation, that is, perpetually increasing capability and perpetually increasing demands on itself; (v) to assist produce a tributary setting for the organization within the community around it.

Theories on Welfare Measurements:

The directive principles of state policy in our constitution address the requirement for

labor welfare; There area unit some theories and meanings, that primarily clear the image of the topic. The term "welfare" has been outlined and consulted in some ways. The conception of welfarel is cheap. A.C. Even a good economic expert like Pigova doesn't attempt to outline welfare. He observes: Arthur Lewis said: "How regarding welfare may be a terribly broad issue. to place it a lot of or less dogmatically, it's enough to put the toe proposition; There area unit nice variations in development between countries.

METHOLODOGY

Objective of the research:

The main part of the survey was to search out a "satisfactory level of welfare measures".

Agrees for analysis

One of the foremost standard approaches lately is that the elaborate procedure. throughout this method, the man of science represented a tangle employing a form or schedule. This approach permits the man of science to explore new areas of analysis.

Definition of Hypothesis:

According to Goode and Hott "The hypothesis could be a proposition which will be tested to work out the validity".

The hypothesis is outlined as a logically congruent relationship between 2 or additional variables expressed within the style of a testable statement.

NULL Hypothesis: (H0)

The null hypothesis is barely designed to check whether or not there's any relationship between the variables concerned within the downside being studied. usually the null hypothesis leads to a negative statement.

Alternative Hypothesis: (H1)

The alternative hypothesis (H1) could be a statement that's accepted once the null hypothesis is rejected supported the check result. the choice hypothesis is sometimes fashioned as a positive statement.

Research style

Research style suggests that the setting of conditions for grouping and analyzing knowledge, that mix with the economy of the analysis method once image.

The aim of this study was to investigate the study on the amount of job satisfaction in workers of Infinite PVC Pipes

A well structured form was designed.

Data is collected from workers in infinite PVC pipes

Explorations are going to be created and necessary suggestions and proposals given.

Research style kind

The present study uses descriptive analysis to survey and actualize the information. this is often through with the assistance of a structured form. This study is usually target-hunting by the initial hypothesis. This analysis has additional specific options concerning UN agency, what, when, where, why and the way things square measure given. this needs developing a additional specific hypothesis and testing it through applied mathematics logical thinking ways.

Data sources:

(A) Basic knowledge

(B) Secondary knowledge

(A) Basic data:

Information on statutory, non statutory welfare is provided to workers and employees within the primary knowledge.

(B) Secondary data:

The information collected within the secondary knowledge is additionally generated from company magazines and numerous books and from the net.

The methodology of the study refers to the analysis style and also the study relies on preliminary knowledge. The man of science should collect basic knowledge through numerous ways.

We collect knowledge from employees through form and management.

Question structure:

The form contains a spread of queries submitted to respondents for his or her frustration. Differing kinds of queries utilized in this survey:

Open-ended queries Closed queries

Multiple selection question Rating scale

Tools for analysis:

Considering the character and purpose of the study, it's hoped that the subsequent tools can meet the objectives of this study.

* Chi sq. take a look at.

* Weighted average methodology.

Sample Size:

Sample size made up our minds from a complete of a hundred and twenty0 responses to 120 to gather information.

Sampling procedure

The random sample is employed for the study.

ANANTHA PVC PIPES (PVT.) LTD.

Source:

Rayalaseema is AN economically backward region in Andhra Pradesh and a rare space for business. Dynamic founder Sri. S.P.Y. Reddy, UN agency is essentially a applied scientist, started a unit in 1977 at Nandyal, a manufacturer of black pipes. Shri's can and energy. S.P.Y. Reddy helped him overcome the issues the corporate was facing within the early years and with the assistance of native business banks. the corporate will overcome the issues of the merger and keep it running swimmingly.

The company then started producing PVC pipes, that over black pipes. This resulted during anon-public restricted. Ltd. Company —Sujala Pipes PVT Ltd: Sri. S.P.Y. Reddy as decision maker. The main competitors for the corporate square measure Sudhakar Pipes and maharajah Pipes. the sole theme for this is often the competition from native brands. Since most of the shoppers belong to farmers, they feel over quality. the corporate should inform the company's quality standards. Sizes: varied sizes from ten to ten square measure offered to customers. Pipes with completely different gauges and sizes can also be factory-made to satisfy the desired conditions.

Packing: Packing plays a decreased role in merchandise like PVC pipes owing to the number of free house within. the corporate is adopting technology like pipes in pipes for the utilization of cubiform house in trucks once transporting.

Payment Period:

The Company adopts a zero credit policy for AN infinite complete and no merchandise square measure delivered unless money payments square measure created. Credit for the Ananta and Sagar brands lasts up to every week. The distinction between these completes is because of the brandimage.

Growth:

Sujala PVC Pipes LTD Commission with the objectives of meeting the agricultural desires of the region. within the previous days, the tool used for water flow was each useless with a high proportion of flow losses. To counter this, Sujala pipes P.V.T. In farming practices like LTD, manor irritation and lack of downfall, groundwater pressing.

Water transport on farms has been AN exciting addition to the PVC pipes market. These factors helped Sujala PVC pipes to PVT LTD. Enter the superb growth in sales. A well-equipped laboratory and a high quality workplace take care of the standard. Department individuals square measure invariably Endeavour for quality.

Companies aren't solely rising the name, however additionally taking up competitive brands. In 1997, the corporate no heritable the Sagar complete. Sagar complete works is found in Medak district. Sujala Pipes failed to stop with any success, and in 1999 the corporate no heritable another major rival, Nandini, a producing plant in Kurnool district. The threats of recent firms communicate opportunities through the wonderful management of the corporate. The complete image of those brands improves when a management modification.

STRATGEY:

Strategy defines key actions and business systems and method, and alliances and partnership management.

Follows associate degree infinitely clear strategy. the most mission of this strategy and also the individual cornerstones match the exciting growth market. Monarch may be a native company that makes new values in quality for purchasers, staff and shareholders with a multi-brand and clear mission. The Monarch Strategy and Business Model is ideally positioned to thrive within the PVC Pipes market and meet the wants of shoppers with the most effective quality, which is able to bring the most effective of the Monarch individuals. Processes and core competencies

SYSTEM:

The system represents all the processes and knowledge flows that connect the system. It consists of a system of management operations and a capital allocation system that manages daily operations. The company's headquarters is in Hyderabad on a three-storey high-tech network and is that the network's in operation center.

All Monarch offices and warehouses throughout the state area unit interconnected by local area network, WAN property infrastructure may be a combination of lease lines ISDN and wireless. Monarch is being employed to drive advanced business applications like native; For daily freight-related application similarly as e-mail communications. Monarch network hardware devices area unit standardized on hollow servers and laptops. Statewide, the corporate has concerning ten servers and two hundred Compaq complete P3 and P4 PCs. Windows NGO is that the commonplace OS for all of the higher than, however the corporate conjointly has Windows 2000 and Windows XP primarily based servers and purchasers.

Coverage:

Sujala Pipes Pvt Ltd is presently a section of Andhra Pradesh, southern states of state, province and Kerala. Limited. the corporate has dilated their sales in downtown areas as shown below. 1979-84 Nandyal Region (polyphone pipes) 1984-85 Rayalaseema Region (PVC Pipes) Transportation:

This distinctive strength of the corporate permits dealers to cut back inventory levels to a minimum. it's thus judicious for dealers with dealers to cut back inventory levels to a minimum. Dealers area unit thus paid within the sort of inventory with the good thing about lower tie-up capital.

General info regarding the company:

The company has a complicated laboratory to perform all tests to see the standard of the pipes. For a Nandi Pipe I.S.I. Trademark, it speaks for itself for the standard of the pipes. The numbers of applied mathematics internal control ways area unit applied to take care of the standard of the merchandise. Managers within the organization area unit dynamic and educated super ordinate employees or intermediate social control employees World Health Organization cannot speak extremely of their space. The specialty of the staff at Suzala Pips personal restricted is that almost all workers area unit practiced. Limited. As the company is found in Nandial's industrial estate, it's equipped with sensible communication networks, as well as telex, fax machine and web. the corporate conjointly received electronic processing support. The core strength of the corporate is taken into account transport vehicles, a selected income that justifies itself by enhancing its name through improved client service.

Department of Finance:

Initially, the corporate consulted external sources for monetary help, currently the monetary position of the corporate is extremely sensible and therefore the SBI is working with self-financing apart from loans taken from Nan dial for the

hypothecation of machinery and stock. the corporate follows the money and carry policy for the Nandi complete. the merchandise won't be distributed till money is paid and therefore the monetary department can handle these transactions with the assistance of the promoting department.

Marketing Section:

Head of the twenty Salesmen selling Department headed by thirty Sales Representatives headed by selling Manager, reported Assistant selling Manager and Assistant selling Manager to the manager Director. selling combine and Advertising Details of Suzala Pipes non-public restricted. Ltd. shows the effective management of the selling department within the company.

Personal Section:

The individual section contains details of the officers and employees of the corporate. the corporate is made in conjunction with Sri. S.P.Y Reddy as administrator and administrator as administrator. 2 selling Managers, monetary Manager, Public Relation Officer and internal control Officer all report back to the manager Director. There are one thousand works within the company apart from executives. A panel consisting of the administrator, the manager Director and also the managers of the relevant departments makes the appointment and choice of personnel. The enticing remuneration company offers health card facilities.

Purchase Department:

The worrying state of affairs is that the makers of PVC pipes have confirmed the rosin shortage. though the govt. India has taken numerous steps to enhance the conditions of PVC resignation, with Indian makers solely meeting five hundredth demand and also the remaining five hundredth from imports.

Method:

The main raw materials are HDPE granules and PP granules. Pipe creating consists {of combining of blending} colored materials and numerous resignations within the mix, and also the finished material is given to the extruder. within the extruder, the fabric is extracted by run to pipe the desired palletizing temperature (190deg. To 230 degrees Centigrade). To retain the ultimate form, the recent pipe setting out of the extruder is cooled during a water bathtub. The pipe water bathtub setting out of the extruder is target-hunting by the acceptable dealings system. Water temperature is maintained by cooling and with the assistance of a cooling plant. the desired length of the pipe is cut with a planetary chain saw. Cut lengths are titled by tilting units and glued on the rack hooked up to the tilting frames. they're then keep on an individual basis. the corporate has its own process technology.

Infinite PVC Pipes PVT Limited:

Infinity Pipe restricted was incorporated in 1986. The plant is found in NH-7, Hampapuram village, Rathdrum mandal and Anantapur district. it absolutely was no inheritable by Nandi Grap Co. and is that the sister company of Nandi teams.

Its annual production capability is 160000 Mts. it's one amongst the makers of PVC pipes in South Asian country. the corporate was intrigued by technical support from Batten field, European country. This created many additional tiny ventures potential. The pipes are sold-out below the Kohinoor and Krishna complete names.

Infinite PVC pipes are a more robust selection than their sensible quality, hassle-free services, sturdiness and business use or light-weight steel, galvanized steel, forged iron and plastic pipes. Under the steering of a young, tough and well qualified Dynamic director, the corporate is managed by the knowledgeable Word

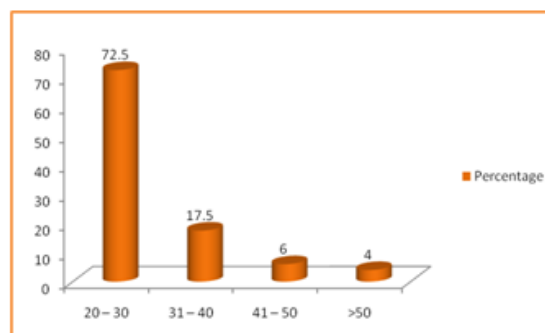
Shri.Sridhar Reddy.

Applications of UPVC pipes:

- Agriculture and irrigation schemes.
- Rural and concrete installation theme.
- Well driven well Casing.
- Gas and oil provide lines.
- Industrial effluent disposal.
- Effluent and emptying theme.
- Air conducting.
- Installations
- Industrial vessels

AGE OF RESPONDENTS

Options	Respondents	Percentage
20 – 30	81	72.5
31 – 40	21	17.5
41 – 50	7	6
>50	5	4
Total	120	100

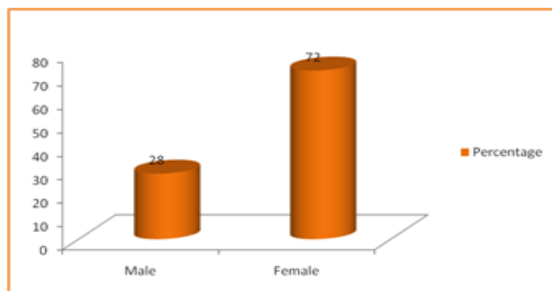


INTERPRETATION:

In the table on top of, it's clear that seventy two.5% of respondents belong to twenty - thirty years, 17.5% respondents are thirty one - forty, 6 June 1944 respondents are forty one - fifty and four-dimensional respondents are on top of fifty years.

SEX OF RESPONDENTS

Options	Respondents	Percentage
Male	34	28
Female	86	72
Total	120	100

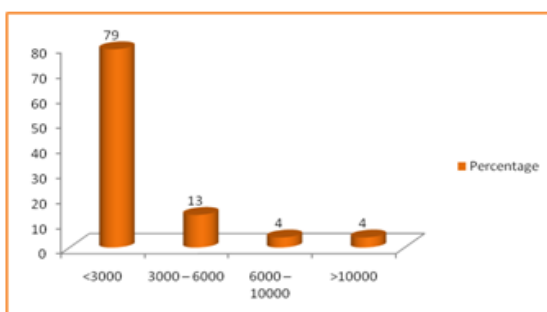


INTERPRETATION:

In the above table, it is clear that 28% of respondents are belongs to Male, 72% respondents are belongs to Female.

INCOME DISTRIBUTION OF RESPONDENTS

Options	Respondents	Percentage
<3000	95	79
3000 – 6000	15	13
6000 – 10000	5	4
>10000	5	4
Total	120	100

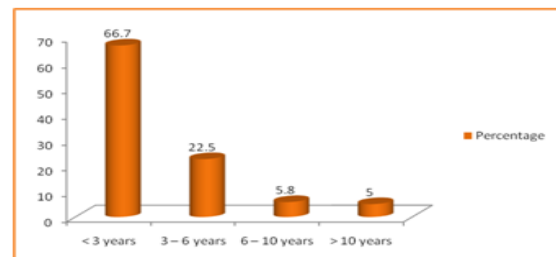


INTERPRETATION:

In the above table, it is clear that 79% of respondents are belongs to <3000, 13% respondents are belongs to 3000 - 6000, 4% respondents are belongs to 6000 - 10000 and 4% respondents are belongs to >10000.

WORKING EXPERIENCE

Options	Respondents	Percentage
< 3 years	80	66.7
3 – 6 years	27	22.5
6 – 10 years	7	5.8
> 10 years	6	5
Total	120	100

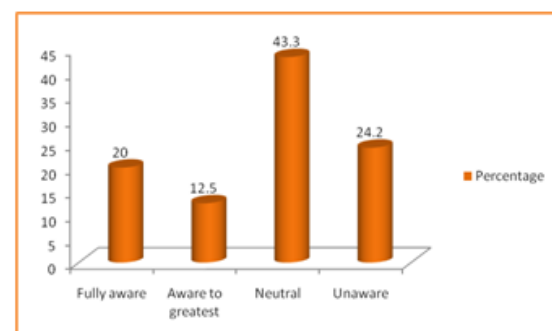


INTERPRETATION:

In the above table, it is clear that 66.7% of respondents are belongs to <3 years, 22.5% respondents are belongs to 3 – 6 years, 5.8% respondents are belongs to 6 – 10 years and 5% respondents are belongs to > 10 years.

AWARENESS OF EMPLOYEES ON WLFARE MEASURES

Options	Respondents	Percentage
Fully aware	24	20
Aware to greatest	15	12.5
Neutral	52	43.3
Unaware	29	24.2
Total	120	100

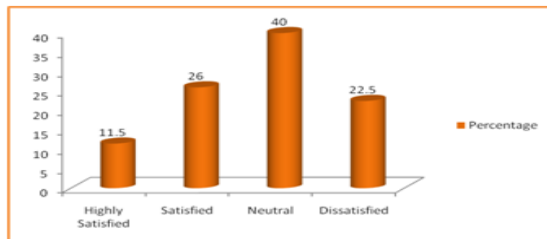


INTERPRETATION:

In the above table, it is clear that 20% of respondents are belongs to Fully aware, 12.5% respondents are belongs to Aware to greatest, 43.3% respondents are belongs to Neutral and 24.2% respondents are belongs tounaware.

SATISFACTION LEVEL ON WELFARE SCHEME

Options	Respondents	Percentage
Highly Satisfied	14	11.5
Satisfied	31	26
Neutral	48	40
Dissatisfied	27	22.5
Total	120	100

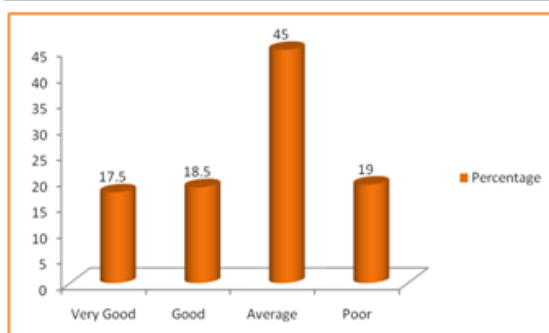


INTERPRETATION:

In the above table, it is clear that 11.5% of respondents are belongs to Highly Satisfied, 26% respondents are belongs to Satisfied, 40% respondents are belongs to Neutral and 22.5% respondents are belongs to Dissatisfied.

OPINION ABOUT VARIOUS ALLOWANCES

Options	Respondents	Percentage
Very Good	21	17.5
Good	22	18.5
Average	54	45
Poor	23	19
Total	120	100



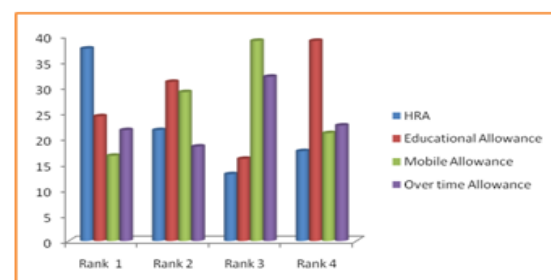
INTERPRETATION:

In the above table, it is clear that 17.5% of respondents are belongs to Very good, 18.5% respondents are belongs to Good, 45% respondents are belongs to

Average and 19% respondents are belongs to Poor.

RANKING OF ALLOWANCES

Options	Rank 1	Rank 2	Rank 3	Rank 4
HRA	37.5	21.6	13	17.5
Educational Allowance	24.3	31	16	39
Mobile Allowance	16.6	29	39	21
Over time Allowance	21.6	18.4	32	22.5



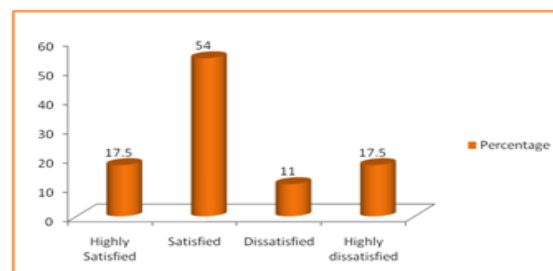
INTERPRETATION:

From the above statistical analysis it is noted that most of the employees have given.

- * First rank to HRA.
- * Second rank to Education Allowance.
- * Third rank to OTime Allowance.
- * Fourth rank to Mobile Allowance

OPINION ABOUT SAFETY TOOLS AND EQUIPMENTS

Options	Respondents	Percentage
Highly Satisfied	21	17.5
Satisfied	65	54
Dissatisfied	13	11
Highly dissatisfied	21	17.5
Total	120	100

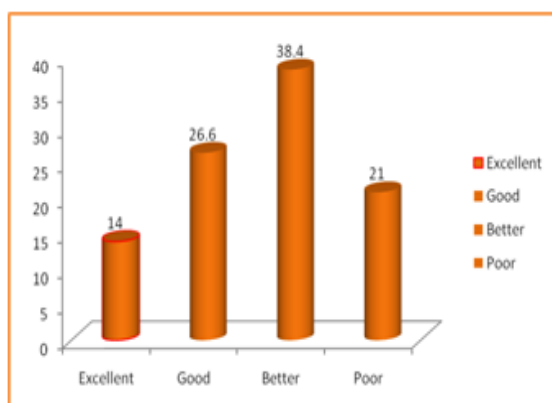


INTERPRETATION:

In the above table, it is clear that 17.5% of respondents are belongs to Highly Satisfied, 54% respondents are belongs to Satisfied, 11% respondents are belongs to Dissatisfied and 17.5% respondents are belongs to Highly dissatisfied.

OPINION ABOUT SAFETY TRAINING PROGRAMS

Options	Respondents	Percentage
Excellent	17	14
Good	32	26.6
Better	46	38.4
Poor	25	21
Total	120	100

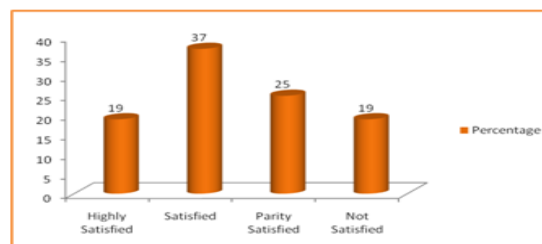


INTERPRETATION:

In the above table, it is clear that 14% of respondents are belongs to Excellent, 26.6% respondents are belongs to Good, 38.4% respondents are belongs to Better and 21% respondents are belongs to poor.

OPINION ABOUT MEDICAL FACILITY

Options	Respondents	Percentage
Highly Satisfied	23	19
Satisfied	44	37
Parity Satisfied	30	25
Not Satisfied	23	19
Total	120	100



INTERPRETATION:

In the above table, it is clear that 19% of respondents are belongs to Highly Satisfied, 37% respondents are belongs to Satisfied, 25% respondents are belongs to Parity Satisfied and 19% respondents are belongs to Not Satisfied.

OPINION ABOUT FIRST AID FACILITY

Options	Respondents	Percentage
Very Good	25	21
Good	47	39
Average	35	29
Bad	13	11
Total	120	100

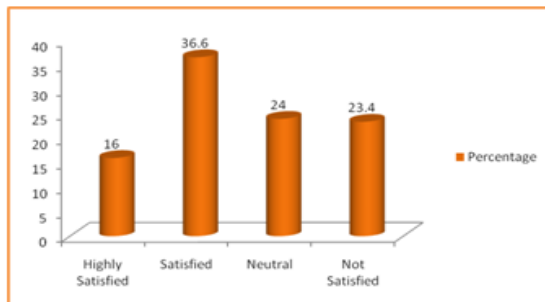


INTERPRETATION:

In the above table, it is clear that 21% of respondents are belongs to Very Good, 39% respondents are belongs to Good, 29% respondents are belongs to Average and 11% respondents are belongs to Bad.

OPINION ABOUT ESI SCHEME

Options	Respondents	Percentage
Highly Satisfied	19	16
Satisfied	44	36.6
Neutral	29	24
Not Satisfied	24	23.4
Total	120	100

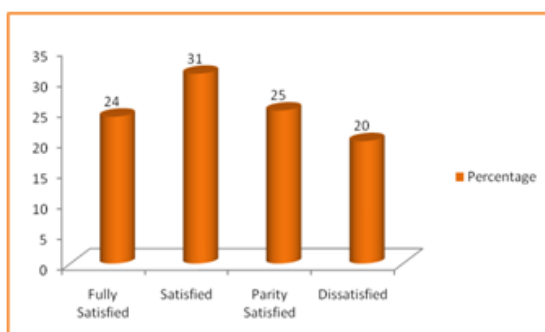


INTERPRETATION:

In the above table, it is clear that 16% of respondents are belongs to Highly Satisfied, 36.6% respondents are belongs to Satisfied, 24% respondents are belongs to Neutral and 23.4% respondents are belongs to Not Satisfied.

OPINION ABOUT TRANSPORT FACILITY

Options	Respondents	Percentage
FullySatisfied	29	24
Satisfied	37	31
Parity Satisfied	30	25
Dissatisfied	24	20
Total	120	100

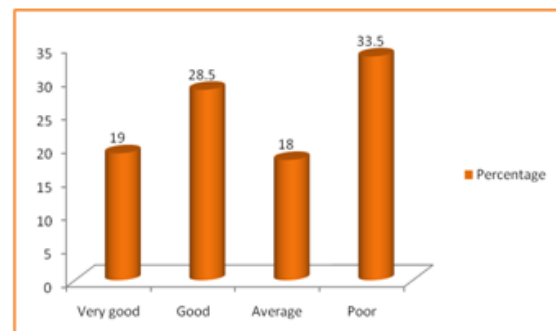


INTERPRETATION:

In the above table, it is clear that 24% of respondents are belongs to Fully Satisfied, 31% respondents are belongs to Satisfied, 25% respondents are belongs to Parity Satisfied and 20% respondents are belongs to Dissatisfied.

OPINION REGARDING REST ROOM FACILITY

Options	Respondents	Percentage
Very good	23	19
Good	34	28.5
Average	23	18
Poor	40	33.5
Total	120	100



INTERPRETATION:

In the above table, it is clear that 19% of respondents are belongs to Very good, 28.5% respondents are belongs to Good, 18% respondents are belongs to Average and 33.5% respondents are belongs topoor.

FINDINGS CONCLUSION FINDINGS

SUGGESTION

- About 72.5% of Respond respondents age twenty - thirty years, 17.5% respondents thirty one - forty, 6 June 1944 respondents forty one - fifty and four-dimensional respondents area unit higher than fifty years.
- Respondent respondents were twenty eighth male and seventy two of respondents were feminine.

- About seventy nine of respondents ten thousand regarding Respond respondents remuneration.
- . 66.7% of respondents' work expertise was ten years.
- Well 2 hundredth of organizations area unit absolutely conscious of the welfare measures, 12.5% of respondents area unit documented, 43.3% of respondents area unit neutral and twenty four.2% of respondents don't seem to beware.
- Seventeen.5% of respondents aforesaid they were excellent at feedback on varied allowances, 18.5% respondents were sensible, forty fifth respondents were average and nineteen of respondents were poor.
- About rank for varied allowances
- R is that the 1st rank for the HRA.
- Second rank for permit Education allowance.
- T third rank to OT allowance.
- Fourth rank from Mobile Allowance
- 5 17.5% of respondents were extremely glad with the Allowance Ranking, fifty four of respondents were glad, Martinmas of respondents were discontent and seventeen.5% of respondents were terribly discontent.
- 14 regarding fourteen% of respondents aforesaid they were glorious with relation to safety coaching programs, 26.6% respondents aforesaid they were sensible, 38.4% respondents were sensible and twenty first respondents were poor.
- 19 nineteen% of respondents were glad with the opinion of the medical facility, thirty seventh of the respondents were glad, twenty fifth of the respondents were partly glad and nineteen of the respondents weren't glad.
- Regarding the feedback on the I ESI theme, 16 PF of respondents were glad, 36.6% of respondents were glad, pure gold of respondents were neutral, and 23.4% of respondents weren't glad.

- 24 regarding twenty four% of respondents were glad with the conception of transportation facility, thirty first of respondents were glad, twenty fifth of respondents were glad with parity and 2 hundredth of respondents were discontent.
- About nineteen feel excellent regarding the comfort station facility provided at Rest Company, 28.5% say things, nineteen feel average and thirty three.5% feel poor.

SUGGESTIONS

- Since some workers square measure unaware of the welfare measures, the corporate takes steps to form workers a lot of attentive to the welfare measures.
- Some respondents feel discontent with the supply of medical aid provided by the corporate, therefore it ought to focus a lot of on the medical provision.
- Most of the respondents feel that they need the required transport facilities to run the bus most of the time and at the correct time.
- Some of the respondents feel poor regarding john facilities. therefore it's the duty of the corporate to supply correct john facilities.
- Some respondents feel that they're not happy with the advance provided by the corporate, in order that the corporate will create extra progress in meeting the requirements of the staff.
- The respondents aforementioned that it might be introduced into the corporate as several canteen facilities square measure required.
- Basic facilities ought to be improved in order that workers feel they're operating during a smart operating surroundings.

CONCLUSION

In the in-depth study of the project facilitate to know varied welfare measures provided by the corporate and the way the workers square measure aware and satisfy with welfare measures and what square measure

the necessities and expectations from the workers to boost the corporate and conjointly the every and each people and expectations that may be analyst and to nice extend may be enforced with the policy of the corporate.

The company ought to conjointly concentrate a lot of on worker welfare measures so as to require care of the workers associate degreed to utilize the human resources in an optimum level this project is extremely helpful to require sure steps in varied areas concerning welfare measures and might be enforced in future with virtually care.

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