

A STUDY ON EMPLOYEES SAFETY AND WELFARE SRV TRADERS

Submitted in partial fulfillment of the requirements for the award of

Bachelor of Commerce

by

R.Sai praveen

40740304



**DEPARTMENT OF BUSINESS ADMINISTRATION
SCHOOL OF MANAGEMENT STUDIES**

SATHYABAMA

**INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)**

**Accredited with Grade "A" by NAAC | 12B Status by UGC | Approved by AICTE
JEPPIAARNAGAR, RAJIV GANDHI SALAI, CHENNAI-600119**

APRIL-2023



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DEPARTMENT OF BUSINESS ADMINISTRATION

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of R.Sai Praveen (40740304) who carried out the Project Training at "SRV TRADERS" under our supervision for a period of 3 months from January 2023 to March 2023.

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DECLARATION

I R. Sai praveen (40740304) hereby declare that the Project work done by me under the guidance of **Dr. Seethal. K** (Internal) and Ms. **Ramachandran. S** (External) at **SRV TRADERS** (Company name and address) is submitted in partial fulfillment of the requirements for the award of Bachelor of Commerce.

DATE: **29.04.2023**



PLACE: **CHENNAI**

SIGNATURE OF THE CANDIDATE

R.Sai praveen

ACKNOWLEDGEMENT

I am pleased to acknowledge my sincere thanks to Board of Management of **SATHYABAMA INSTITUTE OF SCIENCE AND TECHNOLOGY** for their kind encouragement in doing this project and for completing it successfully. I am grateful to them.

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I wish to express my thanks to all Teaching and Non-teaching staff members of the **Department of Business Administration** who were helpful in many ways for the completion of the training.

R.Sai praveen

ABSTRACT

This report contains the work done during the internship period which was held in SRV TRADERS. It not only provides a different environment, but also helps to get some knowledge about the different kinds of jobs in that environment. The students get a chance to know about the various departments in the organization and the activities done in those departments. In the production department this study department produce, the production process, materials, quality control, inspection and store maintenance. The marketing department gained knowledge about marketing strategy, selling the product. The finance department gained knowledge about accounting reports, tax invoice, payroll, balance sheet.

The report shows a view of the tasks done during the period of internship in detail. The project aims to increase the knowledge of the students during the internship process. This project helps us hope that it has helped everyone to gain some organizational knowledge, which can be used in the future.

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CHAPTER 1

INTRODUCTION

1.1 INTRODUCTION ON THE EMPLOYEE SAFETY AND WELFARE

Employee welfare and safety has seen as one of the important measures of performance of an organization. The changes in the work life of employees and changes in the business environment internal as well as external has brought tremendous transformation in the organizational behavior. Globalization, Technology and other work-design factors have forced organizations to focus on employee Safety and Welfare. Organizations have set standard measures to take care of the employees' professional and personal careers. Increase in reliance on technology, distributed work arrangements, increase in pace of work, and diversity in the work environment creating several challenges for Human Resource Management personnel. First, potential new hazards are emerging from the introduction of new technologies and through the performance of work in a more virtual organization. Second, businesses are becoming smaller and flatter and are redefining the content of work and the nature of the employment relationship

Safety: Safety in the workplace means having an environment free from injury and hazards. Proper processes and procedures will allow employees to work without worrying about the safety.

Labour Welfare: The concept of labor welfare is necessarily dynamic and has been interpreted in different ways from country to country and from time to time and even in the same country, according to social institutions, degree of industrialization and general level of social and economic development. Labour Welfare includes under it "Such services, facilities and amenities as adequate canteens, rest and recreational facilities, sanitary and medical facilities, arrangements for the travel to and from and for the accommodation of workers employed at a distance from their homes, and such other services, amenities and social facilities including security measures as contributing to conditions under which workers are employed" Welfare activities influence the sentiments of the workers. When workers feel that the employers and the

state are interested in their happiness, his tendency to grouse and grumble will steadily disappear. The provision of various welfare measures such as better housing, canteen, medical and sickness benefits etc.

1.2 INDUSTRY PROFILE

SRV TRADERS Successful Project work up companies are RAMCONS PVT, CHAITANYA, VRB construction, GRT Jewelers, SRV traders' specialty in epoxy grouting and he selling products also the SRV TRADERS one of dealer of ARDEX ENDURA PVT and MYKLATICRATE

A construction company profile typically provides an overview of the company's background, history, services offered, mission, vision, values, and achievements. It may also include information about the company's leadership team, staff, and partners, as well as any awards, certifications, and licenses obtained by the company.

The company profile may also highlight the company's experience and expertise in specific construction sectors, such as commercial, residential, industrial, or infrastructure. It may provide examples of past projects the company has completed, along with client testimonials and references.

Additionally, the company profile may discuss the company's approach to safety, quality, and sustainability, and any initiatives the company has undertaken to give back to the community.

I hope this information is helpful to you in understanding what a construction company profile typically includes.



Fig;1.2

1.3COMPANY PROFILE



Fig 1.2

SRV TRADERS established 2018 as a Contract Builder. Over the years we have successfully implemented projects in segments that include Residential, Hospitality, Education, Commercial, Health & Entertainment. Our expertise developed in the course of our journey has allowed us to venture into newer allied areas like Property Development, Solutions and Facility Management. Going forward our focus will continue to be on designing and executing high quality projects within the stipulated timeline.

SRV is a Finnish construction company that operates in The Company provides a range of services including Interior Design, and exterior design Specialist in Marbles, Granite, and ceramics tiles, etc.

Construction, project management, and maintenance for various types of buildings and infrastructure projects.

SRV's construction projects include commercial, residential, and public buildings such as offices, shopping centers, hotels, hospitals, schools, and sports arenas. The company also has extensive experience in infrastructure projects

SRV is committed to sustainable construction practices and aims to minimize the environmental impact of its projects. The company is also focused on improving the well-being of its employees and promoting diversity and inclusion.

1.4 NEED FOR THE STUDY

The safety and welfare of employees are essential aspects of any organization's success. Employers have a legal and moral responsibility to ensure that their employees are safe and well taken care of in the workplace. These factors can have a significant impact on employee morale, motivation, productivity, and ultimately, the success of the organization.

Studying employee safety and welfare can help organizations identify and address potential safety hazards and risks, such as unsafe working conditions, equipment malfunctions, or environmental hazards. It can also help identify ways to improve employee well-being, such as offering health and wellness programs, providing

ergonomic workspaces, and addressing work-life balance concerns.

Moreover, studying employee safety and welfare can help organizations reduce workplace injuries and illnesses, absenteeism, and turnover rates. It can also enhance the organization's reputation as a responsible employer, which can attract and retain top talent.

In summary, studying employee safety and welfare is crucial to promote a safe and healthy work environment, enhance employee well-being, and improve organizational performance.

1.5 SCOPE FOR THE STUDY

1. Study helps in This examining the policies and procedures that are in place to ensure employee safety, as well as identifying any potential hazards that may be present in the workplace.
2. Study helps to the programs or initiatives aimed at promoting employee wellness, such as health screenings, fitness programs, and mental health support.
3. Study helps in examining the policies and programs that are in place to help employees balance their work and personal lives, such as flexible work arrangements or time off policies.
4. Study helps to find out the types of benefits offered to employees, such as health insurance, retirement plans, or paid time off
5. Study helps in examining the overall culture of the workplace and how it affects employee safety and welfare, including issues such as employee morale, communication, and teamwork

1.6 OBJECTIVES OF THE STUDY

1. To understand the awareness regarding safety and welfare facilities among the employees at SRV TRADERS.
2. To find out the utilization of welfare facilities by the employees
3. To find out the level of satisfaction among the employees with regard to labour welfare facilities

CHAPTER 2

REVIEW OF LITERATURE

2.1 INTRODUCTION TO REVIEW OF LITERATURE

1. **Anand (2010)** stated in his research work that employees of IT sector in Chennai district are satisfied with the welfare measures provided by the company. But researcher also suggested some recommendation pertaining to periodic audit of welfare programs by management, personality & stress management etc. Modifications are requiring in the field of safety consciousness, grievance handling & sexual harassment especially for women employees.
2. **Balaji (2013)** explored the influence of rewards & welfare on job satisfaction & productivity of both public & private sector employees in measure Industrial cities of Tamil Nādu. The working environment was fair in terms of office accommodation & furniture, working material, health & safety facilities but on the other side he recommended salary increment, allowances, bonus, fringe benefit & compensation on regular & specific periods to keep their moral high & make them productive.
3. **Bhati p. (2013)** identified in her research work that the different provisions provided to the employees under factories Act 1948 are showing positive relation with the employee's satisfaction. Company should know the requirement of employees in term of different non-financial motivational tools. This study can be useful for identifying the factories which needs to employee satisfaction & company can use those factors retention tool for retaining employees in the organization.
4. **Bhagat (2015)** revealed that cleanliness is the big issue in Nashik MIDC. She

suggested that cleanliness should be improved, clean & adequate latrines & urinals at the work place improve indirect motivation to employees

5. **Hangarki (2014)** revealed the relationship between employee satisfaction level & welfare measures in selected national bank in Hyderabad Karnataka region. It is clear that welfare facilitated employment by bank are not equally satisfactory to all employees. Most of the employees are dissatisfied with the clarity and transparency in communication, training & development, lunch rooms & rest rooms, health checkup camp etc. He recommended some measures but separate lunch room & rest rooms are most important in those amenities because employees are very inconvenient to have their lunch in front of the customer.
6. **Jain (2012)** implied by her research work that public sector bank employees are more satisfied with his jobs rather than private bank employees the main cause of dissatisfaction among private bank employees are job in security their jobs are highly competitive. Also welfare facilities and clearly defined & legally enforced in public sector banks while there is neither well planned nor well executed welfare facilities in private banks. This is other reason of dissatisfaction among private bank employees. Employee's turnover high & job security low in private bank employees.
7. **Jeyapragash (2013)** Studied organizational climate in total 14 banks which are 10 private sectors, new private sector & public sector banks & 280 respondents. From dindigul district, Tamil Nadu the result showed that organization climate within public sector bank employees were good compared to the other private banks. They recommended other banks to improve in the level of organizational climate, performance appraisal, and image of your bank, training & development, employee grievance handling procedure etc.

8. **Kumar (2013)** described that 100% employees of Tamil Nadu state transport corporation, Villupuram division were aware of the welfare measures in Public Sector Transport Corporation. Researcher found that most of the employees were do not satisfied with welfare measures such as canteen, night duty, rest rooms & gratuity 89% employees said work load is very high. Researcher suggested the govt. to take keen interest to fill up the vacancies to share the work among them as employees are burdened with heavy work load.
9. **Loga Sakthi K (2013)** inferred that most of the respondents are satisfied with the facilities provided by the organization. Some of the employees are not satisfied with medical reimbursement facilities.
10. **Madhesh (2014)** instated that employees having 5-10 years' experience are highly satisfied welfare measures provided by their companies in SIPCOT industrial area in Tamil Nadu. He suggested some recommendations regarding welfare inspector, transfer policies & disciplinary rules for betterment of employees.
11. **Okereke (2020)** revealed that there complete absence of welfare measures in patani local govt. council, Delta state Nigeria. There is general awareness about staff welfare among employees. Staffs were totally neglected by council. The working environment was poor or path. He informs of office accommodation & furniture working materials, monetary incentives & unreliable health of safety facilities etc. Job satisfaction among employees is very low which leads to poor productivity or performance. Okereke suggested that significant efforts should be made to improve employee job capabilities through training, improve working condition & general welfare , which leads to increase productivity or enhanced moral & performance.
12. **Prabhakar S (2018)** found employees of Don bosco college of arts and science Sogathur, Dharampuri, Tamil Nadu, are very satisfied with intramural facilities

but they is a need of further development in the areas of extra mural facilities like transport, leave facility, maternity benefits, promotion for the staff in college etc. Researchers recommended fixing pay scale for experienced staff in tune with the cost of living and have to think high salaries for those awarded Ph.D.

13. Dr P Venkat Rao et al Vol (3) (2015) made the title of “Employee welfare is the key insight”, study says that to investigate the literature related to the welfare measures and its impact on the employee performance, satisfaction and also identify and compare the welfare measures provided in different public and private sector companies.

14. Occupational health and safety: A review of literature on occupational health and safety can provide insights into the various risks and hazards that employees face in the workplace. This literature can help identify the measures that organizations can take to prevent accidents and injuries, and to promote a safe work environment.

15. Work-life balance: Literature on work-life balance can provide insights into the impact of work-related stress on employee well-being. This literature can help identify the factors that contribute to work-related stress and provide recommendations for promoting a healthy work-life balance.

16. Employee engagement: Literature on employee engagement can provide insights into the factors that influence employee satisfaction and motivation. This literature can help identify the measures that organizations can take to increase employee engagement and improve organizational performance.

17. Employee well-being: Literature on employee well-being can provide insights into the various factors that influence employee well-being, such as physical health, mental health, and social support. This literature can help identify the measures that organizations can take to promote employee well-being and reduce the risk of burnout.

- 18. Corporate social responsibility:** Literature on corporate social responsibility: Literature on corporate social responsibility can provide insights into the importance of promoting employee safety and welfare as part of an organization's social responsibility. This literature can help identify the measures that organizations can take to promote employee safety and welfare and to fulfill their social responsibility.
- 19. Robinson, Sparrow, Clegg, & Birdi (2006)** in a study identified the key behaviour, which were found to be associated with employee engagement. The behaviours included belief in the organization, desire to work to make things better, accepting of the business context and the „superior picture“, being respectful of and helpful to colleagues, willingness to „go the extra mile“ and keeping up to date with developments in the field.
- 20. Joseph et.al. (2009)** studied in the article points out that the structure of a welfare state rests on its social security fabric. Government, employers and trade unions have done a lot to promote the betterment of worker's conditions.
- 21. Manzini and Gwandure (2011)** studied that the concept of employee welfare has been used by many organizations as a strategy of improving productivity of employees; especially in the mobile industry since work related problems can lead to poor quality of life for employees and a decline in performance. It is argued that, welfare services can be used to secure the labour force by providing proper human conditions of work and living through minimizing the hazardous effect on the life of the workers and their family members.
- 22. A Research in different organizations by Patro (2012)** identified that the employees are assets of any organization. The needs of the employee must be satisfied in order to meet the goals of the organization.
- 23. Lalitha and Priyanka (2014)** ideated that the welfare measures need not be in monetary terms only but in any kind/forms. Employee welfare includes monitoring of working conditions, creation of industrial harmony through

infrastructure for healthiness, developed relations and insurance against illness, accident and joblessness for the workers and their families.

24. Patro (2015) in a comparative analysis of welfare measures in public and private sector found that an employee's" welfare facility is the key dimension to smooth employer-employee association. These welfare facilities improve the employees" morale and loyalty towards the management thereby increasing their pleasure, fulfilment and performance.

25. Anand (2010) stated in his research work that employees of IT sector in Chennai district are satisfied with the welfare measures provided by the company. But researcher also suggested some recommendation pertaining to periodic audit of welfare programs by management, personality & stress management etc. Modifications are requiring in the field of safety consciousness, grievance sexual harassment especially for women employees.

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27. Bhagat (2015) revealed that cleanliness is the big issue in Nashik & benefit & compensation on MIDC. She suggested that cleanliness should be improved, employees.

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tool for Bosibori (2012) retaining employees in the organization.

29. Chahal (2013) inferred from her research work that some performance appraisal techniques, relationship with other employees, factors like working environment etc. are important, contributing towards job satisfaction in bank employees, while job dissatisfaction caused by working hours (lack of training & development) of frequent transfers of the employees. He suggested that employee welfare measures/facilities of job security should be restricted.

30. MayGop (2013) Pradesh (UP) He found that private sugar studied the employee per section on quality of work life in sugar mills of Uttar Pradesh. Mill employees enjoy better QWL practices in comparison to cooperative sector or employees. On lighting facilities (LF), safety measure (WF), etc. but cooperative interference (SI) to private sugar (SF), health facilities (HF), welfare facility mill employees enjoy better employee welfare facilities & supervisor mill employees. He suggested that to improve QWL is first to identify & then try to satisfy employees' important needs in through their experience in their working environment.

CHAPTER 3

RESEARCH METHODOLOGY

3.1 RESEARCH DESIGN

‘A Research design is simply the frame work or plan for a study is used to guide in collecting and analyzing the data. It is a blue print that is followed in completing a study”.

A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. This Research design applied for the study is ‘Descriptive Research’. Descriptive research design: Descriptive research aims to accurately and systematically describe a population, situation or phenomenon. It can answer what, where, when and how questions, but not why questions. A descriptive research design can use a wide variety of research methods to investigate one or more variables.

3.2 SOURCES OF DATA

Data collection is the term used to describe a process of preparing and collecting data.

- Primary Data – Questionnaire given to 113 respondents
- Secondary Data - Websites and online journals, Published reports & Review of literature from published articles

3.3 STRUCTURE OF QUESTIONNAIRE:

Questionnaire was divided into two sections. First part was designed to know the general information about customers and the second part contained customer satisfaction level of SRV TRADERS

3.4 SAMPLE SIZE

Convenience sampling is adopted to collect data from the respondent. A Convenience sampling method is one of the main types of non-probability sampling methods. A convenience sample is made up of people who are easy to reach.

3.6 PERIOD OF STUDY

The period of study is January 2023 through March 2023.

3.6 ANALYTICAL TOOLS

Percentage is appropriate when it is important to know how many of the participants gave a particular answer. Generally, percentage is reported when the responses have discrete categories.

$$\text{Simple Percentage Analysis} = \frac{\text{No. of Respondents}}{\text{Total No. of Respondents}} * 100$$

CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

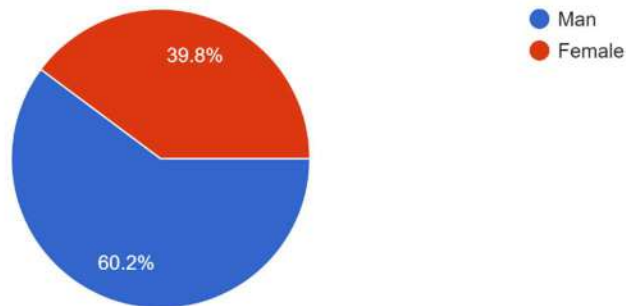
4.1. PERCENTAGE ANALYSIS

4.1.1: Table showing Gender wise classification of the respondents

Gender	No. of Respondents	Percentage
Male		60.2%
Female	1	39.8%
Total	60	100.00

Source: Primary data.

1.gender
113 responses



4.1.1: Chart showing Gender wise classification of the respondents

Interpretation

From the above table it is interpreted that the number of respondents male of respondents are 60.2%, Female of respondents 39.8%

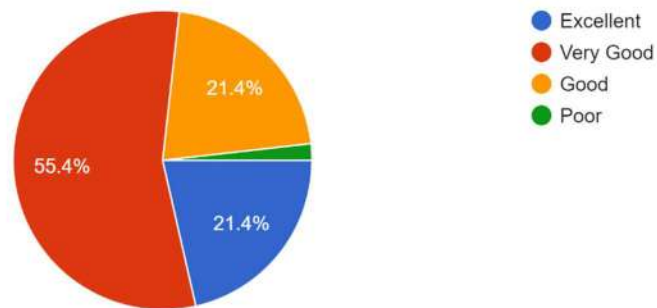
Inference

Majority (60.2%) of the respondents are male.

4.1.2: Table showing aware of safety and welfare policy of organization

Safety and welfare policy	No. of respondents	Percentage
Excellent	24	21.4%
very good	62	55.4%
Good	24	21.4%
Poor	2	1.8%
Total	112	100%

2. To what extent you are aware of safety and welfare policy of your organization
112 responses



4.1.2. chart showing aware of safety and welfare policy of organization

Interpretation

From the above table it is interpreted that the number of respondents excellent of respondents of 21.4%, Very good of respondents of 55.4%, good of respondents of 21.4%, poor of respondents of 1.8%.

Inference:

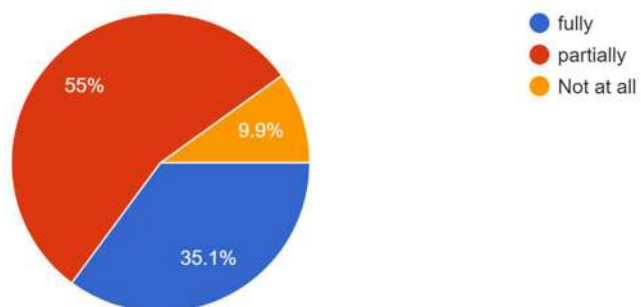
Majority (55.4%) of the respondents are very good

4.1.3. Table showing hazards at your work place

Hazards of work place	No. of respondents	Percentage
Fully	39	35.1%
Partially	61	55%
Not at all	11	9.9%
Total	111	100%

3.How far you are aware of hazards at your work place (if any)

111 responses



Interpretation:

From the above table it is interpreted that the number of respondents fully of respondents of 35.1%, partially of respondents of 55%, Not at all of respondents of 9.9%.

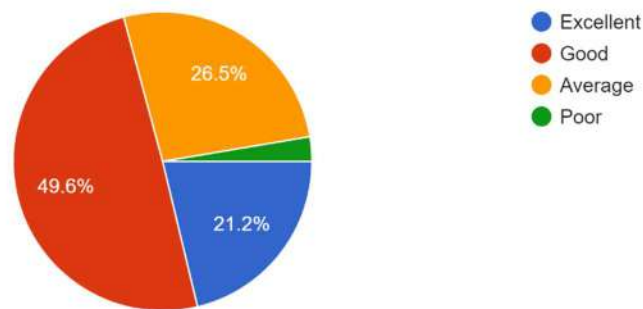
Inference:

Majority (55%) of the respondents are partially

4.1.4. Table showing trained for handling any handling any kind of emergency situation in your work place.

Emergency situation in work place	No. of respondents	Percentage
excellent	24	21.2%
Good	56	49.6%
Average	30	26.5%
Poor	3	2.7%
Total	113	100%

4. To what degree you have trained for handling any kind of emergency situation in your work place?
113 responses



4.1.4. chart showing trained for handling any handling any kind of emergency situation in your work place.

Interpretation:

From the above table it is interpreted that the number of respondents excellent of respondents of 21.2%, good of respondents of 49.6%, average of respondents of 26.5%, poor of respondents of 2.7%.

Inference:

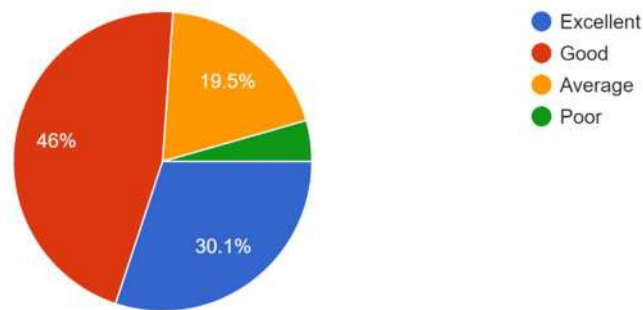
Majority (49.6%) of the respondents are good

4.1.5. Table showing aware of First-Aid treatment.

aware of First-Aid treatment	No. of respondents	Percentage
Excellent	34	30.1%
Good	52	46%
Average	22	19.5%
Poor	5	4.4%
Total	113	100%

5. How much do you aware of First-Aid treatment for various ailments?

113 responses



4.1.5. Chart showing aware of First-Aid treatment.

Interpretation:

From the above table it is interpreted that the number of respondents excellent of respondents of 30.1%, good of respondents of 46%, average of respondents of 19.5%, poor of respondents of 4.4%.

Inference:

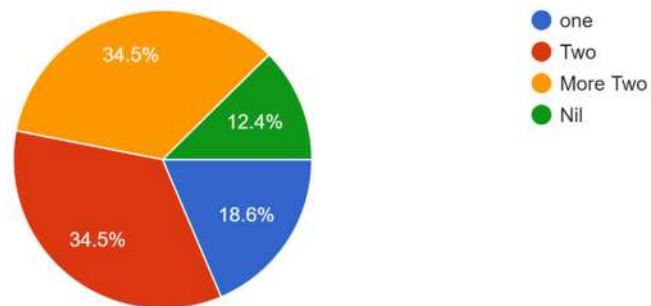
Majority (46%) of the respondents are good

4.1.6. Table showing safety training programs attended.

safety training programs attended	No. of respondents	Percentage
One	21	18.6%
Two	39	34.5%
More two	39	34.5%
Nil	14	12.4%
Total	113	100%

6. How many safety training programs attended by you in the current year?

113 responses



4.1.6. Chart showing safety training programs attended.

Interpretation:

From the above table it is interpreted that the number of respondents one of respondents of 18.6%, two of respondents of 34.5%, more two of respondents of 34.5%, Nil of respondents of 12.4%.

Inference:

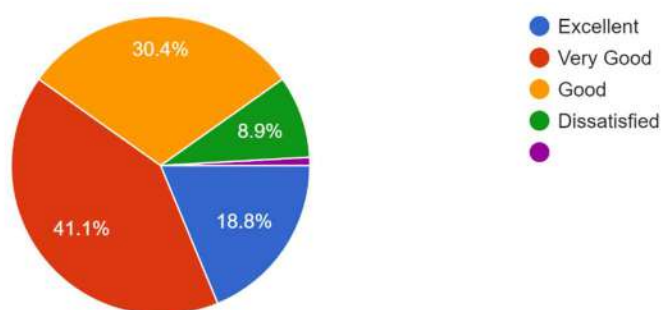
Majority (34.5%) of the respondents are Two, more two

4.1.7. Table showing rate medical facilities provided by organization.

medical facilities	No. of respondents	Percentage
excellent	21	18.80%
Very good	46	41.40%
Good	34	30.40%
Dissatisfied	10	8.90%
Total	112	100%

7. How do you rate medical facilities provided by your organization?

112 responses



4.1.7. chart showing rate medical facilities provided by organization.

Interpretation:

From the above table it is interpreted that the number of respondents excellent of respondents of 18.8%, very good of respondents of 41.1%, good of respondents of 30.4%, Dissatisfied of respondents of 8.9%.

Inference:

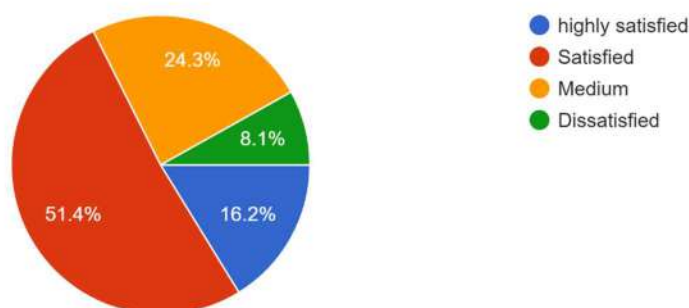
Majority (41.1%) of the respondents are very good

4.1.8. table showing clock services provided by the Doctors and the nursing staff at medical center to the employees.

Doctors and the nursing staff at medical center	No. of respondents	Percentage
Highly satisfied	18	16.20%
satisfied	57	51.40%
Medium	27	24.30%
Highly dissatisfied	9	8.10%
Total	111	100%

8. Please appraise the round the clock services provided by the Doctors and the nursing staff at medical center to the employees and their dependents.

111 responses



4.1.8. Chart showing clock services provided by the Doctors and the nursing staff at medical center to the employees.

Interpretation:

From the above table it is interpreted that the number of respondents excellent of respondents of 16.2%, satisfied of respondents of 51.4%, medium of respondents of 24.3%, Dissatisfied of respondents of 8.1%.

Inference:

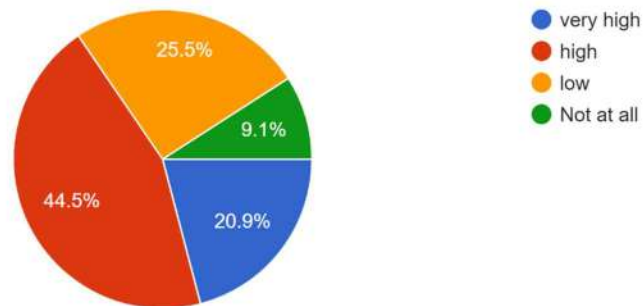
Majority (51.4%) of the respondents are satisfied

4.1.9 Table showing with present leave policy of your organization

present leave policy of your organization	No. of respondents	Percentage
Very high	23	20.9%
High	49	44.5%
Low	28	25.5%
Not at all	10	9.1%
Total	110	100%

9. How satisfied are you with present leave policy of your organization?

110 responses



4.1.9 Table showing with present leave policy of your organization

Interpretation:

From the above table it is interpreted that the number of respondents very high of respondents of 20.9%, high of respondents of 44.5%, low of respondents of 25.5%, not at all of respondents of 9.1%.

Inference:

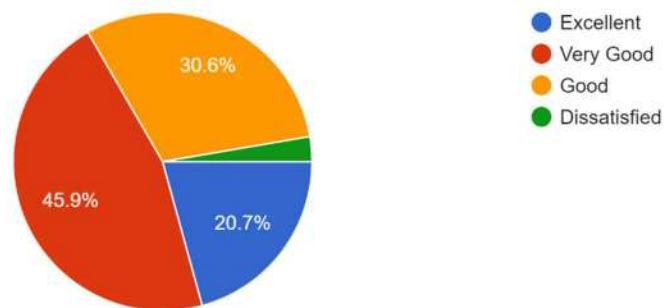
Majority (44.5%) of the respondents are high

4.1.10. Table showing rate the health insurance and accidents benefits.

health insurance and accidents benefits	No. of respondents	percentage
Excellent	23	20.70%
Very good	51	45.90%
Good	34	30.60%
Dissatisfied	3	2.80%
Total	111	100%

10. . How do you rate the health insurance and accidents benefits?

111 responses



4.1.10. Chart showing rate the health insurance and accidents benefits.

Interpretation:

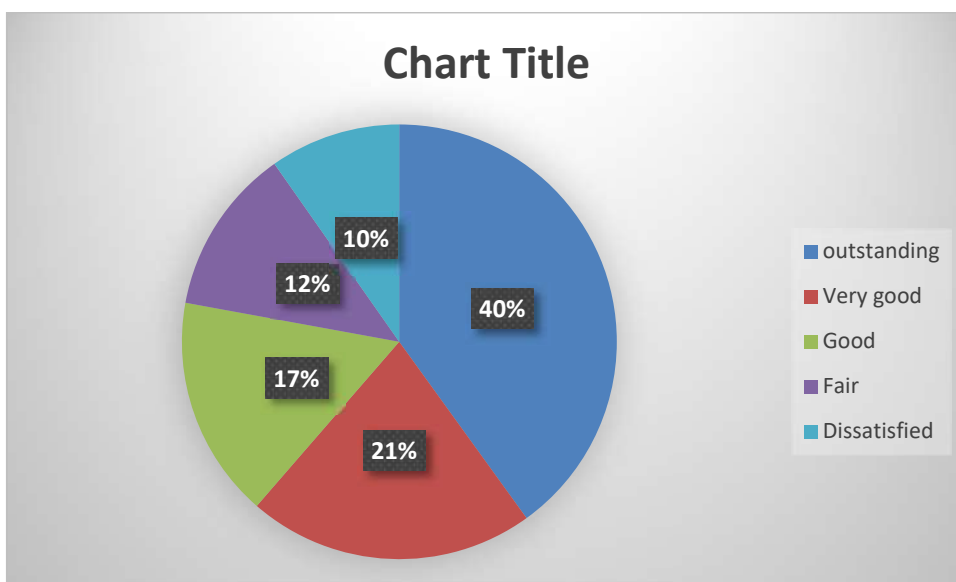
From the above table it is interpreted that the number of respondents excellent of respondents of 20.7%, very good of respondents of 45.9%, good of respondents of 30.6%, Dissatisfied of respondents of 2.8%.

Inference:

Majority (45.9%) of the respondents are very good

4.1.11. Table showing that Drinking water facilities

Drinking water facilities	NO. of respondents	Percentage
Outstanding	45	39.8%
Very good	24	21.2%
Good	19	16.4%
Fair	14	12.3%
Dissatisfied	11	9.7%
Total	113	100%



4.1.11. chart showing that Drinking water facilities

Interpretation:

From the above table it is interpreted that the number of respondents outstanding of respondents of 39.8%, very good of respondents of 21.2%, good of respondents of 16.4%, Fair of respondents of 12.3%, dissatisfied of respondents of 9.7%.

Inference:

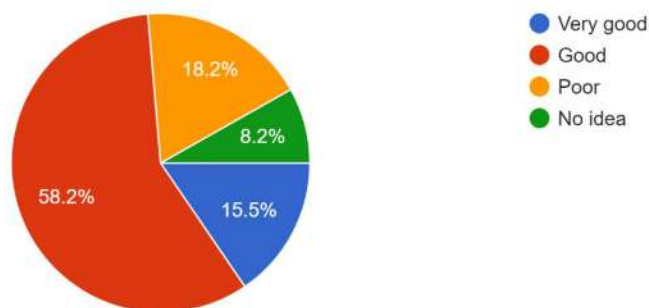
Majority (39.8%) of the respondents are outstanding

4.1.12. table showing that Advances / loan

Advances/loan	No. of respondents	Percentage
Very high	17	15.5%
Good	64	58.2%
Poor	20	18.2%
No idea	9	8.2%
Total	110	100%

12. How do you rate the Advances / loans provided by your organization?

110 responses



4.1.12. Chart showing that Advances / loan

Interpretation:

From the above table it is interpreted that the number of respondents very high of respondents of 15.5%, good of respondents of 58.2%, poor of respondents of 18.2%, no idea of respondents of 8.2%.

Inference:

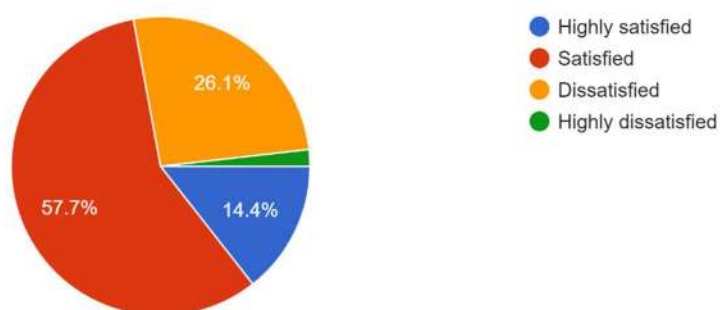
Majority (58.2%) of the respondents are good

4.1.13. Table showing present grievance redressal procedure system

Present grievance	No. of respondents	Percentage
Highly satisfied	17	14.4%
Satisfied	64	57.7%
Dissatisfied	20	26.1%
Highly dissatisfied	9	1.8%
Total	111	100%

13. How do you rate with the present grievance redressal procedure system?

111 responses



4.1.13. Chart showing present grievance redressal procedure system

Interpretation:

From the above table it is interpreted that the number of respondents highly satisfied of respondents of 14.4%, satisfied of respondents of 57.7%, dissatisfied of respondents of 26.1%, highly dissatisfied of respondents of 1.8%.

Inference:

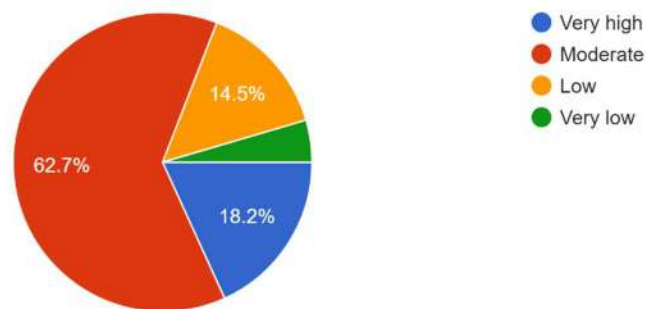
Majority (57.7%) of the respondents are satisfied

4.1.14. Table showing to suggest further improvements for your betterment of your organization

Further improvement	No. of respondents	Percentage
Very high	20	18.2%
Moderate	69	62.7%
low	16	14.5%
Very low	5	4.6%
Total	110	100%

14. . How often you find the platform to express your ideas and to suggest further improvements for your betterment of your organization?

110 responses



4.1.14. Chart showing to suggest further improvements for your betterment of your organization

Interpretation:

From the above table it is interpreted that the number of respondents very high of respondents of 18.2%, moderate of respondents of 62.7%, low of respondents of 14,5%, very low of respondents of 4.6%.

Inference:

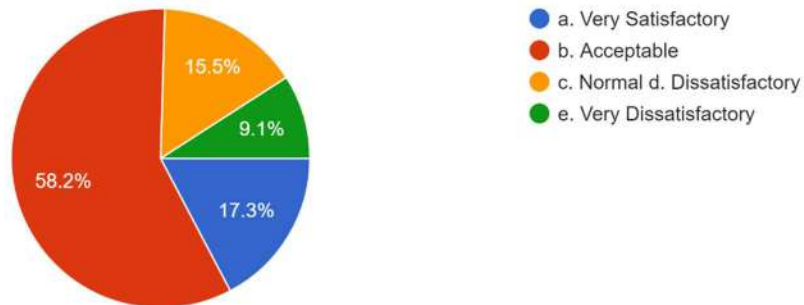
Majority (62.7%) of the respondents are moderate

4.1.15. Table showing the working Hours

working Hours	NO. of respondents	Percentage
Very satisfactory	19	17.3%
Acceptable	64	58.2%
Normal	17	15.5%
Dissatisfactory	17	15.5%
Very dissatisfactory	10	9.1%
Total	110	100%

15. How do you rate the working Hours of the Organization?

110 responses



4.1.15. Chart showing the working Hours

Interpretation:

From the above table it is interpreted that the number of respondents very satisfactory of respondents of 17.3%, acceptable of respondents of 58.2%, normal of respondents of 15.5%, dissatisfactory of respondents of 15.5%, very dissatisfactory of respondents of 9.1%.

Inference:

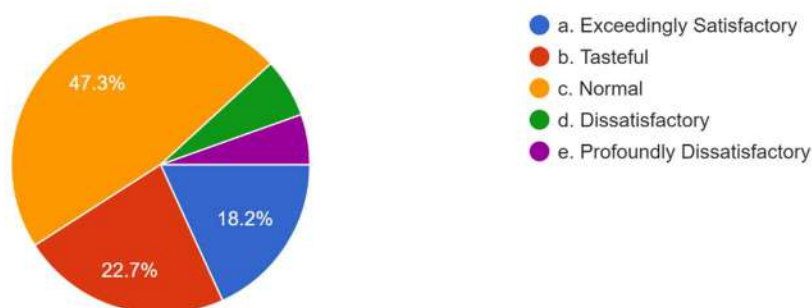
Majority (58.2%) of the respondents are acceptable

4.1.16. table showing health advantages the workers and their families

Health advantages	No. of respondents	Percentage
Exceedingly satisfactory	20	18.2%
Tastefully	25	22.7%
normal	52	47.3%
dissatisfactory	7	6.3%
Profoundly dissatisfaction	6	5.4%
total	110	100%

16.How do you rate the health advantages gave by the Organization to the workers and their families?

110 responses



4.1.16. Chart showing health advantages the workers and their families

Interpretation:

From the above table it is interpreted that the number of respondents exceedingly satisfactory of respondents of 18.2%, tastefully of respondents of 22.7%, normal of respondents of 47.3%, dissatisfactory of respondents of 6.3%, profoundly dissatisfactory of respondents of 5.4%.

Inference:

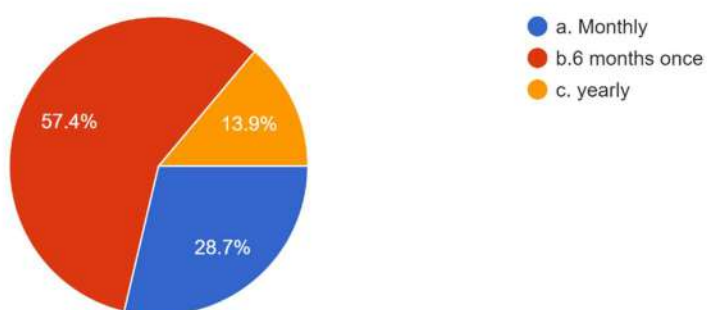
Majority (47.3%) of the respondents are normal

4.1.17. Table showing sanctioning special welfare facility

Special welfare facility	No. of respondents	Percentage
Monthly	31	28.7%
6 months once	62	57.4%
Yearly	15	13.9%
Total	108	100%

17. How much time it will take for sanctioning special welfare facility?

108 responses



4.1.17. Chart showing sanctioning special welfare facility

Interpretation:

From the above table it is interpreted that the number of respondents monthly of respondents of 28.7%, 6 months once of respondents of 57.4%, yearly of respondents of 13.9%.

Inference:

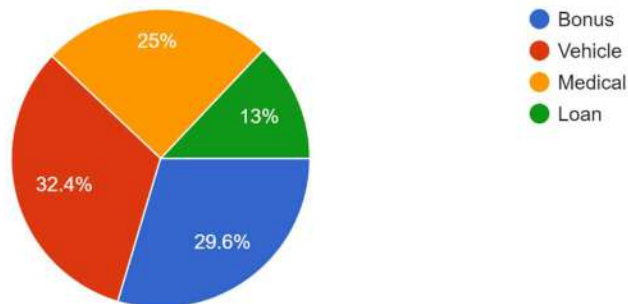
Majority (57.4%) of the respondents are 6 months once

4.1.18. Table showing allowances paid by company

Allowances paid by company	No. of respondents	Percentage
Bonus	32	29.6%
Vehicle	35	32.4%
Medical	27	25%
Loans	14	13%
Total	108	100%

18. What are the allowances paid by your company

108 responses



4.1.18. chart showing allowances paid by company

Interpretation:

From the above table it is interpreted that the number of respondents bonus of respondents of 29.6%, vehicle of respondents of 32.4%, medical of respondents of 25%, Loans of respondents of 13%.

Inference:

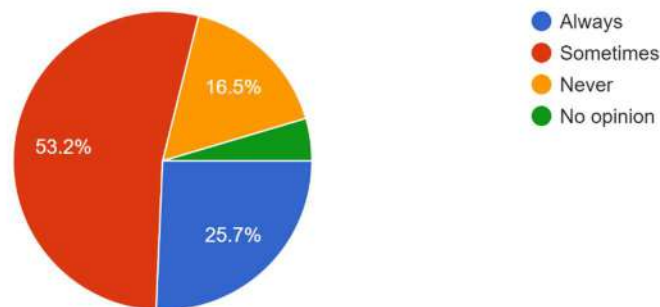
Majority (32.4%) of the respondents are vehicle

4.1.19 Table showing in solving the problems faced by employees

problems faced by employees	No. of respondents	Percentage
Always	32	25.7%
Sometime	35	53.2%
Never	27	16.5%
No opinion	14	4.5%
Total	109	100%

19. Do the welfare measures help in solving the problems faced by employees

109 responses



4.1.19 Chart showing in solving the problems faced by employees

Interpretation:

From the above table it is interpreted that the number of respondents Always of respondents of 25.7%, sometime respondents of 53.2%, never of respondents of 16.5%, very low of respondents of 4.5%.

Inference:

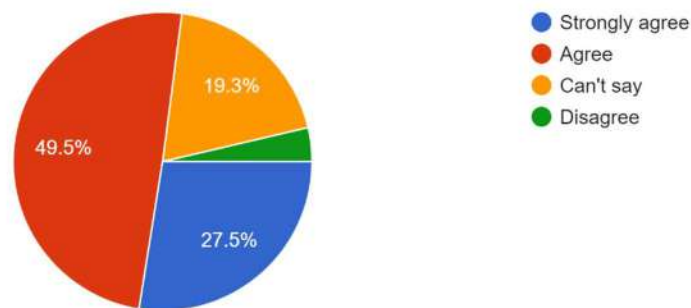
Majority (53.2%) of the respondents are

4.1.20. Table showing safety shoes, helmet and all equipment provided by the company

Safety equipment provided by the company	No. of respondents	Percentage
Strongly agree	30	27.5%
Agree	54	49.5%
Can't say	21	19.3%
Disagree	4	3.6%
Total	109	100%

20.Are you satisfied with safety shoes, helmet and all equipments provided by the company?

109 responses



4.1.20. Table showing safety shoes, helmet and all equipment provided by the company

Interpretation:

From the above table it is interpreted that the number of respondents strongly agree of respondents of 27.5%, agree of respondents of 49.5%, can't say of respondents of 19.3%, disagree of respondents of 3.6%.

Inference:

Majority (49.5%) of the respondents are agree

CHAPTER 5

FINDINGS, SUGGESTIONS AND CONCLUSION

5.1 FINDINGS

- 54.2%of the respondents are female and 45.8% are male
- In your organisation safety and welfare policy very good 40.4%and good 34%
- Safety measures attended in current year attended 85.4% and not attended 14.6%
- medical facilities provided by your organization good 61.6% and not good 38.4%
- 59.6% of the participants full that advances/loan provides by organization are very good
- 59.6% of the respondent are highly satisfied with the present grievance redressal procedure system
- 14,9% of the respondent are disappointed with the present grievance redressal procedure system
- 29.2% of the respondent thinks that the health insurance and accidents benefits are excellent

- 19.1% of the participants are highly satisfied with the service provided by the doctor and the nursing staff at medical centre
- 19.6% of the participants are very highly satisfied with the present leave policy of their organization

5.2 SUGGESTIONS

Identify the areas where training is needed

1. Develop training programs that are tailored to the needs of the employees
2. Deliver training in a clear and effective manner
3. Ensure that training is relevant to the employees' current and future roles
4. Provide ongoing support to ensure employees retain and apply their new skills
5. Reward and recognize employees who demonstrate improved performance due to training

5.3 CONCLUSION

Thus, we can say that labour welfare includes many things such as all services, amenities and facilities which are provided by the employer in or in the vicinity of the undertaking in order to enable the employees to perform their work in healthy and congenial surroundings and provide them. concluded that the welfare measures in an organization are one of the factors for the workers to stay within the organization and to work towards success of the organization and this has been evident in this organization.

Based on the findings of this study on safety and welfare of employees, it can be concluded that ensuring a safe and healthy workplace environment is essential for promoting the welfare of employees.

The study has highlighted that there are various factors that can affect the safety and welfare of employees, including physical hazards, psychological stressors, and poor working conditions. The study has also highlighted the importance of providing employee benefits such as health insurance, paid time off, and retirement plans, as they can greatly contribute to the overall welfare of employees. Moreover, implementing employee wellness programs can also help promote employee health and wellbeing, leading to increased job satisfaction and productivity.

In conclusion, the findings of this study underscore the importance of prioritizing the safety and welfare of employees in the workplace. By doing so, employers can create a positive work environment that promotes employee wellbeing, ultimately resulting in improved employee satisfaction and organizational success

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ANNEXURE – I QUESTIONNAIRE

1. Gender
 - a) Male
 - b) Female

2. To what extent you are aware of safety and welfare policy of your organization?
 - a) Excellent
 - b) Very good
 - c) Good
 - d) poor

3. How far you are aware of hazards at your work place (if any)?
 - a) Fully
 - b) Partially
 - c) Not at all

4. To what degree you have trained for handling any kind of emergency situation in your work place?
 - a) Excellent
 - b) Good
 - c) Average
 - d) poor

5. How much do you aware of First-Aid treatment for various ailments?
 - a) Excellent
 - b) Good
 - c) Average
 - d) poor

6. How many safety training programs attended by you in the current year?

- a) 1
- b) 2
- c) More than 2
- d) Nil

7. How do you rate medical facilities provided by your organization?

- a) Excellent
- b) Very good
- c) Good
- d) Dissatisfied

8. Please appraise the round the clock services provided by the Doctors and the nursing staff at medical center to the employees and their dependents.

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

9. How satisfied are you with present leave policy of your organization?

- a) Very high
- b) High
- c) Low
- d) Not at all

10. How do you rate the health insurance and accidents benefits?

- a) Excellent
- b) Very good
- c) Good
- d) Dissatisfied

11. How far you have been satisfied with the following welfare measures mentioned below, in your organization? Request you to rate on following scale. Drinking water facilities.

- a) Outstanding
- b) Very good
- c) Good
- d) Fair
- e) Dissatisfied

12. How do you rate the Advances / loans provided by your organization?

- a) Very Good
- b) Good
- c) Poor
- d) No idea

13. How do you rate with the present grievance redressal procedure system?

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

14. How often you find the platform to express your ideas and to suggest further improvements for your betterment of your organization?

- a) Very high
- b) Moderate
- c) Low
- d) Very low

15. How do you rate the working Hours of the Organization?

- a) Very Satisfactory
- b) Acceptable
- c) Normal
- d) Dissatisfactory
- e) Very Dissatisfactory

16. How do you rate the health advantages gave by the Organization to the workers and their families?

- a) Exceedingly Satisfactory
- b) Tasteful
- c) Normal
- d) Dissatisfactory
- e) Profoundly Dissatisfactory

17. How much time it will take for sanctioning special welfare facility?

- a). Monthly
- b).6 months once
- c). yearly

18.What are the allowances paid by your company

- a) Bonus
- b) Vehicle
- c) medical
- d) Loans

19. Do the welfare measures help in solving the problems faced by employees

- a) Always
- b) Sometimes
- c) never

d) No opinions

20. Are you satisfied with safety shoes, helmet and all equipments provided by the company?

a) Strongly agree

b) Agree

c) Can't say

d) disagree