

**A STUDY ON VARIOUS APPRENTICESHIP SCHEMES AND
EMPLOYEE WELFARE AT
NCR CORPORATION INDIA PVT LTD.**

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

By

JAYAKRISHNA J

Register No.41410136



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

JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119

MAY 2023



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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **Mr. JAYAKRISHNA J 41410136** who carried out the project entitled **"A STUDY ON VARIOUS APPRENTICESHIP SCHEMES AND EMPLOYEE WELFARE'S AT NCR CORPORATION INDIA PVT LTD."** under my supervision from January 2023 to March 2023.

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DECLARATION

I **JAYAKRISHNA J (41410136)** hereby declare that the Project Report entitled “**A Study on Various apprenticeship Schemes and Employee welfare’s At NCR Corporation India Pvt Ltd.**” done by me under the guidance of **Dr. SHEEBA T** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE: 05/05/2023

PLACE: CHENNAI



JAYAKRISHNA J

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NCR/IR/Internship/Cert/005-2023
08th March 2023

To

Dr.G.Sundari
Dean (Student Affairs),
Department of Management Studies,
Sathyabama Institute of Science & Technology,
Rajiv Gandhi Salai, Chennai - 600 119.

Dear Sir,

Sub: MBA Project - Reg.
Ref: SHD/2022/12/17/A24 Letter dt 17th December 2022

This has reference to the above, we wish to inform you that, your bonafide student Mr. Jayakrishna J (Reg. No. 41410136) of your college studying II Year MBA Course have approached us to do his PROJECT in our company for the period from 20th January 2023 to 08th March 2023.

Regarding this we have confirmed him to do the PROJECT work in our company. During his project work he should follow our company rules & regulations and he is not eligible for any benefits & no Conveyance/Stipend will be paid during this period. He has to keep our company's data's/information's confidentially.

Thanking You,

Yours Faithfully

For NCR Corporation India Pvt. Ltd.


R.K.Saravanan
Head - Employee/Labor Relations & HRBP

ACKNOWLEDGEMENT

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

I convey my sincere thanks to **Dr. G. Bhuvaneswari, Dean - School of Management Studies** and **Dr. A. Palani, Head - School of Management Studies** for providing me with the necessary support and details at the right time during the progressive reviews.

I would like to express my sincere and deep sense of gratitude to my Project Guide **Dr. SHEEBA T** for her valuable guidance, suggestions and constant encouragement paved way for the successful completion of my project work.

I wish to express my thanks to all Teaching and Non-teaching staff members of the **School of Management Studies** who were helpful in many ways for the completion of the project.

JAYAKRISHNA J

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ABSTRACT

This study explores various apprenticeship schemes and employee welfare programs implemented by NCR Corporation India Pvt Ltd. The research aims to understand the impact of these schemes on employees' well-being, productivity, and overall job satisfaction. The study employs a mixed-method approach, including both qualitative and quantitative research methods, to collect data from a sample of employees at different levels within the organization.

The findings suggest that apprenticeship programs and employee welfare initiatives have a positive impact on employees' motivation, skills development, and work-life balance. The study concludes with recommendations for further improvements in the apprenticeship and employee welfare schemes, such as increasing the scope of training and extending benefits to more employees.

The research design used is descriptive in nature. The data collection instrument is primary data that is collected through questionnaires. In the research 119 respondents were taken. There is utmost need for the employee's welfare in any type of organization. Majority of the employees are motivated through feedback and increase their productivity. The study also throws light on the impact of welfare measures on the employees' performance.

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CHAPTER 1 – INTRODUCTION

1.1. INTRODUCTION:

Employee welfare is an area of social welfare conceptually and operationally. It covers a broad field and connotes a state of well-being, happiness, satisfaction, conservation and development of human resources and also helps to motivate employees. The basic purpose of employee welfare is to enrich the life of employees and to keep them happy and conducted. Welfare measures may be both statutory and non-statutory laws require the employer to extend certain benefits to employees in addition to wages or salaries.

Organizations provide welfare facilities to their employees to keep their motivation levels high. The employee welfare schemes can be classified into two categories. statutory and non-statutory welfare schemes. The statutory schemes are those schemes that are compulsory to provide by an organization as compliance to the laws governing employee health and safety, these include: canteen facilities, drinking water, proper and sufficient lighting, facilities for sitting, changing rooms, first aid appliances, washing places, rest rooms. Non-statutory welfare schemes may include personal health care, flextime, employee assistance programs, harassment policy, employee referral scheme, Medi-claim insurance scheme.

Health, safety and welfare are the measures of promoting the efficiency of employees. The various welfare measures provided by the employer will have an immediate impact on the health, physical and mental efficiency alertness, morale and overall efficiency of the worker and thereby contributing to higher productivity. Some of the facilities and services which fall within the preview of employee welfare include adequate canteen facilities, accommodation arrangements, and recreational facilities, medical facilities transportation facilities for traveling from & to the place of work. Employee welfare covers an ample field and connotes a state of wellbeing, happiness, satisfaction, protection and enlargement of human resources and helps to motivate workers. The fundamental purposes of employee's welfare are to enrich the life of employees and to remain joyful and conducted that helps to development of organization.

1.2. COMPANY PROFILE

NCR Corporation is a leading global software and services led enterprise technology provider for banks, retailers, restaurants, small businesses, and telecom. It mainly serves the financial, retail, and hospitality industries. It offers POS software and solutions, multi-vendor ATM software, self-service ATMs, interactive teller and banker, self-service kiosks, back-office solutions, and implementation, maintenance and managed services. With over 34,000 employees in 160 countries, the company distributes its solutions in around 141 countries across the globe.

National Cash Register (NCR) Company was formed to sell the first mechanical cash register in 1884. NCR manufactures self-service kiosks, ATMs, check processing systems, and barcode scanners. NCR manufactures ATMs for banks and other financial institutions. Currently, headquartered in Atlanta, Georgia, NCR employs more than 34,000 people and has revenue over \$7.16 billion. NCR is publicly traded on the New York Stock Exchange under the symbol "NCR.

1.3. INDUSTRY PROFILE

A globally competitive manufacturing sector is India's greatest potential to drive economic growth and job creation in this decade. Due to factors like power growth, long-term employment and skill routes for millions of people, India has a significant potential to engage in international markets. Several factors contribute to their potential. First off, these value chains are well positioned to benefit from India's advantages in terms of raw materials, industrial expertise, and entrepreneurship.

Second, they can take advantage of four market opportunities: expanding exports, localising imports, internal demand, and contract manufacturing. With digital transformation being a crucial component in achieving an advantage in this fiercely competitive industry, technology has today sparked creativity. Manufacturing sector in India is gradually shifting to a more automated and process driven manufacturing which is expected to increase the efficiency and boost production of the manufacturing industry.

1.4. Products



ATM Machine S1

S1 ATM machine is used to withdraw only cash and it's to the limit of 40-60 bills at a time.



SDM ATM Machine

SDM ATM machine is used to withdraw and deposit cheque and cash, and it's the limit of (50-100) at a time.

1.5. OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE

- To identify the uses of apprenticeship schemes and various welfare measures implemented at NCR Corporation India Pvt Ltd.,

SECONDARY OBJECTIVES

- To understand the level of awareness among employees with various Legal and non-Legal measures.
- To find out the levels of satisfaction among employees at NCR Corporation
- To make suggestions to improve the welfare.
- To give suggestions and recommendation for the promotion of welfare measures

1.6. Various apprenticeship Schemes

- NAPS
- NATS
- NEEM
- Contingent Workmen (CW)
 - Manpower
 - Genius
 - YTS

1.6.1 NAPS

- The National Apprenticeship Promotion Scheme (NAPS). This is a scheme launched by the Government of India in 2016 under the Ministry of Skill Development and Entrepreneurship (MSDE) to promote apprenticeships in the country.
- The primary objective of NAPS is to provide industry-relevant apprenticeship training to the youth and help bridge the gap between industry requirements and the skills of the workforce. The scheme aims to train 50 lakh (5 million) apprentices by 2020-21, which is expected to boost the overall productivity and growth of the economy.
- Under NAPS, the government provides financial incentives to both the employers and the apprentices. The employers receive reimbursement of 25% of the prescribed stipend subject to a maximum of Rs. 1500 per month per apprentice. The apprentices, on the other hand, receive a stipend, which varies depending on the trade and the duration of the apprenticeship. NAPS is a step towards promoting skill development and improving the employability of the youth in India.

1.6.2 NATS

- The National Apprenticeship Training Scheme (NATS), it is a scheme launched by the Government of India under the Ministry of Skill Development and Entrepreneurship (MSDE) to promote apprenticeships in the country.
- The primary objective of NATS is to provide industry-relevant apprenticeship training to the youth and help bridge the gap between industry requirements and the skills of the workforce. The scheme aims to train 50 lakh (5 million) apprentices by 2020-21, which is expected to boost the overall productivity and growth of the economy.

- Under NATS, the government provides financial incentives to both the employers and the apprentices. The employers receive reimbursement of 25% of the prescribed stipend subject to a maximum of Rs. 1500 per month per apprentice. The apprentices, on the other hand, receive a stipend, which varies depending on the trade and the duration of the apprenticeship.
- NATS is a step towards promoting skill development and improving the employability of the youth in India. The scheme offers apprenticeship opportunities in various sectors, such as manufacturing, healthcare, IT, and hospitality, among others. It is recommended to check the official website of NATS or the official apprenticeship portal of the Government of India to find more information on available opportunities.

1.6.3 NEEM

- NEEM stands for National Employability Enhancement Mission, which is a scheme launched by the Government of India under the Ministry of Human Resource Development (MHRD) to offer apprenticeship opportunities to unemployed youth in India.
- Under the NEEM scheme, the industry partners (employers) provide on-the-job training to apprentices for a duration of up to three years. The apprentices are also given a stipend during their training period. The scheme aims to enhance employability by providing practical training to the apprentices and to enable industries to avail of a trained workforce.
- To become a NEEM apprentice, one needs to be at least 18 years old and have completed a minimum of Class 10th education. The apprenticeships are offered in various sectors, including manufacturing, IT, hospitality, and healthcare, among others. Interested candidates can register for the NEEM scheme through the official website of AICTE (All India Council for Technical Education).
- It is important to note that NEEM apprenticeship is different from regular apprenticeship schemes such as the National Apprenticeship Promotion Scheme (NAPS) and the Apprenticeship Training Scheme (ATS), which are also offered by the Government of India.

1.6.4 Contingent Workmen (CW)

- Contingent workmen (CW) are temporary workers who are hired by a company for a specific period of time or for a specific project. These workers are not considered as regular employees of the company and are usually engaged through third-party contractors or staffing agencies.
- The employment of contingent workmen provides flexibility to the company in terms of adjusting its workforce according to its business needs. They are typically hired to meet short-term or seasonal demands, and their employment is usually contingent on the company's business requirements.
- Contingent workmen may be employed in various industries, such as manufacturing, construction, IT, and services. They may perform a range of functions, including manual labor, technical support, administrative support, and customer service.
- The employment of contingent workmen has become a common practice among companies due to its advantages, such as cost savings, flexibility, and scalability. However, the working conditions and rights of these workers have also been a subject of concern, and many countries have enacted laws and regulations to protect the rights of contingent workers.

1.7. NEED FOR STUDY

- Employee welfare is very broad term, covering social security and other activities like canteen, housing and medical facilities.
- Employee welfare improves morale and loyalty of workers by making them happy and satisfied. It increases job satisfaction and efficiency. It helps to increase employee's productivity and protects worker from social evils. It helps to enhance goodwill and the public image of the organization. Labour welfare also helps to improve industrial relations and peace.

1.8. SCOPE & SIGNIFICANCE OF THE STUDY

- This study can be used to bring up the solution for the problem faced by the employees.
- A study on the employee welfare measures helps to know about facilities, services, and activities provided to workers for improving their health efficiency, economic settlement and social status.
- Through this study, companies would be able to know the satisfaction level of employee on welfare.

CHAPTER 2 – REVIEW OF LITERATURE

2.1 Review of Literatures

In this Chapter, the researcher has made an attempt to study and understand the concepts of employees Satisfaction. This attempt includes, understanding the basic concepts of employees Satisfaction, analyzing research studies made by earlier researchers in respect of Employee Satisfaction by Employee welfares for this the researcher has used various books, research Journals and websites. The detailed list is further elaborated in the Bibliography. Through this Literature Survey researcher wants to find out which are the important parameters of Employee Satisfaction in welfares.

Anand (2017) 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.

Balaji (2017) Explored the influence of rewards & welfare on job satisfaction & productivity of both public & private sector employees in measure Industrial cities of Tamil Nadu. 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.

Regi (2017) Stated that Indian overseas bank (IOB) gives more welfare schemes to their employees such as safety measures, promotion facility, recreational facility etc. but they are lacking in canteen facility, rest room & toilet facility, ID card issue but the overall satisfaction level of IOB employees about welfare measures are satisfactory.

Kumar (2017) Described that 100% of employees of Tamilnadu state transport corporation, Villupuram division were aware of the welfare measures in Public Sector Transport Corporation. Researchers found that most of the employees were not satisfied with welfare measures such as canteen, night duty, rest rooms & gratuity 89% employees said the workload is very high. Researcher suggested the govt. take keen interest to fill up the vacancies to share the work among them as employees are burdened with heavy workload.

SIMONASTANCIU, VIORICABANCIU (2017) The purpose of the study is to analyses data concerning the quality evaluation in Romanian Higher Education and to reach conclusions on the relationship between the universities and the employee market. The question: are graduates prepared for the employee market? Is taken into kindness mainly from the employers' point of view. Recent data show that degrees are careful valuable by employers, but graduates have better theoretical knowledge than practical training in the field. In overcoming the present situation, increasing the social involvement in universities and establishing proper strategies would favor employability and economic development.

PELANTOV (2017) The theme of integration seems to be very interesting to many organizations. The integration is linking of self-directed units in a higher structure to achieve a goal and a synergistic effect. This article seems to be the idea of integration within an organization deliverable under some specific rules and conditions. The article deals with the topic of integration within the scope of the past and the present in the textile industry. It describes parts of the incorporated management system. The article also indicates some of the pitfalls of the current integration at organizations. The integration of management systems in organizations of the chemical industry is of great importance.

Sabarinathan S Mentioned the 78 % of the respondents mentioned are satisfied with welfare measures implemented by Erode district cooperative milk producers' union Ltd. Tamil Nadu. Employees are satisfied with the canteen facilities. Researcher suggested that management should convert level of satisfactory into highly satisfactory.

MARTIN HUBER (2017) This paper investigates the average effects of firm-provided place of work health promotion measures on employee marketplace outcomes of the firms' employees. Exploiting linked employer and employee panel data that consist of rich survey-based and managerial in order on firms, workers and regions, we apply a flexible tendency score matching approach that controls for selection on observables and time-stable unobserved factor.

ILYAO BODOVSKIY (2018) The author points out that in the world there are many millions of chemicals and at least some of them are hazardous. The role of trace basics is considered. Chemical carcinogenesis comprises the main part of all cancers. The last part of the chapter is devoted to the narrative of the methods of carcinogen screening. Epidemiological methods, constant experiments on animals, physicochemical methods, short-term tests, and the analysis of the correlation between arrangement and biological activity of a molecule are discussed.

Bhati p. (2018) 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.

Bosibori (2018) suggested that govt. through national police service in Kenya(KISII central district)should improve the provision of health services, welfare amenities& social services provided to the police officers so has to improve service delivery & also recommended that govt. should be well formulated policies on each areas of welfare services in the national police service in KISII central district

Chahal (2018) inferred from her research work that some factors like working environment, performance appraisal techniques, relationship other employees etc. are 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 given at most importance so that the employee turnover may be restricted.

Bhagat (2018) revealed that cleanliness is the big issue in Nashik MIDC. She suggested that cleanliness should be improved, clean & adequate latrines &urinals at the workplace improve indirect motivation to employees.

Gope (2018) studied the employee per section on quality of work life in sugar mills of Uttar Pradesh (UP) found that private sugar mill employees enjoy better QWL practices in comparison to cooperative sector or employees. On lighting facilities (LF), safety measure (SF), health facilities (HF), welfare facility (WF), etc. but cooperative sugar mill employees enjoy better employee welfare facilities &supervisor interference (SI) to private sugar mill employees. He suggested that to improve QWL is first to try identify and then try to satisfy employees' important needs in through their experience in their working environment.

Gurusamy (2018) asserted that there is no significant relationship between the sex of the respondent& level of satisfaction on washing facilities in textile industry at Coimbatore district. Also, he stated that there is a positive relationship between the income of the respondent& the level of satisfaction on canteen facilities.

Hangarki (2018) 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, lunchrooms & rest rooms, health checkup camp etc. He recommended some measures, but separate lunchroom & rest rooms are most important in those amenities because employees are very inconvenient to have their lunch in front of the customer.

Jain (2019) 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.

Jeyapragash (2019) Studied organizational climate in total 14 banks which are 10 private sectors, new private sector & public sector banks & 280 respondents. From dindigul district, Tamilnadu 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 the level of organizational climate, performance appraisal, and image of your bank, training & development, employee grievance handling procedure etc.

Logasakthi K (2019) 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.

Madhesh (2019) instated that employees having 5-10 years' experience are highly satisfied with welfare measures provided by their companies in SIPCOT industrial area in Tamilnadu. He suggested some recommendations regarding welfare inspector, transfer policies & disciplinary rules for betterment of employees.

Okereke (2019) revealed that their complete absence of welfare measures in patani local govt. council, Delta state Nigeria. There is general awareness about staff welfare among employees. Staff 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 conditions & general welfare, which leads to increased productivity or enhanced moral & performance.

Prabhakar S (2019) found employees of Don bosco college of arts and science Sogathur, Dharampuri, Tamilnadu, 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.

Priyanka (2020) was taken 100 respondents from IT industry at Guntur, Andhra Pradesh & resulted that companies are very keen in promoting all the welfare facility provided by the IT industry.

Reenu (2020) Described that the retail stores at Udaipur, Rajasthan are providing intramural & extra mural facilities. Even they are providing several amenities that may improve health & leaving standards of employees. Researcher also suggested retail stores should provide transportation facilities, different sport activities, accommodation facilities or allowances, sponsor for the higher education to deserving candidate etc.

Sabarinathan S mentioned the 78 % of the respondents are satisfied with welfare measures implemented by Erode district cooperative milk producers union Ltd. Tamilnadu. Employees are satisfied with canteen facilities. Researcher suggested that management should convert level of satisfactory into highly satisfactory.

Sabarirajan (2020) concluded that the employees of textile mills in Salem district are satisfied with the welfare facilities provided by the organization. But some modification are required in the field of recreation, safety equipment, overtime payments, grievance handling etc. Betterment is required in the work of co-operative societies which are run by the trade union.

Shrinivas K T (2020) conducted research work at BOSCH Ltd. Bangalore division on 100 employees. Researcher concluded that employee welfare facilities are satisfied such as canteen facilities, transport & parking, uniform & safety shoes etc. but employees are dissatisfied with medical & first aid due to improper maintenance of medicine & less no. physicians, rest rooms & recreational facilities are poor due to lack of maintenance.

Venugopal (2020) described those employees in industrial cluster at chittoor district, Kerala is availing statutory & non-statutory welfare facility, but employees are expecting some more welfare facility like gratuity, pension, welfare fund, so that they may retain employees & their quality of work life. Researchers also strongly recommended that industry should provide timely help to the work force when they are in trouble such as conveyance to hospital when injured, medicines.

Sinha (2020) revealed by his research work that the overall employees of KRIBHCO, Surat, Gujarat state. We're satisfied with their organization but the satisfaction level of employees differs significantly as per the salary. Researchers also concluded regarding training opportunities & job rotation between different age groups & gender groups that no significant difference of satisfaction level.

Satyanarayana M. (2020) Revealed that overall satisfaction level of KCP Ltd. Employees at Macherla, Andhra Pradesh is satisfactory. However, researchers suggested some measures for further improvement that are productivity – linked annual bonus subsidized food in canteen, four pairs of uniforms & increase the quantity of provisions in the co-operative stores. Such measures will improve the employees' standard of living & satisfaction level. Satyanarayana Stated about employees of sugar factories in east Godavari district are satisfied with the welfare measures given by the company. Most of the employees having experience between 5-10 years are highly satisfied with welfare measures. Researchers recommended some measures improvement in safety equipment, overtime payments, compensatory arrangements on medical grounds, promotion etc.

Shelar (2021) identified the effective & welfare provisions on manufacturing industrial units & service industrial unit in Karad taluka, District Satara, Maharashtra. She found that employee welfare & social security measures offered by management of service industries in Karad taluka are not effective in reducing employee absenteeism of turnover management employees are satisfied or moderately satisfied with some provisions while service employees have problem related to employment security to boost the employee's morale, both industries units should provide good working conditions, co-operative societies, canteen, libraries to their employees.

Tatareddy M (2021) implied by research work that majority of the respondents of Secunderabad division of railway are satisfied with the welfare measures which they are provided. Employees are satisfied with both Intra-murale.g.medical, canteen, water, washing and bathing, safety measures etc. And extra-mural e.g., housing, recreational, educational, holiday homes, retirement benefits etc. Researcher further suggested recommendation in the areas of housing societies for railway men, better equipped hospitals and clinics, educational facilities in the technical education etc.

Upadhaya (2021) studied an awareness and implementation of labour welfare measures in Garment and hosiery industry of Noida depicted a pathetic or quite deplorable picture of this area. 52% respondents belonging to the unskilled category, and they are mobile in nature or contractual and piece rate workers. There is no general awareness among employees. 30% of workers were not provided paid weekly holidays in case of piece rate worker and casual workers. Only 10% of the units were providing food facilities to its workers on a subsidized basis. No other non –statutory facility being provided to workers.

Salaria (2021) studied employee welfare measures in auto sector at NCR Delhi & asserts that employees in auto sector (NCR Delhi) are highly satisfied with internal welfare measures & few are dissatisfied with extramural welfare measures. The perception of the employees on total welfare measures is satisfied.

CHAPTER 3 – RESEARCH METHODOLOGY

3.1. METHODOLOGY:

Research methodology is mainly needed for the purpose of framing the research process and the designs and tools that are to be used for the project purpose. Research methodology helps to find employee satisfaction based on product. This time research methodology is framed for the purpose of finding the level of **A Study on Various apprenticeship Schemes and Employee welfare's At NCR Corporation India Pvt Ltd.**

3.2. RESEARCH DESIGN:

Descriptive Research Design

Descriptive research is a study designed to depict the participants in an accurate way. More simply put, descriptive research is all about describing people who take part in the study.

3.3. SAMPLING TECHNIQUE:

Convenience sampling method

A convenience sample is one of the main types of non-probability sampling methods. A convenience sample is made up of people who are easy to reach.

3.4. SOURCES OF DATA:

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

- Primary Data – Questionnaire given to 119 respondents.
- Secondary Data - Websites and online journals, Published reports & Review of literature from published articles.

3.5. 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 the respondent 's opinions about **Employee Welfare**.

- = Basic Introduction
- = Personal Details
- = Research related Questions
- = Perception Questions
- = Likert Scaling Questions
- = Suggestion Question

3.6. SAMPLE SIZE:

Sample size selected for the research is 119.

3.7. LOCATION & TARGETED PEOPLE OF STUDY:

The respondents are from **NCR Corporation India Pvt Ltd**. majority of data is collected with NCR Employees.

3.8. Statistical tool to be used.

IBM SPSS, Excel, Google form.

3.9. TOOLS FOR ANALYSIS:

3.9.1. Percentage analysis

Research questions are always answered with a descriptive statistic: generally, either percentage or mean. 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.

3.9.2. HYPOTHESIS ANALYTICAL TOOLS(SPSS) (ANY 3 TEST)

= Tool for testing the Hypothesis (SPSS)

(Use *any 2 TESTS* - It can be Parametric or Non-Parametric)

Example: Chi Square, Anova, Correlation, Regression, T Test.

= Explanation - *What is that Test, Its Uses, Its Application in your Research, Test Questions*

CHAPTER 4 – DATA ANALYSIS AND INTERPRETATION

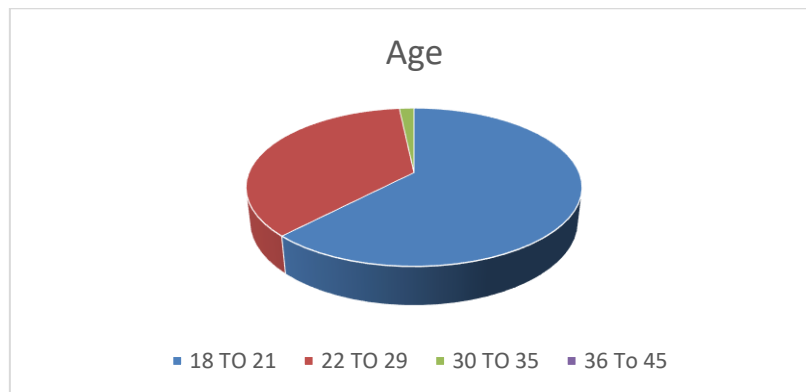
4.1. PERCENTAGE ANALYSIS

Table 4.1.1: TABLE INDICATING AGE OF THE RESPONDENTS.

S.NO	Particulars	No. of Respondents	Percentage
1.	18-21	74	62.00
2.	22-29	43	36.00
3.	30-35	2	2.00
4.	36-49	0	0
5.	50 and above	0	0
TOTAL		119	100.00

Source: Primary data.

CHART 4.1.1: CHART REPRESENTS AGE OF THE RESPONDENTS



INTERPRETATION

From the above table it is interpreted that the number of respondents 18 TO 21 age of respondents are 62%, between 22-29 age of respondents are 36%, between 30-35 age of respondents 2%,

INFERENCE

Majority (62%) of the respondents are age between 18 to 21 years.

Table 4.1.2: GENDER OF THE RESPONDENTS

S.NO	Particulars	No. of Respondents	Percentage
1.	Male	101	85.00
2.	Female	18	15.00
TOTAL		119	100.00

Source: Primary data.

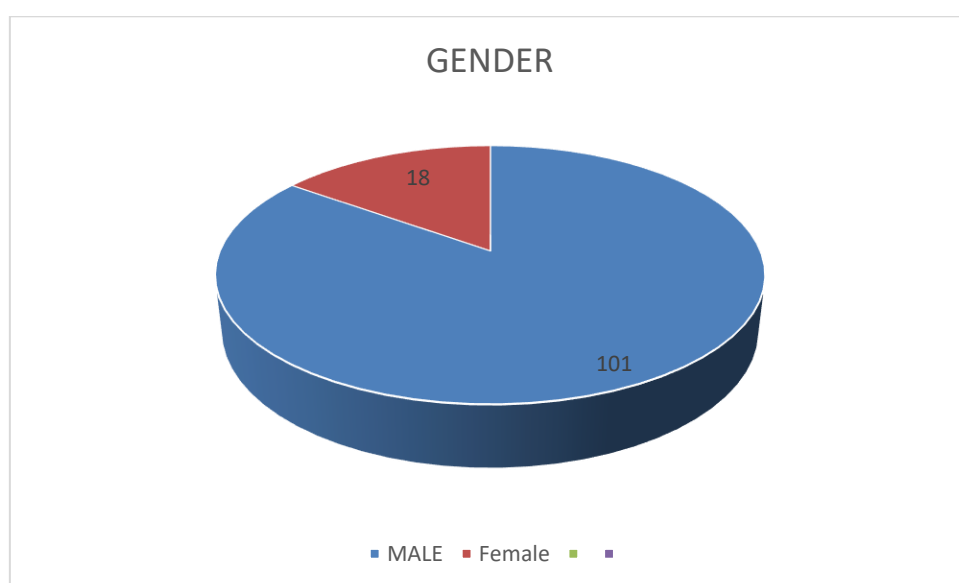


CHART 4.1.2: GENDER OF THE RESPONDENTS

INTERPRETATION

From the above table it is interpreted that the number of male respondents is 85% and female respondent is 15%.

INFERENCE

Majority (85%) of the respondents are Male.

TABLE 4.1.3: MARITAL STATUS OF THE RESPONDENTS

S.NO	Particulars	No. of Respondents	Percentage
1	MARRIED	9	8.00
2	UNMARRIED	110	92.00
TOTAL		119	100

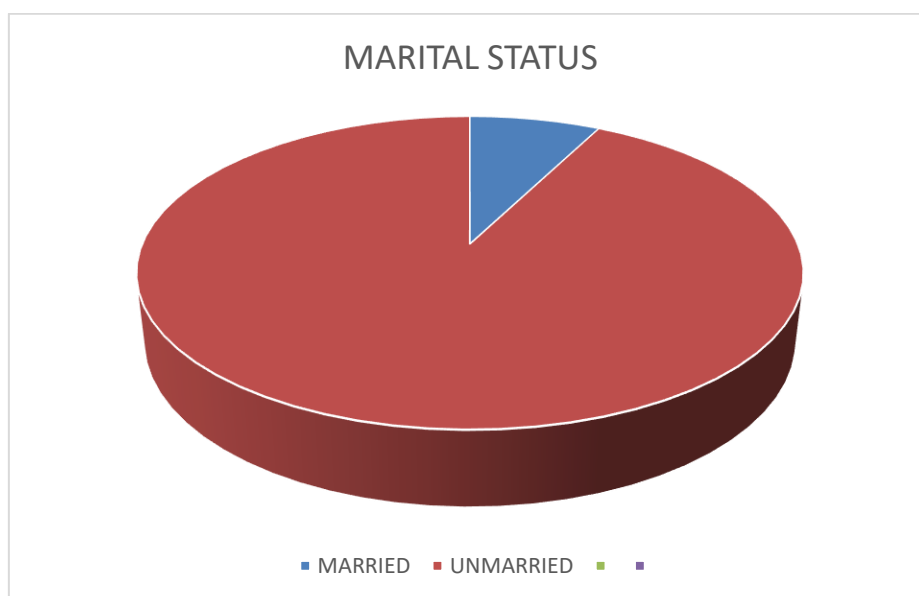


CHART 4.1.3: GENDER OF THE RESPONDENTS

INTERPRETATION

From the above table it is interpreted that the number of married respondents is 8% and unmarried respondent is 92%.

INFERENCE

Majority (92%) of the respondents are unmarried.

TABLE 4.1.4: EDUCATION QUALIFICATION OF THE RESPONDENTS

S.NO	Particulars	No. of Respondents	Percentage
1	DIPLOMA	4	3.00
2	UNDERGRADUATE	115	97.00
3	POSTGRADUATE	0	0
4	OTHER	0	0
TOTAL		119	100

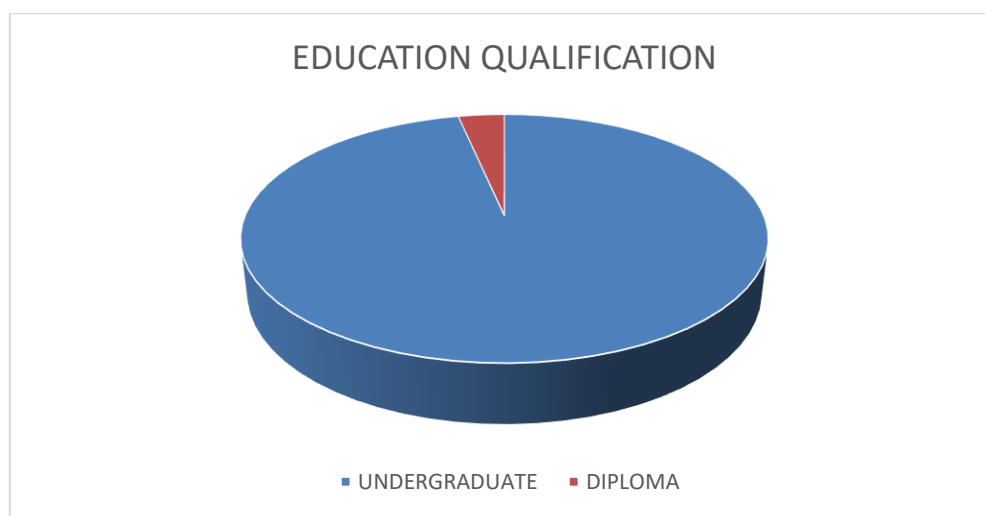


CHART 4.1.4: EDUCATION QUALIFICATION OF THE RESPONDENTS

INTERPRETATION

From the above table it is interpreted that the number of diploma respondent is 3%, undergraduate respondent is 97%, postgraduate respondent is 0%, others respondent is 0%

INFERENCE

Majority (97) of the respondents are undergraduates.

TABLE 4.1.5: WORKING LOCATION OF THE RESPONDENTS

S.NO	Particulars	No. of Respondents	Percentage
1.	MWC	86	72.00
2.	UNIT-1	33	28.00
TOTAL		119	100

Source: Primary data

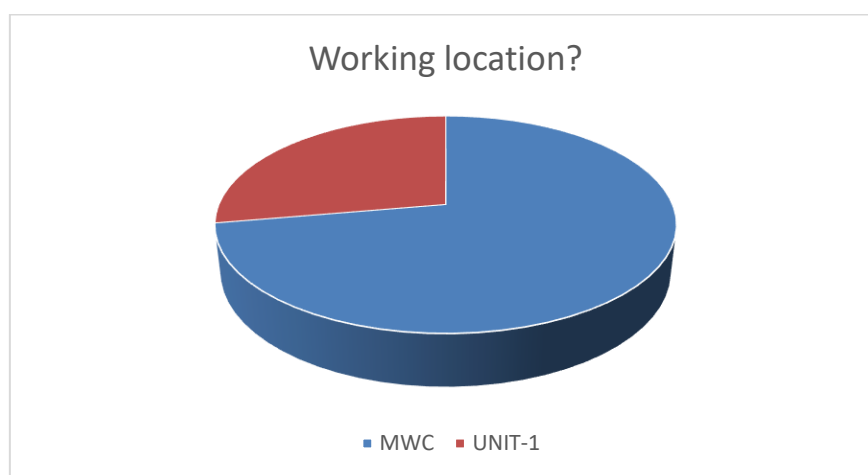


CHART 4.1.5: WORKING LOCATION OF THE RESPONDENTS

INTERPRETATION

From the above table it is interpreted that the number of respondents were 72% are working at MWC and remaining 28% of respondents are working at UNIT-1

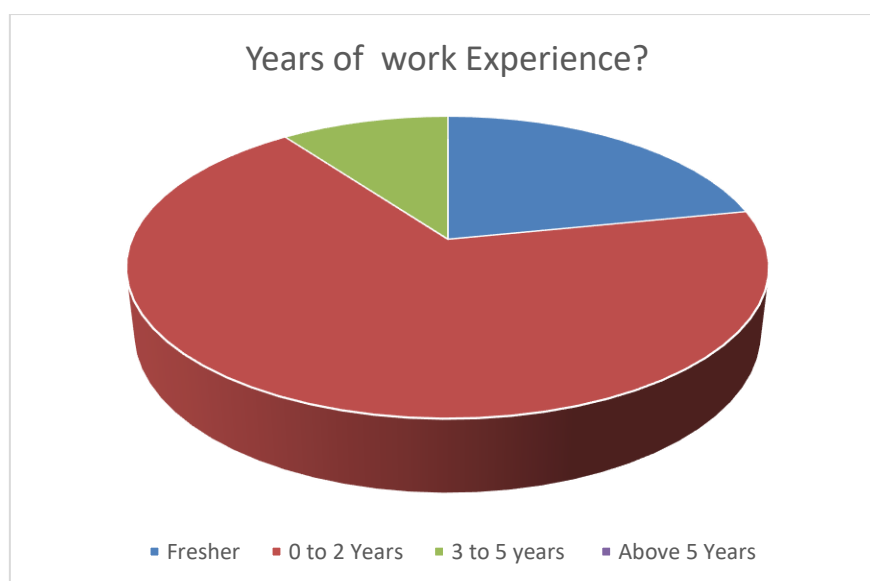
INFERENCE

Majority (72%) of the respondents are working at MWC.

TABLE 4.1.6: YEARS OF WORK EXPERIENCE?

S.NO	Particulars	No. of Respondents	Percentage
1	FRESHER	26	22
2	0 TO 2 YEARS	81	68
3	3 TO 5 YEARS	12	10
4	ABOVE 5 YEARS	0	0
TOTAL		119	100

Source: Primary data.



CHARTS 4.1.6 YEARS OF WORK EXPERIENCE?

INTERPRETATION:

From the above table it is interpreted that the number of fresher respondents is 22%, 0 to 2 years respondent is 68% and 3 TO 5 years respondent is 10%.

INFERENCE

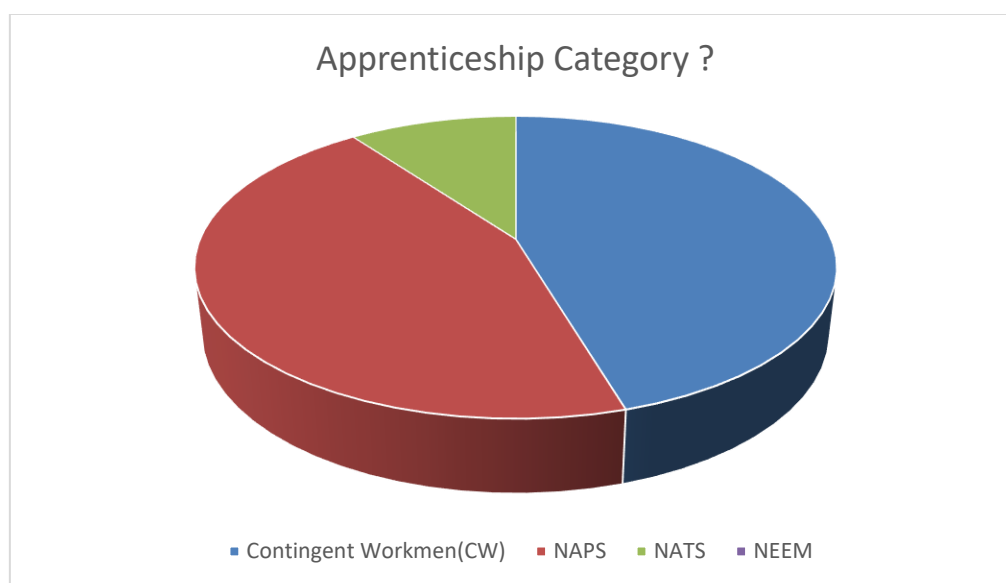
Majority (68%) of the respondents are 0 to 2 years' experience.

TABLE 4.1.7: APPRENTICESHIP CATEGORY?

S.NO	Particulars	No. of Respondents	Percentage
1.	NAPS	53	45.00
2.	NATS	12	10.00
3.	NEEM	0	0
4.	Contingent Workmen (CW)	54	45.00
TOTAL		119	100.00

Source: Primary data.

CHART 4.1.7: CHART REPRESENTS APPRENTICESHIP CATEGORY?



INTERPRETATION

From the above table it is interpreted that the number of respondents Contingent Workmen (CW) of respondents are 45%, NAPS of respondents are 45%, NATS of respondents 10%, NEEM of respondents are 0%.

INFERENCE

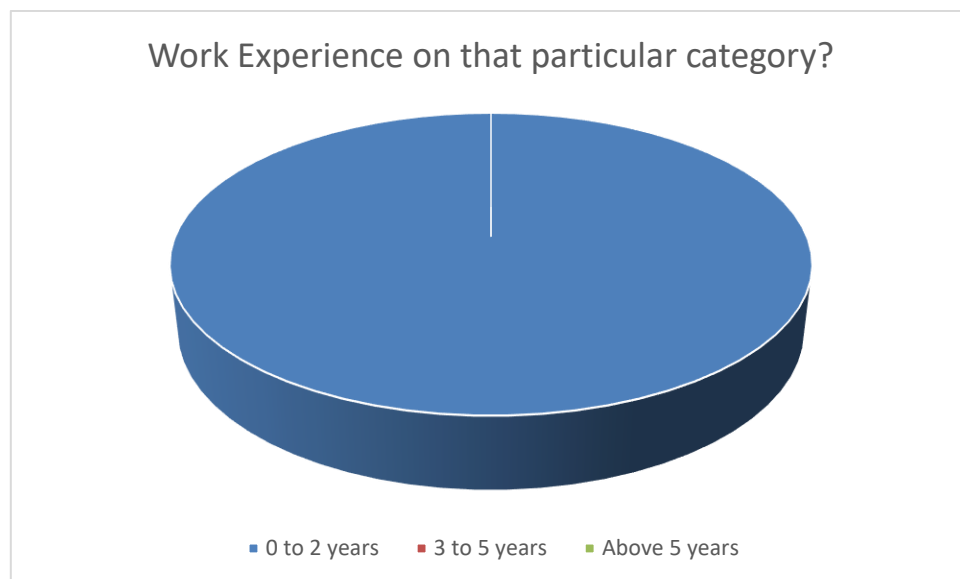
Majority (45%) of the respondents are Contingent Workmen (CW) and NAPS.

TABLE 4.1.8: WORK EXPERIENCE ON THAT PARTICULAR CATEGORY?

S.NO	Particulars	No. of Respondents	Percentage
1	0 TO 2 YEARS	119	100
2	3 TO 5 YEARS	0	0
4	ABOVE 5 YEARS	0	0
TOTAL		119	100

Source: Primary data.

CHART 4.1.8: WORK EXPERIENCE ON THAT CATEGORY



INTERPRETATION

From the above table it is interpreted that the number of 0 to 2 years respondent is 100% and the remaining 3 to 5 years and Above 5 Years respondent is 0%.

INFERENCE

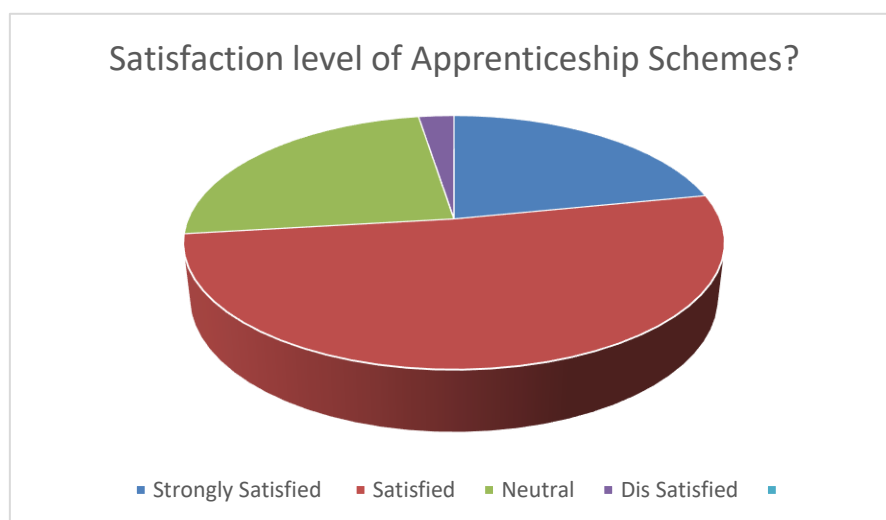
Majority (100%) of the respondents have 0 TO 2 years' experience.

TABLE 4.1.9: SATISFACTION LEVEL OF APPRENTICESHIP SCHEMES?

S.NO	Particulars	No. of Respondents	Percentage
1.	STRONGLY SATISFIED	26	22
2.	SATISFIED	61	51
3.	NEUTRAL	26	24
4.	DISSATISFIED	3	3
5.	STRONGLY DISSATISFIED	0	0
TOTAL		119	100.00

Source: Primary data.

CHART 4.1.9: SATISFACTION LEVEL OF APPRENTICESHIP SCHEMES?



INTERPRETATION

From the above table it is interpreted that the number of respondents satisfied of respondents are 51%, strongly satisfied of respondents are 22%, neutral of respondents 24%, dissatisfied of respondents are 3%, strongly dissatisfied of respondents are 0%.

INFERENCE

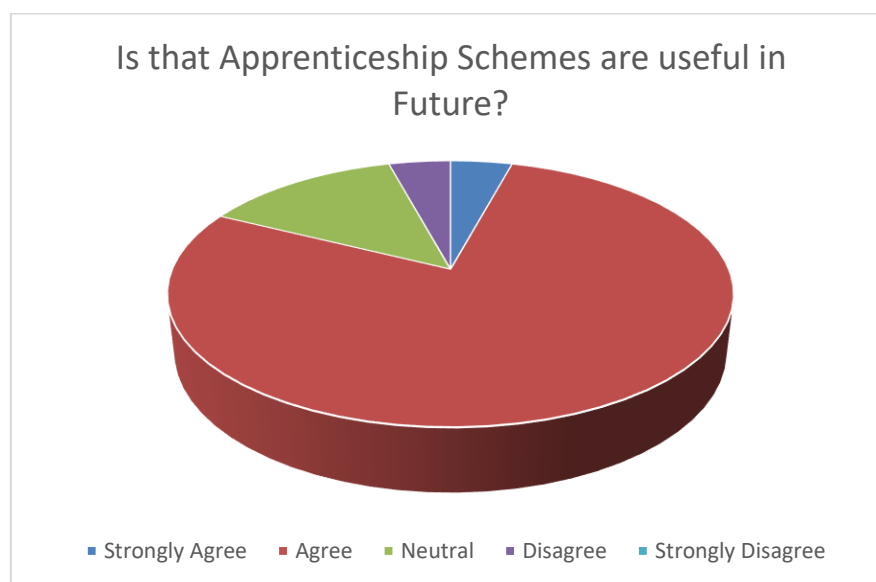
Majority (51%) of the respondents are satisfied with the apprenticeship schemes.

TABLE 4.1.10: IS THAT APPRENTICESHIP SCHEMES ARE USEFUL IN FUTURE?

S.NO	Particulars	No. of Respondents	Percentage
1.	STRONGLY DISAGREE	0	0
2.	DISAGREE	5	4.00
3.	NEUTRAL	16	14.00
4.	AGREE	93	78.00
5.	STRONGLY AGREE	5	4.00
TOTAL		119	100.00

Source: Primary data.

CHART 4.1.10: IS THAT APPRENTICESHIP SCHEMES ARE USEFUL IN FUTURE?



INTERPRETATION

From the above table it is interpreted that the number of respondents strongly disagree respondents are 0%, disagree respondents are 4%, neutral respondents 14%, agree respondents are 78%, strongly agree respondents are 4%,

INFERENCE

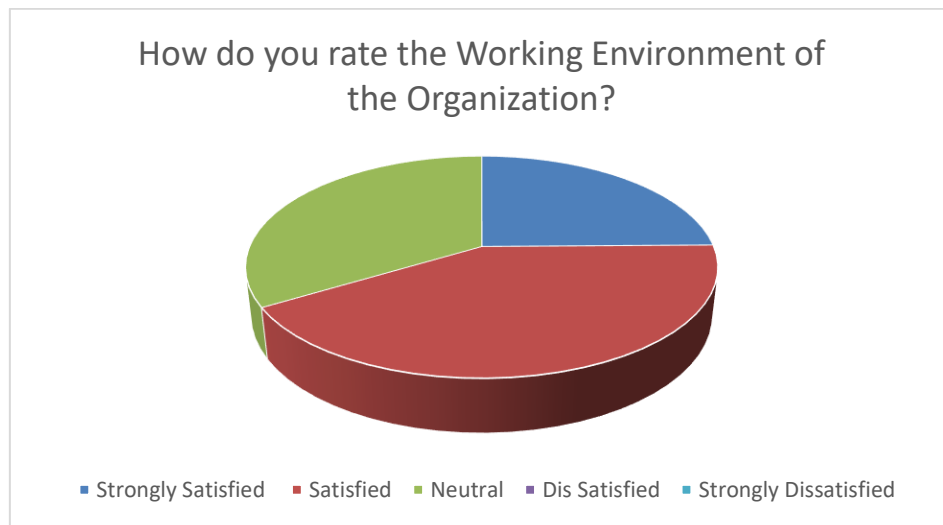
Majority (78%) of the respondents agree that apprenticeship schemes are useful in future.

TABLE 4.1.11: HOW DO YOU RATE THE WORKING ENVIRONMENT OF THE ORGANIZATION?

S.NO	Particulars	No. of Respondents	Percentage
1.	STRONGLY SATISFIED	28	25
2.	SATISFIED	47	41
3.	NEUTRAL	38	34
4.	DISSATISFIED	0	0
5.	STRONGLY DISSATISFIED	0	0
TOTAL		119	100.00

Source: Primary data.

Chart 4.1.11: How do you rate the Working Environment of the Organization?



INTERPRETATION

From the above table it is interpreted that the number of respondents satisfied of respondents are 41%, strongly satisfied of respondents are 25%, neutral of respondents 34%.

INFERENCE

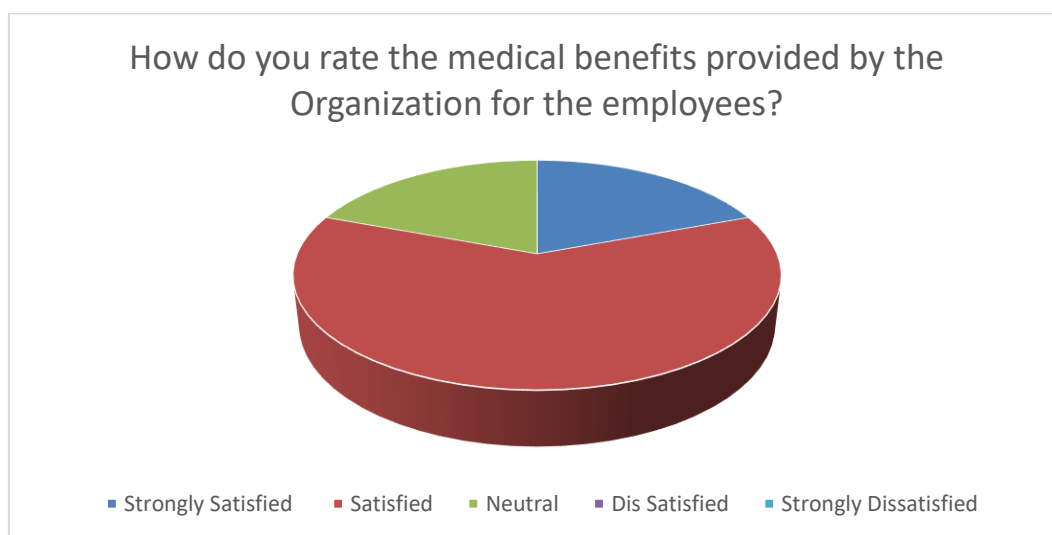
Majority (41%) of the respondents are satisfied with the working environment.

TABLE 4.1.12: HOW DO YOU RATE THE MEDICAL BENEFITS PROVIDED BY THE ORGANIZATION FOR THE EMPLOYEES?

S.NO	Particulars	No. of Respondents	Percentage
1.	STRONGLY SATISFIED	23	19
2.	SATISFIED	73	62
3.	NEUTRAL	23	19
4.	DISSATISFIED	0	0
5.	STRONGLY DISSATISFIED	0	0
TOTAL		119	100.00

Source: Primary data.

Chart 4.1.12: How do you rate the medical benefits provided by the Organization for the employees?



INTERPRETATION

From the above table it is interpreted that the number of respondents satisfied of respondents are 62%, strongly satisfied of respondents are 19%, neutral of respondents 19%.

INFERENCE

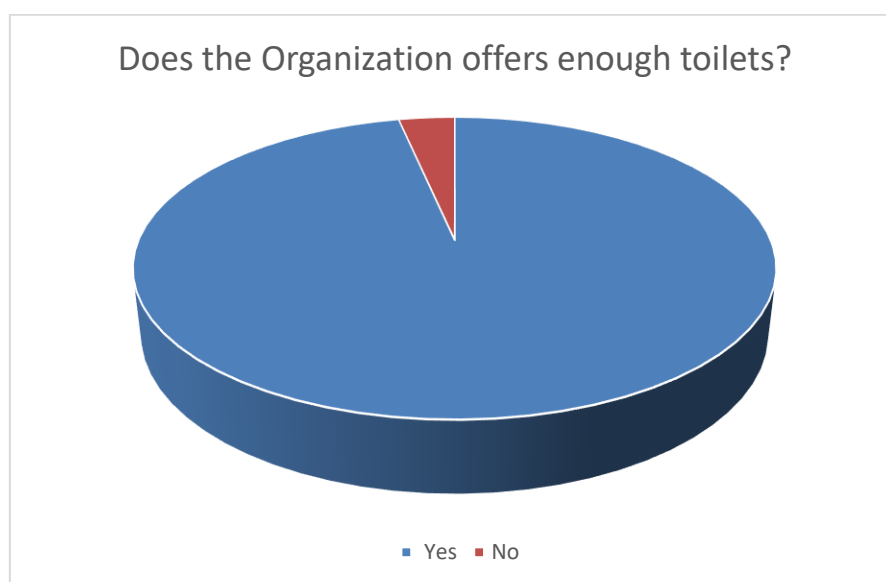
Majority (62%) of the respondents are satisfied with the medical benefits that provided in the organization.

TABLE 4.1.13: DOES THE ORGANIZATION PROVIDES PROPER REST ROOM FACILITIES?

S.NO	Particulars	No. of Respondents	Percentage
1	NO	4	3.00
2	YES	115	97.00
TOTAL		119	100

Source: Primary data.

Chart 4.1.13: Does the Organization provide proper rest room facilities?



INTERPRETATION

From the above table it is interpreted that the number of respondents were 97% are YES and remaining 3% of respondents are NO.

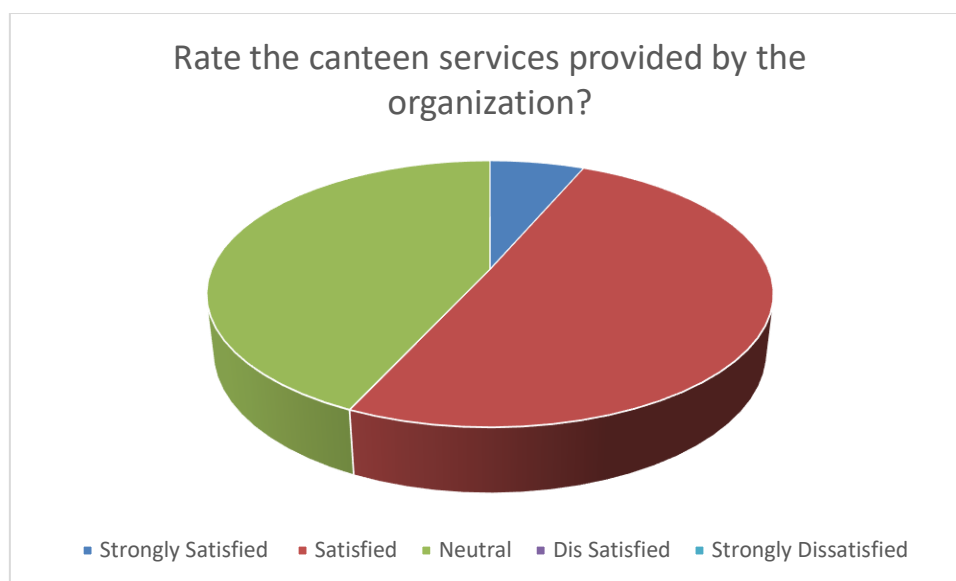
INFERENCE

Majority (97%) of the respondents are said Organization provides proper rest room facilities.

TABLE 4.1.14: RATE THE CANTEEN SERVICES PROVIDED BY THE ORGANIZATION?

S.NO	Particulars	No. of Respondents	Percentage
1.	STRONGLY SATISFIED	7	6
2.	SATISFIED	55	51
3.	NEUTRAL	47	43
4.	DISSATISFIED	0	0
5.	STRONGLY DISSATISFIED	0	0
TOTAL		119	100.00

Chart 4.1.14: Rate the canteen services provided by the organization?



INTERPRETATION

From the above table it is interpreted that the number of respondents satisfied of respondents are 51%, strongly satisfied of respondents are 6%, neutral of respondents 43%.

INFERENCE

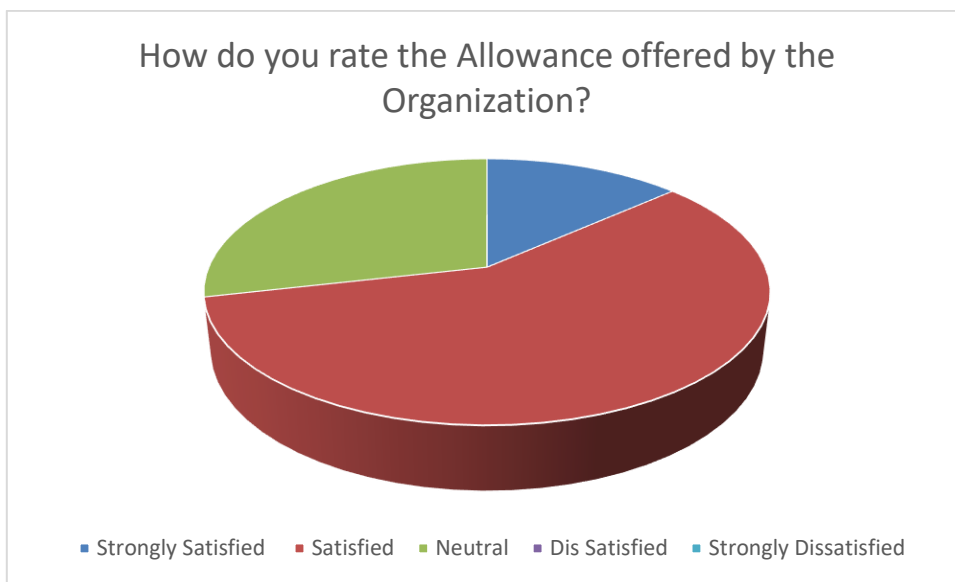
Majority (51%) of the respondents are SATISFIED with the canteen servies provided in the organization.

TABLE 4.1.15: HOW DO YOU RATE THE ALLOWANCE OFFERED BY THE ORGANIZATION?

S.NO	Particulars	No. of Respondents	Percentage
1.	STRONGLY SATISFIED	16	13
2.	SATISFIED	69	58
3.	NEUTRAL	34	29
4.	DISSATISFIED	0	0
5.	STRONGLY DISSATISFIED	0	0
TOTAL		119	100.00

Source: Primary data.

Chart 4.1.15: How do you rate the Allowance offered by the Organization?



INTERPRETATION

From the above table it is interpreted that the number of respondents satisfied of respondents are 58%, strongly satisfied of respondents are 13%, neutral of respondents 29%.

INFERENCE

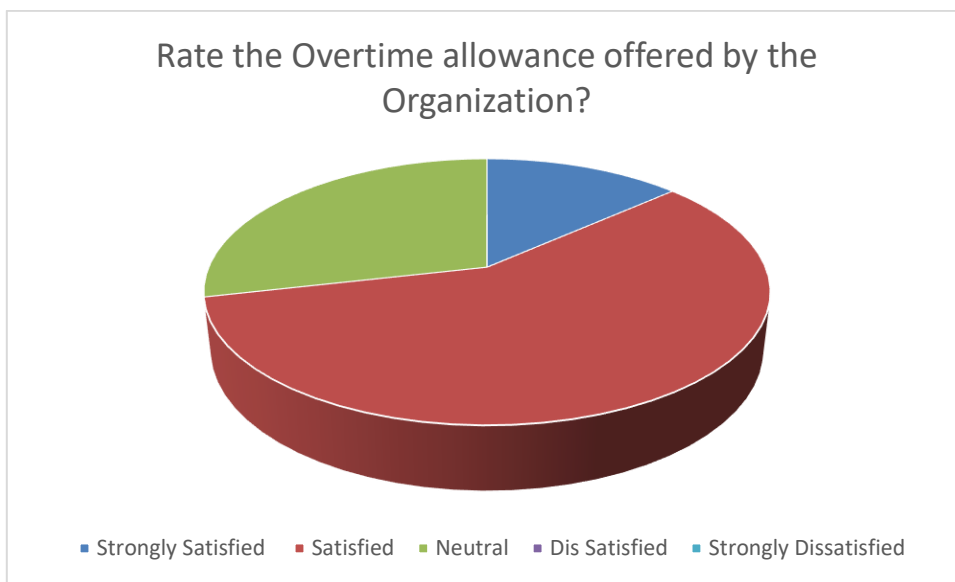
Majority (58%) of the respondents are satisfied with the overtime allowance offered by the organization.

TABLE 4.1.16: RATE THE OVERTIME ALLOWANCE OFFERED BY THE ORGANIZATION?

S.NO	Particulars	No. of Respondents	Percentage
1.	STRONGLY SATISFIED	16	13
2.	SATISFIED	69	58
3.	NEUTRAL	34	29
4.	DISSATISFIED	0	0
5.	STRONGLY DISSATISFIED	0	0
TOTAL		119	100.00

Source: Primary data.

Chart 4.1.16: Rate the Overtime allowance offered by the Organization?



INTERPRETATION

From the above table it is interpreted that the number of respondents satisfied of respondents are 58%, strongly satisfied of respondents are 13%, neutral of respondents 29%.

INFERENCE

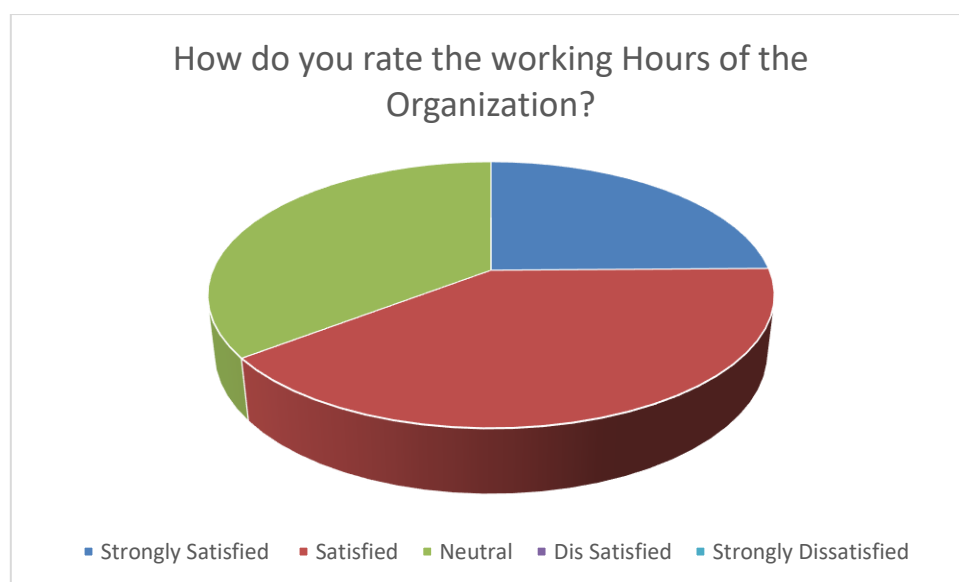
Majority (58%) of the respondents are satisfied with the overtime allowance offered by the organization.

TABLE 4.1.17: HOW DO YOU RATE THE WORKING HOURS OF THE ORGANIZATION?

S.NO	Particulars	No. of Respondents	Percentage
1.	STRONGLY SATISFIED	28	25
2.	SATISFIED	45	40
3.	NEUTRAL	40	35
4.	DISSATISFIED	0	0
5.	STRONGLY DISSATISFIED	0	0
TOTAL		119	100.00

Source: Primary data.

Chart 4.1.17: How do you rate the working Hours of the Organization?



INTERPRETATION

From the above table it is interpreted that the number of respondents satisfied of respondents are 40%, strongly satisfied of respondents are 25%, neutral of respondents 35%.

INFERENCE

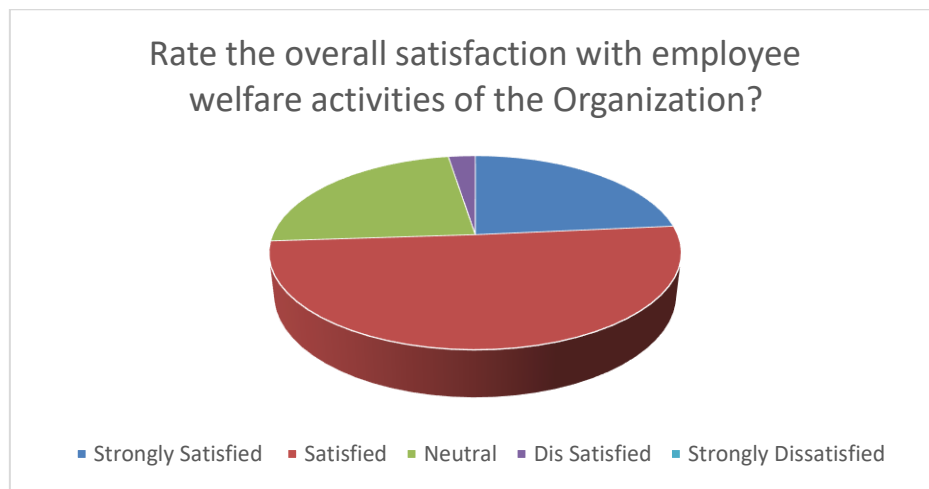
Majority (40%) of the respondents are satisfied with the working hours by the organization.

TABLE 4.1.18. RATE THE OVERALL SATISFACTION WITH EMPLOYEE WELFARE ACTIVITIES OF THE ORGANIZATION?

S.NO	Particulars	No. of Respondents	Percentage
1.	STRONGLY SATISFIED	28	24
2.	SATISFIED	60	50
3.	NEUTRAL	28	24
4.	DISSATISFIED	3	2
5.	STRONGLY DISSATISFIED	0	0
TOTAL		119	100.00

Source: Primary data.

Chart 4.1.18: Rate the overall satisfaction with employee welfare activities of the Organization?



INTERPRETATION

From the above table it is interpreted that the number of respondents satisfied of respondents are 50%, strongly satisfied of respondents are 24%, neutral of respondents 24%, dissatisfied of respondents 2%.

INFERENCE

Majority (50%) of the respondents are satisfied with the welfare activities.

4.2. STATISTICAL ANALYSIS

4.2.1. CHISQUARE

H₀(Null hypothesis):

There is no significant relationship between Age and rate the overall satisfaction with employee welfare activities of the organization.

H₁(Alternate hypothesis):

There is significant relationship between Age and rate the overall satisfaction with employee welfare activities of the organization.

Chi-Square Tests

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Age * Rate the overall satisfaction with employee welfare activities of the organization	119	100.0%	0	0.0%	119	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	149.524 ^a	6	.000
Likelihood Ratio	105.182	6	.000
Linear-by-Linear Association	68.219	1	.000
N of Valid Cases	119		

a. 6 cells (50.0%) have expected count less than 5. The minimum expected count is .05.

RESULT:

Pearson Chi-square value is 149.524. The minimum expected count is 0.05. Hence we accept the null hypothesis at 5% level of significance and conclude that, there is no significant difference between the Age and rate the overall satisfaction with employee welfare activities of the organization.

4.2.2.CORRELATION

Null hypothesis (Ho):

There is no significant relationship between the Apprenticeship Category and Satisfaction level of Apprenticeship Schemes

Alternate hypothesis (H1):

There is a significant relationship between the Apprenticeship Category and Satisfaction level of Apprenticeship Schemes.

Correlations		Apprenticeship Category?	Satisfaction level of Apprenticeship Schemes?
Apprenticeship Category?	Pearson Correlation	1	.107
	Sig. (2-tailed)		.245
	N	119	119
Satisfaction level of Apprenticeship Schemes?	Pearson Correlation	.107	1
	Sig. (2-tailed)	.245	
	N	119	119

INFERENCE:

The above table depicts the relationship between monthly income of the respondents recommend the company because of organization culture. These two variables have some degree of correlation i.e., .107. So, there is a positive relationship between the Apprenticeship Category and Satisfaction level of Apprenticeship Schemes.

CHAPTER 5

5.1. FINDINGS

- Majority (62%) of the respondents are age between 18 to 21 years.
- Majority (85%) of the respondents are male.
- Majority (92%) of the respondents are unmarried.
- Majority (97) of the respondents are undergraduates.
- Majority (72%) of the respondents are working at MWC.
- Majority (68%) of the respondents have 0 to 2 years' experience.
- Majority (45%) of the respondents are in the category of Contingent Workmen (Cw) and NAPS both are equal.
- Majority (100%) of the respondents have 0 to 2 years' experience in that particular category.
- Majority (51%) of the respondents are satisfied with the apprenticeship schemes.
- Majority (78%) of the respondents agree that apprenticeship schemes are useful in future.
- Majority (41%) of the respondents are satisfied with the working environment.
- Majority (62%) of the respondents are satisfied with the medical benefits that are provided in the organization.
- Majority (97%) of the respondents said organization provides proper restroom facilities.
- Majority (51%) of the respondents are satisfied with the canteen services provided by the organization.
- Majority (58%) of the respondents are satisfied with the allowance offered by the organization.
- Majority (58%) of the respondents are satisfied with the overtime allowance offered by the organization.
- Majority (40%) of the respondents are satisfied with the working hours by the organization.
- Majority (50%) of the respondents are satisfied with the welfare activities.

- Pearson Chi-square value is 149.524. The minimum expected count is 0.05. Hence, we accept the null hypothesis at 5% level of significance and conclude that, there is no significant difference between the Age and rate the overall satisfaction with employee welfare activities of the organization.
- The above table depicts the relationship between monthly income of the respondents recommend the company because of organization culture. These two variables have some degree of correlation i.e., .107. So, there is a positive relationship between the Apprenticeship Category and Satisfaction level of Apprenticeship Schemes.

5.2. SUGGESTIONS

Conduct a comprehensive survey or interviews with employees across different industries in India to understand their perceptions and opinions about the existing employee welfare policies.

Analyze the existing employee welfare policies and programs offered by various companies in India and compare them with the international best practices.

Identify the key challenges and opportunities in implementing employee welfare programs in India, such as cultural barriers, limited budgets, and lack of awareness.

Propose innovative employee welfare policies and programs that can be implemented in Indian companies, such as employee wellness programs, flexible work arrangements, and diversity and inclusion initiatives.

Analyze the legal and regulatory framework for employee welfare in India and suggest ways to comply with the legal requirements while implementing employee welfare programs.

5.3. LIMITATIONS OF STUDY

- The study is only conducted in the NCR Corporation India (Chengalpattu).
- The report is based on data from NCR Corporation India regarding apprenticeship Schemes and Employee welfares.
- All the main data used in the research was provided by the respondents. Personal prejudice is a possibility. Therefore, the accuracy is untrue.
- Only 119 Respondents were able to participate in the survey due to time and other restrictions.
- Period of study is too short and hence it is a major limitation.

5.4. CONCLUSION

- Apprenticeship schemes have been shown to be an effective way of providing training and development opportunities for employees while also addressing skills shortages in various industries. By offering on-the-job training and mentoring, apprenticeships can help individuals acquire the skills and knowledge they need to succeed in their chosen profession.
- Employee welfare, on the other hand, refers to the various benefits and programs that employers provide to support the well-being of their employees. This can include things like health insurance, retirement plans, flexible work arrangements, and employee assistance programs. By investing in employee welfare, organizations can improve employee satisfaction and retention, as well as enhance productivity and overall organizational performance.
- In conclusion, apprenticeship schemes and employee welfare programs can be effective tools for attracting and retaining talented employees, promoting employee development, and improving overall organizational performance. It is important for employers to continually evaluate and adjust these programs to meet the changing needs and expectations of their workforce.

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ANNEXURE – QUESTIONNAIRE

- 1) Name: _____
- 2) Age:
 - a) 18 to 21
 - b) 22 to 30
 - c) 31 to 45
 - d) 46 to 56
- 3) Gender
 - a) Male
 - b) Female
 - c) Not prefer to say
- 4) Marital Status
 - a) Married
 - b) Unmarried
- 5) Education Qualification
 - a) Diploma
 - b) UG
 - c) PG
 - d) Others
- 6) Working location?
 - a) MWC
 - b) UNIT – 1
- 7) Years of work Experience?
 - a) Fresher
 - b) 0 to 2 Years
 - c) 3 to 5 years
 - d) above 5 years
- 8) Apprenticeship Category?
 - a) NATS
 - b) NAPS
 - c) NEEM
 - d) Contingent Workmen (CW)
- 9) Work Experience on that particular category?
 - a) 0 to 2 years
 - b) 3 to 5 years
 - c) Above 5 years
- 10) Satisfaction level of Apprenticeship Schemes?
 - a) Strongly Satisfied
 - b) Satisfied
 - c) Neutral
 - d) Dissatisfied
 - e) Strongly Dissatisfied
- 11) Is that Apprenticeship Schemes are useful in Future?
 - a) Strongly Agree
 - b) Agree
 - c) Neutral
 - d) Disagree
 - e) Strongly Disagree
- 12) How do you rate the Working Environment of the Organization?
 - a) Strongly Satisfied
 - b) Satisfied
 - c) Neutral
 - d) Dissatisfied
 - e) Strongly Dissatisfied

13) How do you rate the medical benefits provided by the Organization for the employees?

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

14) Does the Organization provide proper rest room facilities?

- a) Yes b) No

15) Rate the canteen services provided by the organization?

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

16) How do you rate the Allowance offered by the Organization?

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

17) Rate the Overtime allowance offered by the Organization?

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

18) Do you get regular increments?

- a) Yes b) No

19) How do you rate the working Hours of the Organization?

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

20) Does the company take safety measures for employee safety?

- a) Yes b) No

21) Rate the overall satisfaction with employee welfare activities of the Organization?

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

ANNEXURE II-RESEARCH ARTICLE

A STUDY ON VARIOUS APPRENTICESHIP SCHEMES AND EMPLOYEE WELFARE AT NCR CORPORATION INDIA PVT LTD.

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ABSTRACT:

This study explores various apprenticeship schemes and employee welfare programs implemented by NCR Corporation India Pvt Ltd. The research aims to understand the impact of these schemes on employees' well-being, productivity, and overall job satisfaction. The study employs a mixed-method approach, including both qualitative and quantitative research methods, to collect data from a sample of employees at different levels within the organization. The research design used is descriptive in nature. The data collection instrument is primary data that is collected through questionnaires. In the research 119 respondents were taken. There is utmost need for the employee's welfare in any type of organization. Majority of the employees are motivated through feedback and increase their productivity. The study also throws light on the impact of welfare measures on the employees' performance.

INTRODUCTION:

Employee welfare is an area of social welfare conceptually and operationally. It covers a broad field and connotes a state of well-being, happiness, satisfaction, conservation and development of human resources and also helps to motivate employees. The basic purpose of employee welfare is to enrich the life of employees and to keep them happy and conducted. Welfare measures may be both statutory and non-statutory laws require the employer to extend certain benefits to employees in addition to wages or salaries. Organizations provide welfare facilities to their employees to keep their motivation levels high. The employee welfare schemes can be classified into two categories. statutory and non-statutory welfare schemes. The statutory schemes are those schemes that are compulsory to provide by an organization as compliance to the laws governing employee health and safety, these include: canteen facilities, drinking water, proper and sufficient lighting, facilities for sitting, changing rooms, first aid appliances, washing places, rest rooms. Non-statutory welfare schemes may include personal health care, flextime, employee assistance programs, harassment policy, employee referral scheme, Medi-claim insurance scheme. Health, safety and welfare are the measures of promoting the efficiency of employees. The various welfare measures provided by the employer will have an immediate impact on the health, physical and mental efficiency alertness, morale and overall efficiency of the worker and thereby contributing to higher productivity. Some of the facilities and services which fall within the preview of employee welfare include adequate canteen facilities, accommodation arrangements, and recreational facilities, medical facilities transportation facilities for traveling from & to the place of work. Employee welfare covers an ample field and connotes a state of wellbeing, happiness, satisfaction, protection and enlargement of human resources and helps to motivate workers. The fundamental purposes of employee's welfare are to enrich the life of employees and to remain joyful and conducted that helps to development of organization.

OBJECTIVE:

PRIMARY OBJECTIVE

- To identify the uses of apprenticeship schemes and various welfare measures implemented at NCR Corporation India Pvt Ltd.,

SECONDARY OBJECTIVES

- To understand the level of awareness among employees with various Legal and non-Legal measures.
- To find out the levels of satisfaction among employees at NCR Corporation
- To make suggestions to improve the welfare.
- To give suggestions and recommendation for the promotion of welfare measures

NEED FOR THE STUDY

- Employee welfare is very broad term, covering social security and other activities like canteen, housing, and medical facilities.
- Employee welfare improves morale and loyalty of workers by making them happy and satisfied. It increases job satisfaction and efficiency. It helps to increase employee's productivity and protects worker from social evils. It helps to enhance goodwill and the public image of the organization. Labour welfare also helps to improve industrial relations and peace.

SCOPE FOR THE STUDY

- This study can be used to bring up the solution for the problem faced by the employees.
- A study on the employee welfare measures helps to know about facilities, services, and activities provided to workers for improving their health efficiency, economic settlement, and social status.
- Through this study, companies would be able to know the satisfaction level of employee on welfare.

REVIEW OF LITERATURE

Sabarirajan (2020) concluded that the employees of textile mills in Salem district are satisfied with the welfare facilities provided by the organization. But some modifications are required in the field of recreation, safety equipment, overtime payments, grievance handling etc. Betterment is required in the work of co-operative societies which are run by the trade union.

Shrinivas K T (2020) conducted research work at BOSCH Ltd. Bangalore division on 100 employees. Researcher concluded that employee welfare facilities are satisfied such as canteen facilities, transport & parking, uniform & safety shoes etc. but employees are dissatisfied with medical & first aid due to improper maintenance of medicine & less no. physicians, rest rooms & recreational facilities are poor due to lack of maintenance.

Venugopal (2020) described those employees in industrial cluster at chittoor district, Kerala is availing statutory & non-statutory welfare facility, but employees are expecting some more welfare facility like gratuity, pension, welfare fund, so that they may retain employees & their quality of work life. Researchers also strongly recommended that industry should provide timely help to the work force when they are in trouble such as conveyance to hospital when injured, medicines.

RESEARCH METHODOLOGY:

METHODOLOGY:

Research methodology is mainly needed for the purpose of framing the research process and the designs and tools that are to be used for the project purpose. Research methodology helps to find employee satisfaction based on product. This time research methodology is framed for the purpose of finding the level of A Study on Various apprenticeship Schemes and Employee welfare's At NCR Corporation India Pvt Ltd.

RESEARCH DESIGN:

Descriptive Research Design

Descriptive research is a study designed to depict the participants in an accurate way. More simply put, descriptive research is all about describing people who take part in the study.

SOURCES OF DATA

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

- Primary Data – Questionnaire given to 119 respondents.
- Secondary Data - Websites and online journals, Published reports & Review of literature from published articles.

SAMPLE SIZE:

The respondents of this study considered were the people who are the Employee of The Organization Who Is Working In NCR CORPORATION INDIA PVT LTD. The data is collected among 119 people.

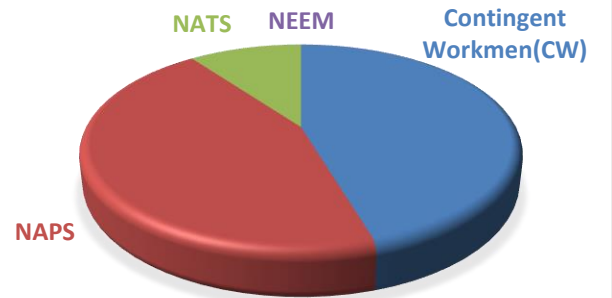
TOOLS FOR ANALYSIS:

- ❖ Percentage analysis
- ❖ Correlation
- ❖ Chi- Square

DATA ANALYSIS AND INTERPRETATION

APPRENTICESHIP CATEGORY?

S.NO	Particulars	No. of Respondents	Percentage
5.	NAPS	53	45.00
6.	NATS	12	10.00
7.	NEEM	0	0
8.	Contingent Workmen (CW)	54	45.00
TOTAL		119	100.00



INTERPRETATION

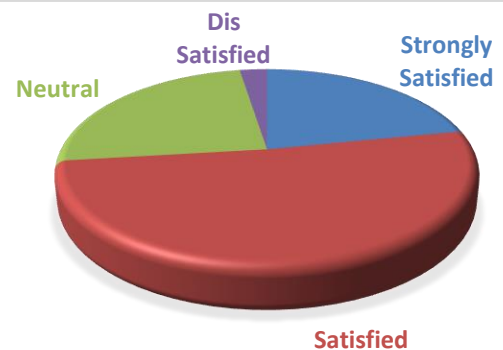
From the above table it is interpreted that the number of respondents Contingent Workmen (CW) of respondents are 45%, NAPS of respondents are 45%, NATS of respondents 10%, NEEM of respondents are 0%.

INFERENCE

Majority (45%) of the respondents are Contingent Workmen (CW) and NAPS.

SATISFACTION LEVEL OF APPRENTICESHIP SCHEMES?

S.NO	Particulars	No. of Respondents	Percentage
5.	STRONGLY SATISFIED	26	22
6.	SATISFIED	61	51
7.	NEUTRAL	26	24
8.	DISSATISFIED	3	3
5.	STRONGLY DISSATISFIED	0	0
TOTAL		119	100.00



INTERPRETATION

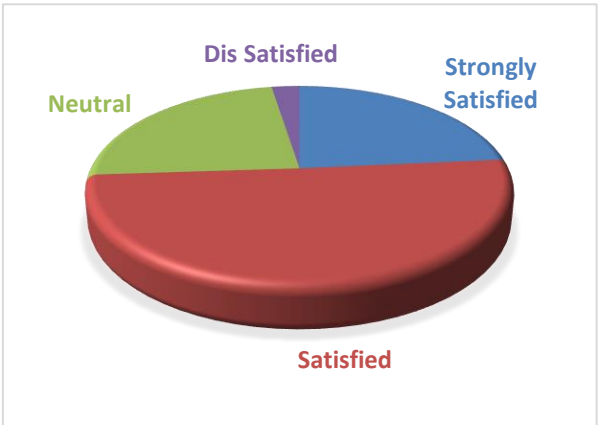
From the above table it is interpreted that the number of respondents satisfied of respondents are 51%, strongly satisfied of respondents are 22%, neutral of respondents 24%, dissatisfied of respondents are 3%, strongly dissatisfied of respondents are 0%.

INFERENCE

Majority (51%) of the respondents are satisfied with the apprenticeship schemes.

RATE THE OVERALL SATISFACTION WITH EMPLOYEE WELFARE ACTIVITIES OF THE ORGANIZATION?

S.NO	Particulars	No. of Respondents	Percentage
6.	STRONGLY SATISFIED	28	24
7.	SATISFIED	60	50
8.	NEUTRAL	28	24
9.	DISSATISFIED	3	2
10.	STRONGLY DISSATISFIED	0	0
TOTAL		119	100.00



INTERPRETATION

From the above table it is interpreted that the number of respondents satisfied of respondents are 50%, strongly satisfied of respondents are 24%, neutral of respondents 24%, dissatisfied of respondents 2%.

INFERENCE

Majority (50%) of the respondents are satisfied with the welfare activities.

STATISTICAL ANALYSIS

CHI- SQUARE TEST I

Chi-square is the sum of the squared difference between observed (o) and the expected (e) data (or the deviation, d), divided by the expected data in all possible categories.

H₀(Null hypothesis):

There is no significant relationship between Age and rate the overall satisfaction with employee welfare activities of the organization.

H₁(Alternate hypothesis):

There is significant relationship between Age and rate the overall satisfaction with employee welfare activities of the organization.

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Age * Rate the overall satisfaction with employee welfare activities of the organization	119	100.0%	0	0.0%	119	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	149.524 ^a	6	.000
Likelihood Ratio	105.182	6	.000
Linear-by-Linear Association	68.219	1	.000
N of Valid Cases	119		

a. 6 cells (50.0%) have expected count less than 5. The minimum expected count is .05.

Inference:

Pearson Chi-square value is 149.524. The minimum expected count is 0.05. Hence, we accept the null hypothesis at 5% level of significance and conclude that, there is no significant difference between the Age and rate the overall satisfaction with employee welfare activities of the organization.

FINDING

- Majority (62%) of the respondents are aged between 18 to 21 years.
- Majority (85%) of the respondents are male.
- Majority (68%) of the respondents have 0 to 2 years' experience.
- Majority (78%) of the respondents agree that apprenticeship schemes are useful in future.
- Majority (50%) of the respondents are satisfied with the welfare activities.

CONCLUSION

- Apprenticeship schemes have been shown to be an effective way of providing training and development opportunities for employees while also addressing skills shortages in various industries. By offering on-the-job training and mentoring, apprenticeships can help individuals acquire the skills and knowledge they need to succeed in their chosen profession.
- In conclusion, apprenticeship schemes and employee welfare programs can be effective tools for attracting and retaining talented employees, promoting employee development, and improving overall organizational performance. It is important for employers to continually evaluate and adjust these programs to meet the changing needs and expectations of their workforce.