

**A STUDY ON EFFECTIVENESS OF EMPLOYEE
WELFARE MEASURES WITH REFERENCE TO RED
HUT INNOVATION AND TECHNOLOGY
PVT.LTD,CHENNAI**

Submitted in partial fulfilment of the requirements for the award of
MASTER OF BUSINESS ADMINISTRATION

By

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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

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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **SARANYA N S-41410276** who carried out the project entitled "**A STUDY ON EFFECTIVENESS OF EMPLOYEE WELFARE MEASURES WITH REFERENCE TO RED HUT INNOVATION AND TECHNOLOGY PVT.LTD,CHENNAI**" under my supervision from January 2023 to April 2023.

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DECLARATION

I **SARANYA N S (41410276)** hereby declare that the Project Report entitled “**A STUDY ON EFFECTIVENESS OF EMPLOYEE WELFARE MEASURES WITH REFERENCE TO RED HUT INNOVATION AND TECHNOLOGY PVT.LTD,CHENNAI**” done by me under the guidance of **DR.YASMEEN BANO,MBA,M.PHIL,PH.D.** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE: 06.05.2023

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ABSTRACT

The research paper is to determine the study of the employee welfare measure. Employees are the most valuable assets of an organization. Employee welfare entails everything from services, facilities and benefits that are provided or done by the employer for the advantage or comfort of an employee. It is undertaken in order to motivates employees and raise the productivity levels. The objectives are to know the employee welfare are to improve the life of the working class, to bring about holistic development of the worker's personality and so on. Employees' welfare facilities include housing facilities, free medical facilities, retirement benefits, children and adult educational benefits, welfare measures for the employee's families, loan facilities, etc. The research design used is descriptive in nature. The data collection instrument is primary data that is collected through questionnaires. In the research of 120 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 impact of welfare measures on the employees' performance.

Keywords: Employee measure, Labour, Employee Welfare , Services , Employee facilities, Employee Satisfaction

CHAPTER 1

INTRODUCTION

1.1 MEANING OF EMPLOYEE WELFARE.

Employee welfare means anything done for the comfort and (intellectual or social) improvement of the employees, over and above the wages paid. In simple words, it means “the efforts to make life worth living for workmen.” It includes various services, facilities and amenities provided to employees for their betterment. These facilities may be provided voluntarily by progressive entrepreneurs, or statutory provisions may compel them to provide these amenities; or these may be undertaken by the government or trade unions, if they have the required funds.

DEFINITION OF EMPLOYEE WELFARE:

Welfare measures may also be provided by the government, trade unions and non-government agencies in addition to the employer. “International Employee Organization efforts to make life worth living for workers” According to the Oxford dictionary “Welfare is fundamentally an attitude of mind on the Part of management influencing the method by which management activities Are undertake

Employee Welfare as a term which is understood to include such services, facilities and amenities as may be established in the vicinity of undertaking to enable the persons employed in them to perform their work in healthy, congenial surrounding to provide them amenities conducive to good and healthy and high moral.

-INTERNATIONAL EMPLOYEE ORGANIZATION AT ASIAN REGIONAL CONFERENCE

ARTHUR JAMES TODD {1933} point welfare is “Anything” done for the comfort and improvement, intellectual and social of the employees over and above the wage paid, which is not necessary for the industry.

PROUD E.S. defines the welfare work as voluntary efforts on the part of employers to improve the existing industrial system the condition of employment in their own factories.

According to ILO, “Employee welfare should be understood as such service, facilities and amenities which may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy and peaceful surroundings and to avail of facilities which improve their health and bring high morale”.

Employee welfare is for the betterment of the workers. It involves adjustment of an employee’s work life and family life to the community and social life. Welfare measures may be both voluntary and statutory (prescribed under labor laws).

The need and importance of employee welfare is being increasingly appreciated throughout the civilised world. The concept of welfare is a dynamic one and has different connotations in different countries and at different times in the same country, according to the prevailing value system, social institution, degree of industrialization, and the general level of social and economic development.

Some describe employee welfare or labor welfare as ‘an attitude of mind’ while others merely catalogue the schemes and measures which should be included in labor welfare. There are some who emphasize the voluntary nature of measures and include the measures that are undertaken by the employers beyond what is required by law. Some interpret labor/employee welfare measures to mean only measures which are legally obligatory.

Employee welfare is a term including various services, benefits and facilities offered to employees by the employers. The welfare measures need not be monetary but in any kind/forms. Welfare includes the activities that is done for the improvement and comfort of employees and is provided over and more than the wages. Welfare is a broad concept referring to a state of living on an individual or a setup is a desirable relationship with the total environment – ecological, economic and social.

Employee Welfare is an important facet of industrial relations, the extra dimension, giving satisfaction to the worker in a way which even a good wage cannot. With the growth of industrialization and mechanization, it has acquired added importance. The workers in industry cannot cope with the pace of modern life with minimum sustenance amenities. He needs an added stimulus to keep body and soul together. Employers have also realized the importance of their role in providing these extra amenities. And yet, they are not always able to fulfill workers' demands however reasonable they might be. They are primarily concerned with the viability of the enterprise.

Employee welfare, though it has been proved to contribute to efficiency in production, is expensive. Each employer depending on his priorities gives varying degrees of importance to labor welfare. It is because the government is not sure that all employers are progressive minded and will provide basic welfare measures that it introduces statutory legislation from time to time to bring about some measures of uniformity in the basic amenities available to industrial workers.

After employees have been hired, trained and remunerated, they need to be retained and maintained to serve the organization better. Welfare facilities are designed to take care of the wellbeing of the employees, they do not generally result in any monetary benefit to the employees. No rare these facilities provided by employers alone. Governmental and non- Governmental agencies and trade unions too, contribute towards employee welfare. Employee welfare is a comprehensive term including various services, benefits and facilities offered to employees by the employer. Through such generous fringe benefits the employer makes the life worth living for employees.

The welfare amenities are extended in addition to normal wages and other economic rewards available to employees as per the legal provisions. Welfare measures may also be provided by the government, trade unions and non-government agencies in addition to the employer.

The basic purpose of employee welfare is to enrich the life of the employees and keep them happy and contented. Employee welfare today has become a very controversial topic. It covers a very broadfield. To being with, let us briefly discuss the main concepts or, rather, the general, meaning full ideas which have been evolved about it so far.

The term welfare suggests many ideas, meanings and connotations, such as the state of well-belling, health, happiness, prosperity and the development of human resources. The concept of welfare can be approached from various angles. Welfare has been described as a total concept. It is a desirable state of existence involving for certain components of welfare, such a health, food, clothing, and housing, medical assistance, insurance, education, recreation. Job security, and so on. The word employee means any productivity activity.

In a broader sense, therefore, thephrase employee welfare means the adoption of measures to promote the physical, social, psychological and general well-being of the working population. Welfare work in any industry aims, or should aim, at improving the working and living conditions of workers and their families. The concept of employee welfare originates in the desire for a humanitarian approach to the sufferings of the working class. Later, it becomes a utilitarian philosophy which worked as a motivating force for labor and for those who were interested in it.

Employee welfare has been defined in various ways, though unfortunately no single definition has found universal acceptance.

“Efforts to make life worth living for worker”

“The oxford dictionary”

According to Arthur James Todd, “Employee welfare means anything done for the comfort and improvement, intellectual or social of the employees over and above the wages paid which is not a necessity of the industry”.

CONCEPT OF EMPLOYEE WELFARE

The terms 'employees' welfare' and 'workers' welfare' are used interchangeably to denote various services provided by the employers to the employees in addition to wages.

The concept of labor welfare is flexible and elastic and differs widely with time, region, industry, social values and customs, degree of industrialization, the general socioeconomic development of the people and the political ideologies prevailing at a particular time. It is also molded according to the age-groups, socio-cultural background, marital and economic status and educational level of the workers in various industries in its broad connotation, the term welfare refers to a state of living of an individual or group in a desirable relationship with total environment – ecological, economic, and social.

Conceptually as well as operationally, labor welfare is a part of social welfare which, in turn, is closely linked to the concept and the role of the State which is applicable in the plant. The concept of social welfare, in its narrow contours, has been equated with economic welfare. As these goals are not always realized by individuals through their efforts alone, the government came into the picture and gradually began to take over the responsibility for the free and full development of human personality of its population. Labor welfare is an extension of the term Welfare and its application to labor. During the industrialization process, the stress on labor productivity increased; and brought about changes in the thinking on labor welfare.

The basic features of labor welfare measures are as follows:

- a) Labor welfare includes various facilities, services and amenities provided to workers for improving their health, efficiency, economic betterment and social status.
- b) Welfare measures are in addition to regular wages and other economic benefits available to workers due to legal provisions and collective bargaining
- c) Labor welfare schemes are flexible and ever-changing. New welfare measures are added to the existing ones from time to time.

- d) Welfare measures may be introduced by the employers, government, employees or by any social or charitable agency.
- e) The purpose of labor welfare is to bring about the development of the whole personality of the workers to make a better workforce.

The very logic behind providing welfare schemes is to create efficient, healthy, loyal and satisfied labor force for the organization. The purpose of providing such facilities is to make their work life better and also to raise their standard of living.

The important benefits of welfare measures can be summarized as follows:

- a) They provide better physical and mental health to workers and thus promote a healthy work environment.
- b) Facilities like housing schemes, medical benefits, and education and recreation facilities for workers' families help in raising their standards of living. This makes workers to pay more attention towards work and thus increases their productivity.
- c) Employers get stable labor force by providing welfare facilities. Workers take active interest in their jobs and work with a feeling of involvement and participation.
- d) Employee welfare measures increase the productivity of organization and promote healthy industrial relations thereby maintaining industrial peace.
- e) The social evils prevalent among the labors such as substance abuse, etc are reduced to a greater extent by the welfare policies.

The concept of 'labor welfare' is flexible and elastic and differs widely with times, regions, industry, country, social values and customs, degree of industrialization, the general socio- economic development of the people and the political ideologies prevailing at particular moments. It is also according to the age group, socio-cultural background, marital status, economic status and educational level of the workers in various industries.

Employee welfare work aims at providing such service facilities and Amenities which enable the workers employed in an organization to perform Their work in healthy congenial surrounding conducive to good health and High morale.

Employee welfare is a comprehensive term including various services, Benefits and facilities offered by the employer. Through such generous fringe Benefits the employer makes life worth living for employees. The welfare Amenities are extended in addition to normal wages and other economic Rewards available to employees as per the legal provisions.

AIM OF LABOUR WELFARE WORK:

C.B. Memoria (1966) points out the following aims of Labor Welfare Work.

- a) It is partly humanistic to enable the workers to enjoy a fuller and richer life.
- b) It is partly economic to improve the efficiency of the workers, to increase its availability where it is scarce and keep him contented so as to minimize the inducement to form or join unions and to resort to strikes.
- c) The aim of partly civic develop a sense of responsibility and dignity among the workers and thus to make them worthy citizen of the nation.
- d) In general, welfare measure is aimed at enabled the welfare to lead a more satisfactory life.

OBJECTIVES OF THE EMPLOYEE WELFARE

Following are the objectives of the voluntary employee welfare services by Employer-

1. To win over employees' loyalty and increase their morale.
2. To develop efficiency and productivity among workers.
3. To reduce of threat of future government intervention.
4. To make recruitment more effective.
5. To earn goodwill and enhance public image.
6. To build up stable Employee force to reduce Employee turnover and absenteeism.

IMPORTANCE OF EMPLOYEE WELFARE

Employee welfare in India has a special significance as the constitution Provides for the promotion of welfare of the employee for human conditions of Work and securing to all workers. The various welfare measures provided by the employee will have Immediate impact on the health, physical and mental efficiency, alertness, Morale and overall efficiency of the workers and thereby contributing to the highest productivity. Social security measure provided by employer will act as a protection to the workers.

Includes both statutory as well as non-statutory activities undertaken by the Employers, trade unions and both the central and state governments for the Physical and mental development of the workers.

Employee welfare enables workers to have richer and more satisfying life. It raises the standard of living of workers by indirectly reducing the burden on their pocket. Welfare measures improve the physical and physiological health of the employees, which in turn enhance their efficiency and productivity. Employee welfare promotes a sense of belongings among the workers, preventing them from resorting to unhealthy practices like absenteeism, Employee unrest strike, etc. welfare work improves the relations between Employees and employers.

The basic features of employee welfare measures are as follows:

- a) Employee welfare includes various facilities, services and amenities provided to workers for improving their health, efficiency, economic betterment and social status.
- b) Welfare measures are in addition to regular wages and other economic benefits available to workers due to legal provisions and collective bargaining
- c) Employee welfare schemes are flexible and ever-changing. New welfare measures are added to the existing ones from time to time.
- d) Welfare measures may be introduced by the employers, government, employees or by any social or charitable agency.

The National Commission on Labor has observed that the concept of “welfare” is necessary dynamic bearing a different interpretation from country to country and from time to time and even in the same country according to the value system, social Institution, degree of industrialization and general level of social and economic development. Even with one country its context may be different from region to region.

EMPLOYEE WELFARE-BENEFITS

- 1) Employees would start working sincerely and honestly.
- 2) It would improve the productivity and efficiency of the employees.
- 3) The attachment and belongingness among the employees would be developed.
- 4) Employees would be healthy and they would be mentally and physically fit to perform in the best manner. Thus; it promotes a healthy work environment.
- 5) Employees can enjoy stable, developed, dedicated employees, moreover, employees will work with interest and with full involvement.
- 6) Higher Productivity, higher efficiency, promotes health industrial relations, ultimately industrial peace can be achieved.
- 7) Absenteeism, labour turnover such problems of the employees would not arise in the organisation.
- 8) Employees would come forward to share additional responsibilities of the company.
- 9) It will improve the standard of living of the employees.
- 10) Work environment, work culture will be developed in the organisation.
- 11) It enhances the goodwill and reputation and thereby image of the company.
- 12) No chance for industrial dispute in the company. Healthy, harmonious relation between employer and employees will be developed.



EMPLOYEE WELFARE ACTIVITIES UNDER SCHEMES AND ITS PROCEDURES:

Employee Welfare activities are provided under various schemes by central government/state government / trade unions / voluntary agencies etc.

Those are provided as stated below:

Central Government has enacted various laws, to provide certain welfare facilities by the employers to their employee's viz.:

1. Canteen facility if employing more than 250 workers, creche, if employing more than 30 women, welfare officer if employing 500 or more workers.
2. Provision of shelters for taking food and rest if 150 or more persons are employed, first aid rooms, in mines employing more than 150 workers
3. Educational facilities, in the estate for the children of workers where there are 25 workers children, between the age of 6 and 12, housing facilities to every worker and his / her family residing in the plantation.
4. Uniforms, raincoats to drivers, conductors and line checking staff, for protection against rain and cold, medical facilities, to the motor transport worker
5. Ensure regular payment of minimum wages / equal pay for equal work irrespective of sex / provide suitable residential accommodation to workers / to provide such protective clothing to the workmen, as may be prescribed.

EMPLOYEE WELFARE PROGRAMME AND ITS PRINCIPLES:

The following are generally given as the principles to be followed in setting up an employee welfare programme:

1. The programme should satisfy real needs of the workers:

This means that the manager must first determine what the employees' real needs are. Extreme care and serious research should go into the decision of whether or not to offer a particular employee service. More evidence is required than a mere unfounded bias of the manager.

2. The programme should be such as can be handled best by a group approach:

For example, life insurance purchased as a group can be obtained at a significantly lower price than some insurance purchased by the individual. But it is argued that depending upon the differences in sex, age, marital status, number of children, type of job and the income level of employees, there are large differences in their choice of a particular benefit.

As a result, it is suggested that a package total value of benefits should be determined and the selection of the mix of benefits should be left to the choice of each individual employee. This is known as the 'cafeteria approach'. Such an approach individualizes the benefit system though it may be difficult to operate and administer.

3. The employer should not assume a benevolent posture:

Some employers foster dependency on employees which is counter-productive. The paternalistic and benevolent approach has fallen in disrepute as a result of the employee's desire to gain independence and dignity.

4. The cost of the programme should be calculable and its financing established on a sound basis:

There are several employee services such as pension, provident fund, insurance, etc., which are not cheap to administer. The cost of such benefits can hardly be termed a fringe. It is, therefore, essential that before conceding any such service over the collective bargaining table sound actuarial estimates of costs are made and adequate provisions for financing it is established.

5. The management should ensure cooperation and active participation of unions and workers in formulating and implementing the programme.

6. There should be a periodical assessment or evaluation of the programme and necessary timely improvement on the basis of feedback.

The directive principles of state policy in the Indian Constitution refer generally to the promotion of the welfare of people when lay down that the “state shall strive to promote the welfare of the people by securing and protecting as effectively as it may, a social order in which justice, social, economic and political, shall inform all the institution of natural”. In its specific application to the working class, “security and human condition of work” has been highlighted with a view to ensure them provision of a decent standard of life and full employment to leisure and social and culture opportunities (Article 43).

These principles also refer to taking of the steps to secure the participation of workers in the management of industries. Article 45 also deals with provision of free and compulsory education for children, which impliedly includes those of worker.



1.2 INDUSTRY PROFILE

Today's digital age has made it impossible to read a news story or magazine article without knowing about the impact of information technology (IT) on our society. Information is traveling faster and being shared by more individuals than ever before. In addition to becoming faster, IT also has become more convenient and efficient. One can buy just about anything online, surf the Web on a mobile phone and use a wireless Internet connection at most establishments. In the business field, an increasing number of companies are realizing the importance of employing IT in their operations. Companies have linked their many systems together to help them fill orders on time and serve their customers better. Software companies are continually developing new products to help streamline work and achieve better results. Seeking to harness the power of IT, many organizations are tapping IT experts. IT consulting is a field that focuses on advising businesses on how best to use information technology to meet their business objectives.



IT consultants provide expert advice and assistance in the fields of writing, modifying, testing and supporting software to meet the needs of a particular customer. They also plan and design computer systems and integrate computer hardware, software and communication technologies. In addition to providing advice, IT consulting firms often estimate, manage, implement, deploy and administer systems on behalf of companies. This process is known as outsourcing. This industry also includes healthcare technology, since work in many hospitals has become totally technology driven with electronic data

storage systems taking care of the administrative, financial and clinical aspects. Information technology allows healthcare providers to collect, store, retrieve, and transfer information electronically. Management consulting and IT consulting are separated by a relatively unclear line, and sometimes the two fields overlap.

IT consultants, however, often have degrees in computer science, electronics, technology, and management information systems, while management consultants often have degrees in accounting, economics, industrial engineering, finance and a generalized Masters in Business Administration (MBA).

The IT consulting industry can be viewed as a four-tier system:

- Professional services firms which maintain large professional workforces and command high bill rates;
- Staffing firms which place technologists with businesses on a temporary basis;
- independent consultants who are self-employed; and
- Information security consultants, Latest Activities and Major Players.

In 2010, the global IT, Consulting and Services industry recorded a total revenue of \$516 billion, representing a compound annual growth rate (CAGR) of 3.9percentage the period spanning 2006 to 2010.

THE ROLE OF THE IT INDUSTRY

The IT industry can serve as a medium of e-governance, as it assures easy accessibility to information. The use of information technology in the service sector improves operational efficiency and adds to transparency. It also serves as a medium of skill formation.

The IT department is at the epicentre of the building and maintenance of communications networks for businesses small and large. Not many companies, big or

small, could survive without a good IT department making them imperative to a business's day to day existence. From sending an email, to changing a password, accessing databases and everything in between IT are there to help every step of the way. IT in business is ultimately to help the business be more efficient and productive. It has a number of different roles including but not limited to:

- Helping the company be more productive, time = money.
- Optimising business performance
- Safeguarding data and troubleshooting
- Saving the business money
- Improving customer experience, satisfaction and communication
- Streamlining communication systems
- Enhancing managerial decision-making
- Helping the business expand globally
- Providing staff access to company information

In this article, we are going to look at what is the role of information technology in business and what makes this department so important to have a safe business.

Safeguarding data and information

The ultimate goal of safeguarding is to protect data from compromise. The IT department will ensure data Safeguarding, meaning industry-standard safeguards are in place, company-wide to protect against the destruction, loss, misuse, unauthorised disclosure, or alteration of the company-related data or employee confidential information. IT also has to ensure they are abiding by data-protection laws through safeguarding important information from corruption, compromise or loss. Examples of data breaches could be hackers stealing information or misused/shared personal data in regards to the company of the employees.

Troubleshooting of problems

Troubleshooting refers to problem-solving in the digital world. Troubleshooting can be applied to a number of different things such as the repairing of failed digital products or processes on a PC or a system. When a problem is troubleshot, a systematic and

logical search is carried out for the source of a problem with the aim to solve it and make the product or process fully operational again. Troubleshooting is also used to identify the symptoms when something is wrong.

A competent IT department in any business is the first port of call when it comes to an issue or problem with a computer. If an employee has locked themselves out of their computer, forgotten a password or cannot get access to a particular drive, for example, IT is usually a quick call away from getting this issue fixed.

Security and the maintenance of databases

The IT department is responsible for the efficiency and security procedures of the business are up to standard. Hornetsecurity.com defines IT security as

‘Intending to prevent the manipulation of data and systems by unauthorised third parties. The meaning behind this is those socio-technical systems, i.e., people and technology, within companies/organisations and their data are protected against damage and threats’.

IT is also there for the creation, maintenance and administration of databases for things such as businesses sales transactions, financial records, product catalogues, trends, customer profiles and marketing activities to name but a few.

The management of cloud-based solutions

So, what is a cloud-based solution? It is an on-demand service for almost anything and everything you can ‘save’ such as computer network information, storage, applications or resources accessed via the internet and through an external provider’s shared cloud (servers that are accessed over the Internet,) computing infrastructure. Businesses large and small, right from the local candle shop to industry giants such as Microsoft and Google use cloud-based solutions to keep control of their digital or physical offices and employees globally.

Analyse data

Information technology is able to analyse specific data and help to plan the business journey accordingly using the trends and information presented in data. IT can also efficiently equip businesses with plentiful tools which can solve challenging business obstacles and help to plan the future growth of the company. In this day and age, digital marketing is something that businesses simply can't live without as we have moved to the online world and users have access to the net 24/7 from their smartphone devices. The internet provides a digital marketing platform that allows businesses to promote their products or services to the global market, all who can see products sitting in the comfort of their own remote office or home.

Quick and effective communication

The beauty of being in the 21st century for business is the ease of communication. We live in an era where you can usually contact a business in an instant. The success of a company largely depends on understanding its customer's needs, behaviours, buying trends, behaviours and satisfaction scales. Efficient and quick communication is the best mechanism when it comes to dealing with customer demands, problems and solutions. The beauty of information technology is that it allows businesses to communicate with potentially millions of customers in real-time on a global scale. IT provides countless ways to communicate with customers without them even having to leave the house. Such channels include emails, social media chats video calls, webinars, member forums, email newsletters or through the smartphone.



MAJOR STEPS TAKEN FOR PROMOTION OF IT INDUSTRY DOMAIN OF IT INDUSTRY

A wide variety of services come under the domain of the information technology industry. Some of these services are as follows:

- Systems architecture
- Database design and development
- Networking
- Application development
- Testing
- Documentation
- Maintenance and hosting Operational support
- Security services

The Indian Information Technology industry accounts for a 5.19% of the country's GDP and export earnings as of 2009, while providing employment to a significant number of its tertiary sector workforce.

More than 2.5 million people are employed in the sector either directly or indirectly, making it one of the biggest job creators in India and a mainstay of the national economy. In 2010-11, annual revenues from IT-BPO sector are estimated to have grown over US\$76 billion compared to China with \$35.76 billion and Philippines with \$8.85 billion. India's outsourcing industry is expected to increase to US\$225 billion by 2020. The most prominent IT hub is Bangalore.

The other emerging destinations are Chennai. Hyderabad, Coimbatore. Kolkata, Kochi, Pune, Mumbai, Ahmadabad, NCR Technically proficient immigrants from India sought jobs in the western world from the 1950s onwards as India's education system produced more engineers than its industry could absorb.

India's growing stature in the Information Age enabled it to form close ties with both the United States of America and the European Union. However, the recent global financial crises have deeply impacted the Indian IT companies as well as global companies. As a result, hiring has dropped sharply and employees are looking at different sectors like the financial service, telecommunications, and manufacturing industries, which have been growing phenomenally over the last few years.

The Indian Government acquired the EVS EM computers from the Soviet Union, which were used in large companies and research laboratories. In 1968 Tata Consultancy Services established in SEEPZ, Mumbai by the Tata Group-were the country's largest software producers during the 1960s. As an outcome of the various policies of Jawaharlal Nehru (office: 15 August 1947-27 May 1964) the economically beleaguered country was able to build a large scientific workforce, third in numbers only to that of the United States of America and the Soviet Union. On 18 August 1951 the minister of education Maulana Abul Kalam Azad, inaugurated the Indian Institute of Technology at Kharagpur in West Bengal. Possibly modelled after the Massachusetts Institute of Technology these institutions were conceived by a 22-member committee of scholars and entrepreneurs under the chairmanship of N. R. Sarkar.

Relaxed immigration laws in the United States of America (1965) attracted a number of skilled Indian professionals aiming for research. By 1960 as many as 10,000 Indians were estimated to have settled in the US. By the 1980s a number of engineers from India were seeking employment in other countries. In response, the Indian companies realigned wages to retain their experienced staff. In the Encyclopedia of India, Kamdar (2006) reports on the role of Indian immigrants (1980- early 1990s) in promoting technology-driven growth.

The National Informatics Centre was established in March 1975. The inception of The Computer Maintenance Company (CMC) followed in October 1976. Between 1977-1980 the country's Information Technology companies Tata InfoTech, Patni Computer Systems and Wipro had become visible.

The 'microchip revolution of the 1980s had convinced both Indira Gandhi and her successor Rajiv Gandhi that electronics and telecommunications were vital to India's growth and development. MTNL underwent technological improvements. Between 1986-1987, the Indian government embarked upon the creation of three wide-area computer networking schemes: INDONET (intended to serve the IBM mainframes in India), NICNET (the network for India's National Informatics Centre), and the academic research-oriented Education and Research Network (ERNET).

1.3 COMPANY PROFILE



REDHUT INNOVATION TECHNOLOGY PRIVATE LIMITED

CIN	U72200KA2013PTC071397
Company Name	RED HUT INNOVATION TECHNOLOGY PRIVATE LIMITED
Company Status	Active
RoC	RoC -Bangalore
Registration Number	71397
Company Category	Company limited by Shares
Company Sub Category	Non-govt company
Class of Company	Private
Date of Incorporation	10 October 2013
Age of Company	9 years, 6 month, 15 days

REDHUT INNOVATION TECHNOLOGY is a Private Company, Which CIN Number is **U72200KA2013PTC071397**, was incorporated 9 Year(s) 6 Month(s) 14 Day(s) ago on dated 10-Oct-2013 . RED HUT INNOVATION TECHNOLOGY PRIVATE LIMITED is classified as Non-govt company and is registered at Registrar of Companies located in ROC-BANGALORE. As regarding the financial status on the time of registration of RED HUT INNOVATION TECHNOLOGY PRIVATE LIMITED Company its authorized share capital is Rs. 100000 and its paid up capital is Rs. 100000.

As Per Registration of Company, It involves under in Business Activity Class / Subclass Code 72200, Main Activity of the said Company RED HUT INNOVATION TECHNOLOGY PRIVATE LIMITED is : , Software publishing, consultancy and supply [Software publishing includes production, supply and documentation of ready-made (non-customized) software, operating systems software, business & other applications software, computer games software for all platforms. Consultancy includes providing the best solution in the form of custom software after analyzing the user's needs and problems. Custom software also includes made-to-order software based on orders from specific users. Also, included are writing of software of any kind following directives of the users; software maintenance, web-page design], It Comes Under Division COMPUTER AND RELATED ACTIVITIES and this come under scetion REAL ESTATE, RENTING AND BUSINESS ACTIVITIES.

The registration number of this company is 071397. Its Email address is hari@redhut.tech and its registered address is where Company is actual registered : New No. 6(Old No. 883), 1st Floor,19th B Main Road 39th Cross, 4th T-Block, Ward No.58, Jayanagar Bangalore Bangalore KA 560041 IN. For any Query You can reach this company by email address or Postal address.

Experience the Best of Business Services

REDHUT is a leading global information service provider. It is a part of the Enerji group that offers an extensive range of data, content and design services. REDHUT represents the data division of the group and offers customized data solutions to diverse industry segments.

Combining a wide range of leading Internet-based capabilities, smart tools and technology and years of experience and domain expertise, we provide compelling, business-friendly and client-centric outsourcing services. REDHUT helps its clients drastically reduce costs, increase productivity, and drive business growth. The support services REDHUT offers are extensive, ranging from performing mundane tasks such as word processing, data harvesting, data entry, and travel planning to strategic activities that include data management, lead generation, custom market research and business intelligence, mergers and acquisitions (M&A) database development, and much more.

They understand that every business has unique requirements and therefore offer custom services to deliver relevant solutions. They are passionate about what they do and relentlessly focus on driving better business outcomes. Their client-centric focus and in-depth data expertise enables them to ensure delivery excellence for every engagement.

REDHUT is part of The Enerji Group, a multinational business group with a passion for the world of content, data, and design. Located across three continents, the group is built on the power of energizing relationships. The Enerji Group, is committed to making a positive societal impact. The foundation of The Enerji Project builds on this vision and focuses on nurturing relationships. Incorporated in 2011, The Energy Project is a program designed to identify children and young adults with a passion and talent for various endeavours and support them in realizing their dreams.

Certainty in Business

Certainty helps businesses stand on solid ground, emerge stronger, and drive greater value. Certainty in business is what helps businesses manage risk, promptly respond to unprecedented challenges, and adapt to unforeseen changes

while ensuring “business as usual.” As the world continues to slowly recover and come to terms with the next normal, the only way to guarantee business continuity is through the certainty of consistently meeting customer and market demands. Delivering certainty during uncertain times helps businesses build trust; better engage with stakeholders; and, most importantly, strengthen market position, brand, and business value.

REDHUT Delivers Certainty

REDHUT has been a partner of choice for its customers owing to its unparalleled customer-centric focus and deep commitment toward delivering certainty and driving better business outcomes. REDHUT believes that its growth is strongly reliant on the success of its customers. Therefore, they focus on building and nurturing long-term relationships, emphasizing honesty, transparency, and above all, consistent high-quality performance delivery.

REDHUT always acts in the interest of its customers and delivers custom solutions based on its customers’ business-specific present and future needs. They differentiate themselves from the competition by integrating technology solutions, demonstrated data and process management capabilities, and above all, talented and experienced resources. Drawing on their extensive industry experience and ability to continuously improve and reinvent, they are primed to adapt to any situation, respond to changing demands, and deliver certainty at scale.

Industries

- Real Estate
- E-Commerce
- Financial Services
- Information Publishing
- Online Travel Aggregators (OTA)
- Shipping

Services

- Data Management
- Data Labelling
- Entity Reference Data
- Content Writing
- Property Management
- Finance & Accounting
- Predictive Analytics
- Sports Data Capture

Data Management: Managing the tremendous proliferation of raw data from multiple sources poses unprecedented challenges for businesses across the globe. Collecting, refining and utilizing data is key to deriving meaningful insights. Poorly managed data can lead to fragmented view of organization, limiting your ability to use the data meaningfully in order to optimize operational efficiency and drive business value.

REDHUT delivers customized services for all the data labelling needs: They are experts at reducing the data pre-processing workload for customers systems. They also understand the specific use cases of each industry, and that is why they have a team of qualified experts to deliver cutting-edge services with enhanced value addition.

Highly scalable: Optimized workflows ensure efficiencies of scale are leveraged at all stages of the process. They harness intelligence and insight in each project to ensure higher productivity without impacting the bottom line.

Faster delivery: Faster annotation with expert vetting ensures that the data passes through all cross-functional validation tests. The output is always accurate, qualitative, and ready to deploy.

Quality control: Every dataset undergoes different tiers of quality testing. Their systems deliver consistent, noise-free data required for different business scenarios.

In-house experts: Their teams of skilled labellers are also domain experts who bring in the much-needed human-centricity to output data models.

Seamless project management: For easy and transparent execution, their project teams regularly evaluate milestones for each deliverable.

Reduced overhead: With accelerated time to production, REDHUT 's annotation services are delivered at pace with the customer's needs. They harness their capabilities to deliver value at scale with improved economies and reduced overhead costs.

Better coverage: Get insight-driven and customized data with over 600 data points per entity and qualitative metrics that matter to the customer's needs.

Standardized output: Access and leverage standard datasets across industries and domains in both emerging and developed markets.

REDHUT delivers authentic entity reference data collected using a techno-human approach: They understand the teams' need to analyse and visualize data. To power the data systems, they deliver customized and automated solutions across domains and industries. Their solutions help companies collect, verify, validate, cleanse, and enrich entity reference data. In addition to this, their technology services make it possible to automate parts of the collection and maintenance of the reference datasets. Their expert team and automation-driven systems make it possible to deliver accurate data consistently.

Flexible solutions: Capture authentic entity reference data with automated data acquisition, text extraction and management, and customizable API solutions.

Larger volume: Increase the scope and volume of received information, and manage it all with data extraction and workflow tools.

Expert support: Leverage corporate analytics efficiently with support from their seasoned industry experts on data collection, processing, and automation.

High fidelity: Receive highest-quality corporate information that adheres to client SLAs.

Content Writing: Content is still king in a digital landscape. Powerful and compelling copy is key to driving interaction and engagement with your target audience. However, simply publishing and churning a lot of content will not help promote your brand. In order to stand out in a crowded and an aggressively competitive market, businesses need to have high quality, contextual, compelling and relevant content across channels.

Property Management: As property managers/owners you are required to prepare common area maintenance (CAM) reconciliation statements in order to recover charges for maintenance costs under a lease. However, CAM reconciliations can be complex, cumbersome and time-consuming process, leading to accounting errors and possibly you leaving money on the table.

Finance & Accounting: Notwithstanding the operating costs and competitive pressures, property managers, lease administrators, and finance teams are still required to manage their costs prudently while aligning their strategic activities with overall business objectives. However, given the scale of their operations and the associated complexities, finance teams are left constrained for time to focus on value-added activities, as they are under continually pressured to optimize noncore/transactional finance functions to contain cost and improve cash flow.

Outsourcing finance and accounting noncore functions can significantly improve cost efficiency and provide better control and visibility across these functions while boosting quality and service levels.

Predictive Analytics: The ecommerce revolution has led to a data deluge bringing its own set of opportunities and challenges. In an intensely competitive market, access to and effective use of data analytics can spell the difference between success and failure. While companies today, whether B2B or B2C, have unrestricted access to a wealth of data, they still continue to struggle to tap into the value of their investment in data. Unfortunately, this is simply because they are unable to process and analyse information effectively. Although, number of predictive analytics platforms are readily available, their price points make them not-so-budget-friendly, as it can drive up the cost further. Moreover, the complexity involved in analysing data from multiple sources and technologies requires human intervention and expertise, further restricting business ability to use data to their advantage.

Sports Data Capture: Data analytics has gained immense popularity and steam across every aspect of sporting entertainment across the world. One can easily see its far-reaching impact where everyone right from athletes to casinos, from coaches and owners to armchair quarterbacks are making use of it to either strategize, forecast, or bet. While stakeholders are striving to make use of every piece of data, the challenge is sourcing and capturing right information without making a dent in your pocket. REDHUT provides focused sports data capture services that help you track relevant statistics and gain access to in-depth information, enabling you to drive better performance and business outcomes.

With technology continually evolving and providing access to a vast amount of sports data, you need to have the ability to amass and aggregate this information quickly and cost-effectively to build and take advantage of statistical models. Whether you are looking to strategize on the field, improve performance, identify next superstars or drive deeper athlete/team and fan engagement, REDHUT can help. No matter what your requirement is, our team can capture a wide range of

high-end sports data, providing your sports team, media service or business a leg up on the competition.

1.4 OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE:

To study the employee welfare measures in REDHUT INNOVATION TECHNOLOGY PVT LTD.

SECONDARY OBJECTIVES:

To conduct the company study, the following objectives were drafted:

- To identify the various welfare measures provided to the employees.
- To study the impact of welfare facilities on employee satisfaction.
- To know the employees' opinion about the present welfare facilities.
- To understand how welfare measures improve the motivation of the employees.
- To find out employee preference regarding welfare measures which they like to have in future.

1.3 SCOPE OF THE STUDY

- The present study has been undertaken to study find out effectiveness of employee welfare measures in REDHUT INNOVATION TECHNOLOGY Pvt Ltd.
- To find out the practical difficulties involved in welfare measures that can be evaluated through this study.
- The study can be used to bring out the solution for the problem faced by the employees availing the welfare measures.
- Through the study, company would be able to know the satisfaction level of employee on welfare measures.

1.4 NEED OF THE STUDY

- Welfare measures are measures, which promotes the physical, psychological well-being of the working population. Employees are recognizing the importance of labor welfare activities in India very recently, government, by other agencies.
- Encourage the employees.
- Recruit and retain the best personnel to increase and improve employee morale. Develop employees economically and socially.
- Provide primary needs.
- Motivate employees for increasing efficiency.
- Creating the sense of social goods.
- Increase productivity and to maintain good industrial human relations.

- Improve the standards of living of workers, housing, minimum wages and other benefits are bound to create a feeling of satisfaction among the workers and are therefore more helpful in reducing the extent of labor turn over and absenteeism.
- Provisions of good medical and working conditions, recreational, educational are bound to increase the mental efficiency and economic productivity of industrial workers

CHAPTER 2

REVIEW OF LITERATURE

2.1 REVIEW OF LITERATURE

The review's goal is to provide context for justification for the research conducted. It is a description of what has been published on a topic by accredited scholars and researchers, and it discusses published information in the specific subject area and, at the time, within a specific time period. It is emphasized that this chapter is so important that its omission represents the avoidance or absence of a major element in research. This chapter provides a brief overview of studies on the concept of performance appraisal conducted by various scholars and experts. An attempt was also made to identify the gaps in the literature.

The **OXFORD dictionary** defines “**labour welfare**” an effort to make life worth living for work man.

- **NATIONAL COMMISSION** (1969) the report of this commission was appointed in 1966 had reviewed many aspects of labour welfare in India such as existing conditions of labour. Legislative measures available to protect their interest level of workers earnings, standard of living and various welfare facilities, canteens, crèches, housing, transportation, recreational facilities, provisions.
- **NATIONAL COMMISSION** (1972) In conjunction with the passage of 1970 of the occupational Safety and Health Act Congress established a National Commission undertake a compensation law in order to determine if such provide an adequate, prompt, equitable system of compensation.
- **CHANDRA and SING** (1983) found that the condition under which brick kiln workers live subhuman. There were no rest hours and workman in klin was made to work even in the advanced stage of pregnancy.
- **PRASAD** (1984) pointed out that in many mines in Bihar workers were provided with facilities for drinking water, toilets and other facilities.
- A series of study carried out by the labour bureau of India in a variety of industries showed a large of women working in Menes did not have separate arrangements, latrines and rest rooms shelters and crèches were in neglected condition (1979).

- **PETER ROGERS** Chairman, the strategic forum for construction has taken up research in industries and have concluded that unsafe, disorganized and dirty organizations lead to poor standards and settling for a compromise in the needs mean risking of lives.
- **P.V.Satyanarayana** (1997) in his work A Study on the welfare measures and their Impact on QWL provided by the Sugar companies declared that improved quality of work life among the employees increases their involvement in job and results in increased productivity of the organization. The organizations make efforts to maintain smooth relationship between workers and management, which leads to attainment of organization efforts.
- **Harikrishnan** (2014) in his work A Study on Labour Welfare Measures – With Special Reference to Rubber Board of India, a well-fed, well-clad and satisfied worker is an asset to the organization. He makes no loss of man hours by absenteeism, strikes etc. and he feels essence of allegiance to the organization in which he works. A satisfied worker makes other resources meaningful. It is concluded from this study that Rubber Board is very much interested in providing welfare facility to their plantation workers. Workers have good opinion about Group Insurance Cum Deposit Scheme, Medical Attendance Scheme, Sanitary Subsidy Scheme and Housing and sanitary Subsidy Scheme. Workers are satisfied about Educational Stipend Scheme. They are less satisfied with Merit Award Scheme, Housing Subsidy Scheme for north east.
- **DR Usha Tiwari** (2014) in her study A Study on employee welfare facilities and its impact on employee's efficiency at vindha Telelinks Ltd conducted the study of Employees welfare schemes and its impact on employee's efficiency at Vindha Telelinks Ltd. The results appeared positive. It increases productivity as well as quality and quantity. Therefore there is necessity of making some provision for improving the welfare facility through that employees will become happy, employees performance level become increase.
- **K. Lalitha & T. Priyanka** (2014) conducted a study on employee welfare measure with reference to IT industry. They concluded that Human resource plays an important role in any organization. employee welfare facilities are concern to this department, if the employee happy with welfare facilities, then only the productivity of that organization can be increased. Based on the study of Employee Welfare Facilities in IT industry it is clear that the companies are very keen in the promoting all the welfare facilities provided by IT industries.

- **A Saravanakumar & DR. S Akilandeswari** (2017) in their work- A study on Employees' Health, Safety and Welfare measures in a private industry in Coimbatore city declared that the organisation has provided sufficient health and safety measures. But certain points have been identified that some employees are satisfied and some are not satisfied with the present welfare measures.

Welfare refers to physical, mental and emotional wellbeing of the individual. So, in future, the management can well think of improving the welfare by consulting with employees.

- **B.R. Manasa & C.N. Krishnanaik** (2015) in their work entitled- Employee Welfare Measures- A Study on Cement Corporation of India Units, in Thandur and Adilabad announced that the employees' welfare facilities provided by the company were satisfactory and it was commendable. Yet there was scope for further improvement in order to enhance efficiency, effectiveness and productivity of the employees that would help organisation accomplish the organizational goals.
- **G. Aarthi, & P. Srinivasan** (2018) conducted The Study on Impact of Employee Welfare Measures in Automobile Industry. By analysing the summary of the results, it was identified that the welfare and safety activities, which was followed by organization was satisfied and they wanted some improvements in the system. As the strength of any organization depends entirely on sincere working of all the employees the management should take special care to frame certain policies procedures to improve the welfare and safety measure of the organizations

CHAPTER 3

RESEARCH METHODOLOGY

Research methodology is a way to systematically solve the research problems. It is the scientific steps that are generally adopted by the research in studying his problem along with the logic behind them. The advanced learner's dictionary of current English lays down the meaning of research as "a careful investigation or inquiry especially through search for new facts in any branch of knowledge".

- Research Design
- Data Collection
- Sampling Techniques
- Tools for Analysis

3.1 RESEARCH DESIGN

Research design contains: -

- A clear statement of research problem.
- Procedure and techniques to be used for gathering information.
- Population to be studied and
- Methods to be used in processing and analyzing data.

Descriptive research

The descriptive study is the one that aims at describing accurately the characteristics of the group, community or people. A researcher may be concerned with discriminating the proportion of people in a particular population who hold the certain views and attitude. In this study **descriptive research design** is used.

The research study was descriptive in nature. Descriptive research studies which are concerned with specific predictions with narrations of facts and characteristics concerning individual's groups or situations are examples of descriptive research.

3.2 SAMPLING DESIGN

A sample design is a finite plan in obtaining a sample from a given population. It refers the techniques or procedure the researcher would adopt in selecting items for the sample. The probability sampling design offers every item of the population equal chance of inclusion in the sample

3.2.1 POPULATION

Population gives the total number of employees present in the organization. The total population under study is around 120 employees.

3.2.2 SAMPLING TECHNIQUE

The method of selecting a portion of the universe for the study with a view to draw a conclusion about the “**universe/population**” is known as sampling.

SAMPLING DESIGN (Simple random sampling)

In the simple random sampling, more commonly known as simple random sampling, every element in the population has a known and equal chance of being selected as a sample. The respondent has different type of characteristics and spread across various groups. Standard form of appraisal is being used irrespective of the class of the employees, so everyone knows about the system. Each and every employee has something to contribute towards the study. The employees have been selected from the list randomly.

SAMPLE SIZE

In this study also convenience sampling is applied. The sample size of the study is 120 employees.

3.2.4 AREA OF THE STUDY

The area of study is recruitment and selection at REDHUT INNOVATION TECHNOLOGY Pvt Ltd, Chennai.

3.2.5 PERIOD OF STUDY

The study period of the project work was for three months from April to June 2022.

3.3 DATA COLLECTION

The data collected by the researcher were purely based in the primary data and was less dependent on secondary data.

3.2.1 PRIMARY DATA

The primary data was collected through a structured questionnaire.

3.2.2 SECONDARY DATA

The secondary data was collected from personal department files and records, company brochures, magazines and journals.

3.4 STATISTICAL TOOLS USED FOR ANALYSIS

3.4.1 SIMPLE PERCENTAGE ANALYSIS:

It is simple analysis tool. In this method, based on the opinions of the respondents, percentage and bar chart is calculated for the respective scales of each factor.

Formula:

$$\text{Simple percentage} = \frac{\text{No of Respondents}}{\text{Total No of Sample Size}}$$

3.4.2 CHI- SQUARE TEST:

As a non-parametric test chi-square can be used to determine if categorical data shows dependency or the two classifications are independent. It is generally used to test the significance of association between two variables.

In chi-square test first a null hypothesis is formed that there is no significance relation between the two given attributes. The calculated chi-square value is less than the theoretical value. We accept the null hypothesis as valid. Otherwise reject the null hypothesis and accept the alternative hypothesis.

H₀: Null Hypothesis H₁: Alternative Hypothesis Chi- square is a measure for comparing variance studies.

Formula:

$$\chi^2 = \sum \frac{(O - E)^2}{E}$$

Where,

O = is the observed frequency, and

E = is the expected frequency Expected frequency (E) = Row Total *Column Total/Grand Total.

Degree of freedom = (R – 1) * (C -1) Where,

R = Number of Rows

C = Number of Columns

3.4.3 CORRELATION ANALYSIS

Correlation is a statistical technique that can show whether and how strongly pairs of variables are related. For example, height and weight are related; taller people tend to be heavier than shorter people. The relationship isn't perfect. People of the same height vary in weight, and you can easily think of two people you know where the shorter one is heavier than the taller one. Nonetheless, the average weight of people 5'5" is less than the average weight of people 5'6", and their average weight is less than that of people 5'7", etc. Correlation can tell you just how much of the variation in peoples' weights is related to their heights.

The main result of a correlation is called the **correlation coefficient** (or "r"). It ranges from -1.0 to +1.0. The closer r is to +1 or -1, the more closely the two variables are related.

If r is close to 0, it means there is no relationship between the variables. If r is positive, it means that as one variable gets larger the other gets larger. If r is negative it means that as one gets larger, the other gets smaller (often called an "inverse" correlation).

While correlation coefficients are normally reported as r = (a value between -1 and +1), squaring them makes them easier to understand. The square of the coefficient (or r square) is equal to the percent of the variation in one variable that is related to the variation in the other. After squaring r, ignore the decimal point. An r of .5 means 25% of the variation is related (.5 squared = .25). An r value of .7 means 49% of the variance is related (.7 squared = .49).

Formula

Karl Pearson's Correlation Coefficient.

$$r = \frac{n(\sum xy) - (\sum x)(\sum y)}{\sqrt{[n\sum x^2 - (\sum x)^2][n\sum y^2 - (\sum y)^2]}}$$

O= Observed Frequency

E=Expected Frequency

CHAPTER 4

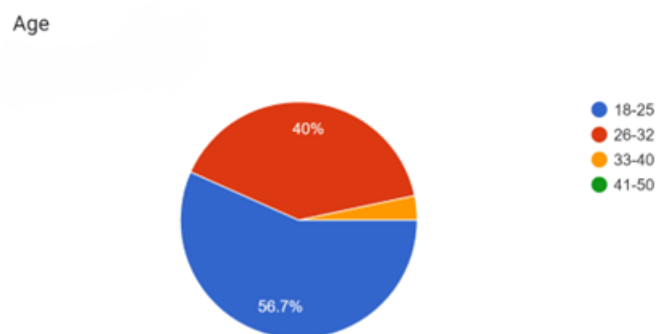
4. DATA ANALYSIS AND INTERPRETATION

4.1 Percentage Analysis

TABLE 4.1.1 AGE OF THE RESPONDENTS

S. No	Opinion	Frequency	Percentage
1	18-25	68	56.7
2	26-32	48	40
3	33-40	4	3.3
4	41-50		
Total		120	100.0

CHART 4.1.1 AGE OF THE RESPONDENTS



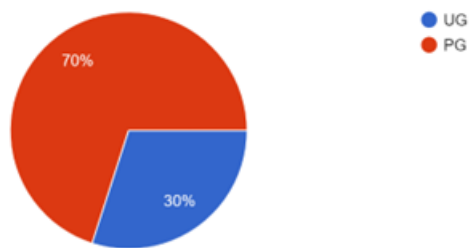
INFERENCE: The above diagram shows that 56.7% of the employee's age is 18-25 and 40% of the employee's age is 26-32 and the 3.3% of the employee's age is 33-40. This indicates that employees between the age 18-25 work efficiently in the company.

TABLE 4.1.2 EDUCATION OF THE RESPONDENTS

S. No	Opinion	Frequency	Percentage
1	UG	36	30
2	PG	84	70
Total		120	100.0

CHART 4.1.2 EDUCATION OF THE RESPONDENTS

Education

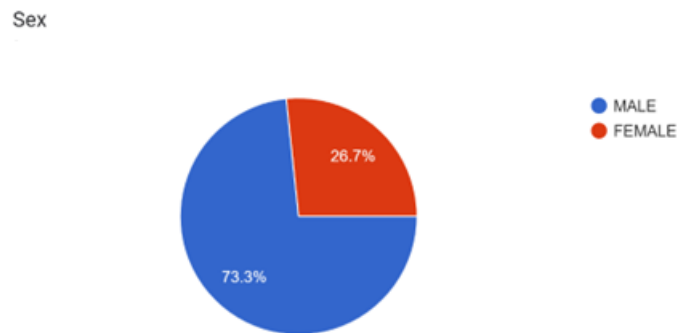


INFERENCE: The above diagram shows that 70% of the employees have done PG and 30% of the employees have completed UG. This indicates that the company has mostly preferred the employees with master's degree to run the organization more effectively.

TABLE 4.1.3 GNER OF THE RESPONDENTS

S. No	Opinion	Frequency	Percentage
1	MALE	88	73.3
2	FEMALE	32	26.7
Total		120	100.0

CHART 4.1.3 GENDER OF THE RESPONDENTS



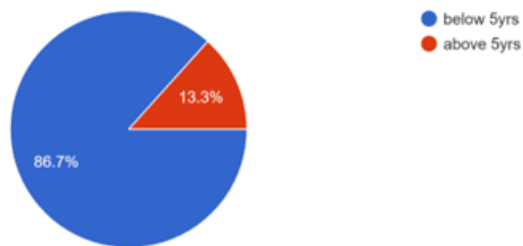
INFERENCE: The above sample data shows that 73.3% are male employees and 26.7% of the employees are female candidates.

TABLE 4.1.4 WORK EXPERIENCE OF THE RESPONDENTS

S. No	Opinion	Frequency	Percentage
1	BELOW 5yrs	104	86.7
2	ABOVE 5yrs	16	13.3
Total		120	100.0

CHART 4.1.4 WORK EXPERIENCE OF THE RESPONDENTS

Work Experience



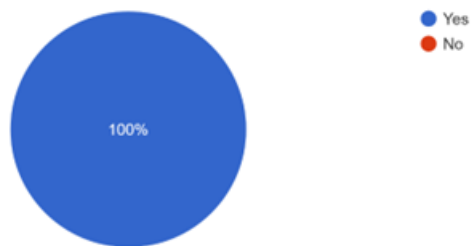
INFERENCE: The above observed diagram shows the work experience of the employees in the organization. Where 86.7% of the employees are from below 5yrs and 13.3% of the employees has more than 5yrs of experience in the organization.

TABLE 4.1.5 MATERNITY LEAVE TO FEMALE EMPLOYEES?

S. No	Opinion	Frequency	Percentage
1	Yes	120	100
2	No		
Total		120	100.0

CHART 4.1.5 MATERNITY LEAVE TO FEMALE EMPLOYEES

Does the organization give Maternity leave to female employees?



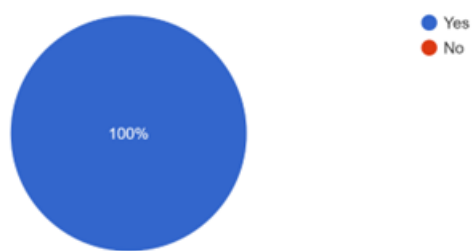
INFERENCE: The above diagram shows that 100% of the employees has chosen yes for the question. It indicates that the organization provides maternity leave to the female employees in REDHUT INNOVATION & TECHNOLOGY PRIVATE LIMITED.

TABLE 4.1.6 ADEQUATE NO. OF. WASHROOMS?

S. No	Opinion	Frequency	Percentage
1	Yes	120	100
2	No		
Total		120	100.0

CHART 4.1. 6 ADEQUATE NO. OF. WASHROOMS?

Does the organization offer an adequate number of toilets?



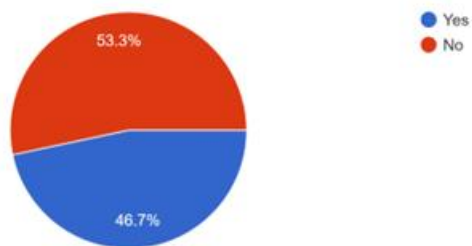
INFERENCE: The above diagram shows that 100% of the employees has chosen yes for the question. It indicates that the Organization has the sufficient no. of washrooms/toilets in the company.

TABLE 4.1.7 SENTIMENT SECURITIES

S. No	Opinion	Frequency	Percentage
1	Yes	56	46.7
2	No	64	53.3
Total		120	100.0

CHART 4.1.7 SENTIMENT SECURITIES

Does working in the association give you a sentiment security?



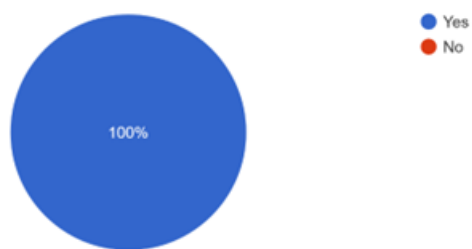
INFERENCE: The above diagram shows that the organization has 46.7% of the employees supporting “yes” and 53.3% of the employees says “no” for the sentiment securities provided by the Organization.

TABLE 4.1.8 WELL-BEING MEASURES

S. No	Opinion	Frequency	Percentage
1	Yes	120	100
2	No		
Total		120	100.0

CHART 4.1.8 WELL-BEING MEASURES

Does the organization take wellbeing measures for representative security?



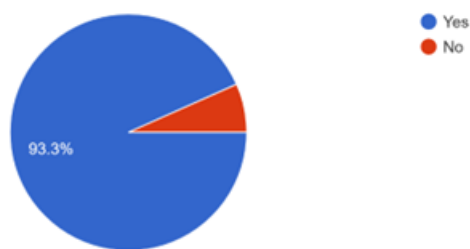
INFERENCE: The above data and the diagram shows that the 100% of the employees are fulfilled with the well-being measures for respective security.

TABLE 4.1.9 AWARENESS OF WELARE MEASURES

S. No	Opinion	Frequency	Percentage
1	Yes	112	93.3
2	No	8	6.7
Total		120	100.0

CHART 4.1.9 AWARENESS OF WELFARE MEASURES

Are you aware of various welfare measures provided by Springbord systems pvt ltd?



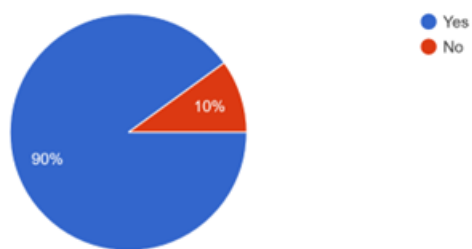
INFERENCE: The above diagram provides the data of the employees working in the organization are aware of various welfare measure provided the company. Where, 93.3% of the employees are aware of the welfare measures and only 2.7% of employees was not aware of the welfare measures provided by the organization.

TABLE 4.1.10 SATISFACTION LEVEL

S. No	Opinion	Frequency	Percentage
1	Yes	108	90
2	No	12	10
Total		120	100.0

CHART 4.1.10 SATISFACTION LEVEL

Are you satisfied with the job?



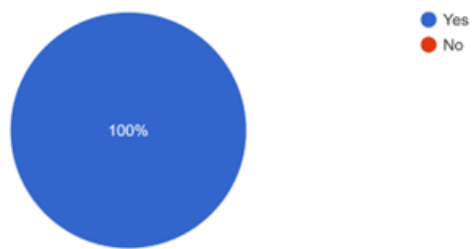
INFERENCE: The above diagram shows that 90% of the employees are satisfied with their job and only few 10% of the employees aren't satisfied with the job.

TABLE 4.1.11 HOUSING LOAN

S. No	Opinion	Frequency	Percentage
1	Yes	120	100
2	No		
Total		120	100.0

CHART 4.1.11 HOUSING LOAN

Are you provided with the Housing Loans?



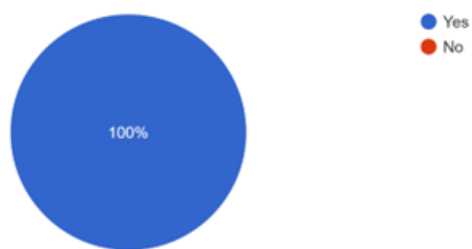
INFERENCE: The above data states that the 100% of the employees indicates that the organization provides housing loan to the employees.

TABLE 4.1.12 SATISFIED WITH OVERALL WELFARE MEASURES

S. No	Opinion	Frequency	Percentage
1	Yes	120	100
2	No		
Total		120	100.0

CHART 4.1.12 SATISFIED WITH OVERALL WELFARE MEASURES

Are you satisfied with the overall welfare measures provided by the organization?



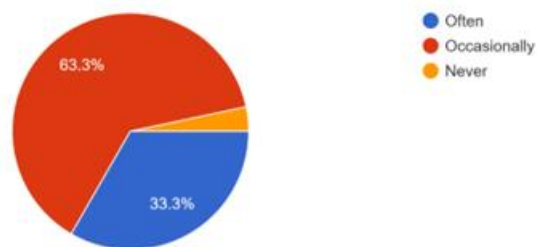
INFERENCE: The diagram states that the 100% of the employees are satisfied with the overall welfare measures provided in REDHUT INNOVATION TECHNOLOGY pvt ltd.

TABLE 4.1.13 ORGANIZATION GETS FEEDBACK FROM EMPLOYEES

S. No	Opinion	Frequency	Percentage
1	Often	40	33.3
2	Occasionally	76	63.3
3	Never	4	3.3
Total		120	100.0

CHART 4.1.13 ORGANIZATION GETS FEEDBACK FROM EMPLOYEES

How often does the organization get feedback from you towards the welfare measures?



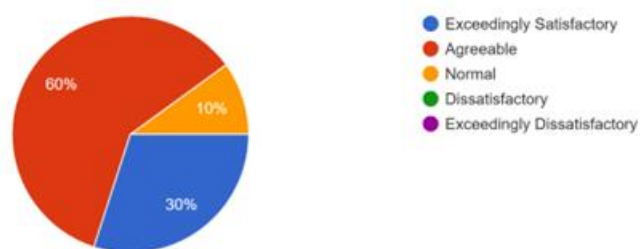
INFERENCE: The above chart shows the 63% of respondents said that the organization get feedback from employees towards the welfare measures occasionally. 33.3% of respondents said that the organization get feedback often and 3.3% of respondents said that the organization never get feedback.

TABLE 4.1.14 RATE THE WORKING ENVIRONMENT

S. No	Opinion	Frequency	Percentage
1	Exceedingly satisfactory	36	30
2	Agreeable	72	60
3	Normal	12	10
4	Dissatisfactory	-	-
5	Exceedingly dissatisfactory	-	-
Total		120	100.0

CHART 4.1.14 RATE THE WORKING ENVIRONMENT

How do you rate the working environment of the organization?



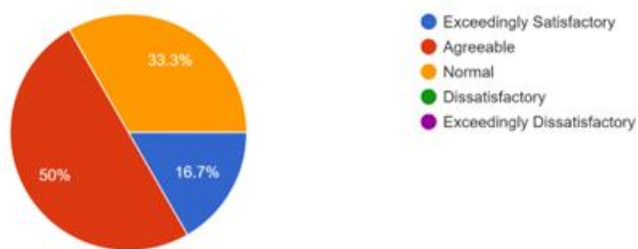
INFERENCE: The above data shows that 60% of respondents are exceedingly satisfied with the working environment. 30% respondents said that the working environment is agreeable and 10% respondents said that it is normal.

TABLE 4.1.15 RATE THE HEALTH ADVANTAGE

S. No	Opinion	Frequency	Percentage
1	Exceedingly satisfactory	20	16.7
2	Agreeable	60	50
3	Normal	40	33.3
4	Dissatisfactory	-	-
5	Exceedingly dissatisfactory	-	-
Total		120	100.0

CHART 4.1.15 RATE THE HEALTH ADVANTAGE

How do you rate the health advantages given by the organization to the workers and their families?



INFERENCE: The above chart shows that 50% of respondents said that the health advantage given by the organization is exceedingly satisfactory. 33.3% of respondents said that it is agreeable and 16.7% of respondents said that it is normal.

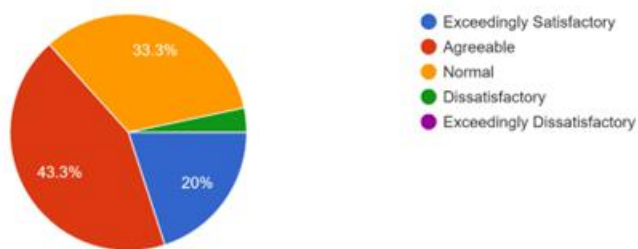
TABLE 4.1.16 RATE THE WORKING HOURS

S. No	Opinion	Frequency	Percentage
1	Exceedingly satisfactory	24	20
2	Agreeable	52	43.3
3	Normal	40	33.3
4	Dissatisfactory	4	3.3
5	Exceedingly dissatisfactory	-	-
Total		120	100.0

CHART 4.1.16 RATE THE WORKING HOURS

How do you rate the working hours of the organization?

35



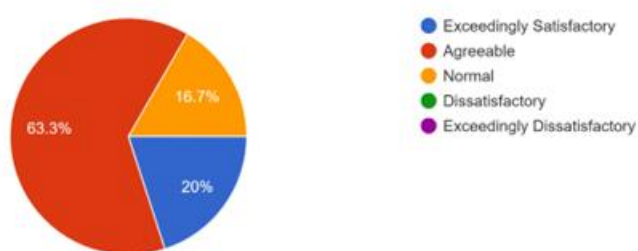
INFERENCE: The data shows that 43.3% of respondents are exceedingly satisfied with the working hours. 33.3% of respondents said that it is agreeable. 20% of respondents said that it is normal and 3.3% of respondents are dissatisfied with the working hours.

TABLE 4.1.17 RATE THE CONVEYANCE ALLOWANCES

S. No	Opinion	Frequency	Percentage
1	Exceedingly satisfactory	24	20
2	Agreeable	76	63.3
3	Normal	20	16.7
4	Dissatisfactory	-	-
5	Exceedingly dissatisfactory	-	-
Total		120	100.0

CHART 4.1.17 RATE THE CONVEYANCE ALLOWANCES

How do you rate the conveyance allowances offered by the organization?



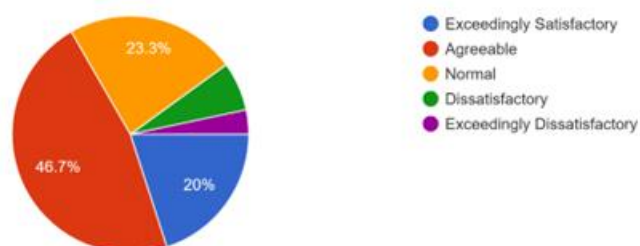
INFERENCE: The above data shows that 20% of respondents are exceedingly satisfied with the conveyance allowances. 63.3% of respondents said that it is agreeable and 16.7% of respondents said that it is normal.

TABLE 4.1.18 RATE THE OVERALL STIPEND OFFERED BY THE ORGANISATION

S. No	Opinion	Frequency	Percentage
1	Exceedingly satisfactory	24	20
2	Agreeable	56	46.7
3	Normal	28	23.3
4	Dissatisfactory	8	6.7
5	Exceedingly dissatisfactory	4	3.3
Total		120	100.0

CHART 4.1.18 RATE THE OVERALL STIPEND OFFERED BY THE ORGANISATION

Rate the overall stipend offered by the organization?



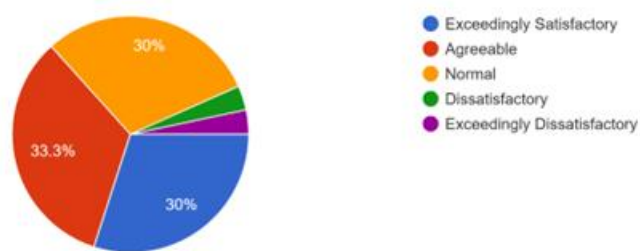
INFERENCE: The above data shows that 20% of respondents are exceedingly satisfied with the overall stipend. 46.7% of respondents said that it is agreeable and 23.3% of respondents said that it is normal. 6.7% of respondents are dissatisfied with it and 3.3% of respondents are exceedingly dissatisfied with the overall stipend.

TABLE 4.1.19 RATE THE LEAVE APPROACH

S. No	Opinion	Frequency	Percentage
1	Exceedingly satisfactory	36	30
2	Agreeable	40	33.3
3	Normal	36	30
4	Dissatisfactory	4	3.3
5	Exceedingly dissatisfactory	4	3.3
Total		120	100.0

CHART 4.1.19 RATE THE LEAVE APPROACH

How do you rate the leave approach of the organization?



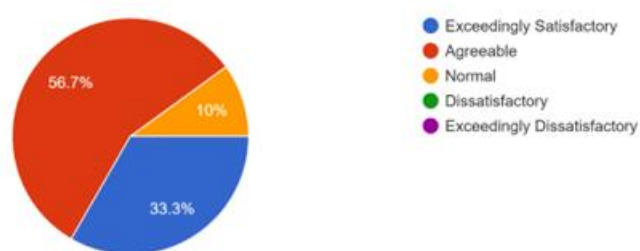
INFERENCE: The above data shows that 30% of respondents are exceedingly satisfied with the leave approach. 33.3% of respondents said that it is agreeable and 30% of respondents said that it is normal. 3.3% of respondents are dissatisfied with it and 3.3% of respondents are exceedingly dissatisfied with the leave approach.

TABLE 4.1.20 RATE THE RESTROOM AND LOUNGE OFFICE

S. No	Opinion	Frequency	Percentage
1	Exceedingly satisfactory	40	33.3
2	Agreeable	68	56.7
3	Normal	12	10
4	Dissatisfactory	-	-
5	Exceedingly dissatisfactory	-	-
Total		120	100.0

CHART 4.1.20 RATE THE RESTROOM AND LOUNGE OFFICE

Rate the Restroom and lounge office of the representatives?



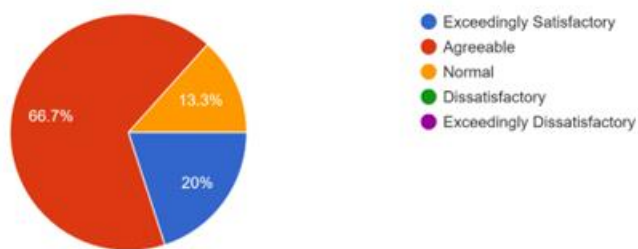
INFERENCE: The above data shows that 33.3% of respondents are exceedingly satisfied with the restroom and lounge. 56.7% of respondents said that it is agreeable and 10% of respondents said that it is normal.

TABLE 4.1.21 RATE THE GENERAL FULFILMENT

S. No	Opinion	Frequency	Percentage
1	Exceedingly satisfactory	24	20
2	Agreeable	80	66.7
3	Normal	16	13.3
4	Dissatisfactory	-	-
5	Exceedingly dissatisfactory	-	-
Total		120	100.0

CHART 4.1.21 RATE THE GENERAL FULFILMENT

Rate the general fulfilment with representative welfare exercise of the organization?



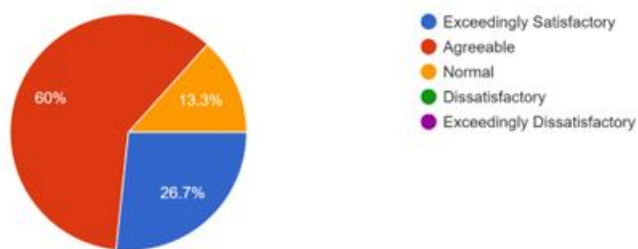
INFERENCE: The above data shows that 20% of respondents are exceedingly satisfied with the general fulfillment with representative welfare measures. 66.7% of respondents said that it is agreeable and 13.3% of respondents said that it is normal.

TABLE 4.1.22 SATISFACTION ON CANTEEN FACILITIES

S. No	Opinion	Frequency	Percentage
1	Exceedingly satisfactory	32	26.7
2	Agreeable	72	60
3	Normal	16	13.3
4	Dissatisfactory	-	-
5	Exceedingly dissatisfactory	-	-
Total		120	100.0

CHART 4.1.22 SATISFACTION ON CANTEEN FACILITIES

Are you satisfied with overall Canteen facilities provided by the company?



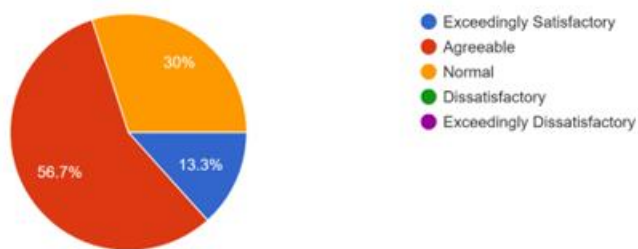
INFERENCE: The above data shows that 26.7% of respondents are exceedingly satisfied with the canteen facilities. 60% of respondents said that it is agreeable and 13.3% of respondents said that it is normal.

TABLE 4.1.23 IS THE JOB RELEVANT TO YOUR GRADUATION?

S. No	Opinion	Frequency	Percentage
1	Exceedingly satisfactory	16	13.3
2	Agreeable	68	56.7
3	Normal	36	30
4	Dissatisfactory	-	-
5	Exceedingly dissatisfactory	-	-
Total		120	100.0

CHART 4.1.23 IS THE JOB RELEVANT TO YOUR GRADUATION?

Is the job relevant to your graduation?



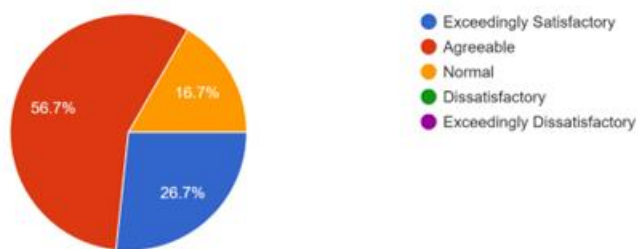
INFERENCE: The above data shows that 13.3% of respondents are exceedingly satisfied with the job that it is relevant to their graduation. 56.7% of respondents said that it is agreeable and 30% of respondents said that it is normal.

TABLE 4.1.24 SATISFACTION LEVEL ON PROMOTION POLICY

S. No	Opinion	Frequency	Percentage
1	Exceedingly satisfactory	32	26.7
2	Agreeable	68	56.7
3	Normal	20	16.7
4	Dissatisfactory	-	-
5	Exceedingly dissatisfactory	-	-
Total		120	100.0

CHART 4.1.24 SATISFACTION LEVEL ON PROMOTION POLICY

Are you satisfied with the promotion policy in your organization?



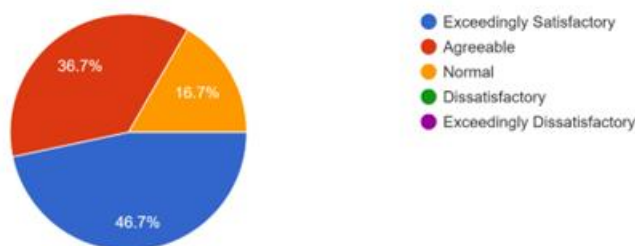
INFERENCE: The above data shows that 26.7% of respondents are exceedingly satisfied with the promotion policy of the organization. 56.7% of respondents said that it is agreeable and 16.7% of respondents said that it is normal.

TABLE 4.1.25 DOES THE WELFARE BENEFITS PROVIDE BY THE ORGANIZATION PLAYS A MOTIVATIONAL FACTOR

S. No	Opinion	Frequency	Percentage
1	Exceedingly satisfactory	56	46.7
2	Agreeable	44	36.7
3	Normal	20	16.7
4	Dissatisfactory	-	-
5	Exceedingly dissatisfactory	-	-
Total		120	100.0

CHART 4.1.25 DOES THE WELFARE BENEFITS PROVIDE BY THE ORGANIZATION PLAYS A MOTIVATIONAL FACTOR

Does the welfare benefits provide by the organization plays a Motivational factor?



INFERENCE: The above data shows that 46.7% of respondents said it is exceedingly satisfactory that the welfare benefits provided by the organization plays as motivational factor. 36..7% of respondents said that it is agreeable and 16.7% of respondents said that it is

normal.

INFERENCIAL ANALYSIS

4.2 CHI SQUARE ANALYSIS

GENDER (Q.NO.3) VS SATISFIED WITH OVERALL STIPEND OFFERED BY THE ORGANIZATION (Q.NO.18)

Gender Satisfied with overall stipend offered	Exceedingly Satisfactory	Agreeable	Normal	Dissatisfactory	Exceedingly Dissatisfactory	total
Male	8	48	20	8	4	88
Female	16	8	8	0	0	32
Total	24	56	28	8	4	120

NULL HYPOTHESIS (H_0): There is no significant relationship between gender and satisfied with overall stipend offered by the organization.

ALTERNATE HYPOTHESIS (H_1): There is a significant relationship between gender and satisfied with overall stipend offered by the organization.

O _i	E _i	(O _i -E _i)	(O _i -E _i) ²	(O _i -E _i) ² /E _i
8	17.6	-9.6	92.16	5.23
48	41.06	6.94	48.16	1.17
20	20.53	-0.53	0.28	0.01
8	5.86	2.14	4.57	0.77
4	2.98	0.267	0.071	0.02
16	6.4	9.6	92.16	14.04
8	14.93	-6.93	48.02	3.21
8	7.46	0.54	0.29	0.03
0	2.13	-2.13	4.53	2.12
0	1.06	-1.06	1.12	1.05
Total				27.65

Level of significance: 5% or 0.05

Degrees of freedom: (r-1) (c-1)

$$= (2-1) (5-1)$$

$$= 4$$

Calculated value $\chi^2 = (O_i - E_i)^2 / E_i$

$$\chi^2 = 27.65$$

The Tabulated value = 9.488

Now calculated chi-square=27.65 > chi-square= 9.488

CONCLUSION

Since the calculated value is greater than table value, I accept alternative hypothesis and there is a significant difference between gender and satisfied with overall stipend offered by the organization.

3. ANALYSIS USING KARL PEARSON'S CORRELATION

Correlation analysis is the statistical tool used to measure the degree to which two variables are linearly related to each other. Correlation measures the degree of association between two variables.

Null hypothesis (H0):

There is positive relationship between the Working environment and the Health advantage.

Alternate hypothesis (H1):

There is negative relationship between the Working environment and the Health advantage.

Correlations

		working environment	health advantage
working environment	Pearson Correlation	1	.849 [*]
	Sig. (2-tailed)		.033
	N	6	6
health advantage	Pearson Correlation	.849 [*]	1
	Sig. (2-tailed)	.033	
	N	6	6

*. Correlation is significant at the 0.05 level (2-tailed).

$$r = \frac{N\sum XY - \sum X \sum Y}{\sqrt{N\sum X^2 - (\sum X)^2} \sqrt{N\sum Y^2 - (\sum Y)^2}}$$

$$r = .849$$

INFERENCE :

Since r is positive, there is positive relationship between the Working environment and the Health advantage.

CHAPTER 5

FINDINGS, SUGGESTIONS, CONCLUSION

5.1 FINDINGS

- The 56.7% of the employee's age of 18-25 and 40% of the employee's age is 26-32 and the 3.3% of the employee's age is 33-40. This indicates that employees between the age 18-25 work efficiently in the company.
- The 70% of the employees have done PG and 30% of the employees have completed UG. This indicates that the company has mostly preferred the employees with master's degree to run the organization more effectively.
- The 73.3% are male employees and 26.7% of the employees are female candidates.
- The work experience of the employees in the organization. Where 86.7% of the employees are from below 5yrs and 13.3% of the employees has more than 5yrs of experience in the organization.
- The 100% of the employees has chosen yes for the question. It indicates that the organization provides maternity leave to the female employees in REDHUT INNOVATION & TECHNOLOGY PRIVATE LIMITED.
- The 100% of the employees has chosen yes for the question. It indicates that the Organization has the sufficient no. of washrooms/toilets in the company.
- The organization has 46.7% of the employees supporting "yes" and 53.3% of the 3 employees says "no" for the sentiment securities provided by the Organization.
- The 100% of the employees are fulfilled with the well-being measures for respective security.
- The employees working in the organization are aware of various welfare measure provided the company. Where, 93.3% of the employees are aware of the welfare measures and only 2.7% of employees was not aware of the welfare measures provided by the organization.
- The 90% of the employees are satisfied with their job and only few 10% of the employees aren't satisfied with the job.
- The 100% of the employees indicates that the organization provides housing loan to

the employees.

- The 100% of the employees are satisfied with the overall welfare measures provided in REDHUT INNOVATION TECHNOLOGY pvt ltd.
- The 63% of respondents said that the organization get feedback from employees towards the welfare measures occasionally. 33.3% of respondents said that the organization get feedback often and 3.3% of respondents said that the organization never get feedback.
- The 60% of respondents are exceedingly satisfied with the working environment. 30% respondents said that the working environment is agreeable and 10% respondents said that it is normal.
- The 50% of respondents said that the health advantage given by the organization is exceedingly satisfactory. 33.3% of respondents said that it is agreeable and 16.7% of respondents said that it is normal.
- The 43.3% of respondents are exceedingly satisfied with the working hours. 33.3% of respondents said that it is agreeable. 20% of respondents said that it is normal and 3.3% of respondents are dissatisfied with the working hours.
- The 20% of respondents are exceedingly satisfied with the conveyance allowances. 63.3% of respondents said that it is agreeable and 16.7% of respondents said that it is normal.
- The 20% of respondents are exceedingly satisfied with the overall stipend. 46.7% of respondents said that it is agreeable and 23.3% of respondents said that it is normal. 6.7% of respondents are dissatisfied with it and 3.3% of respondents are exceedingly dissatisfied with the overall stipend.
- The 30% of respondents are exceedingly satisfied with the leave approach. 33.3% of respondents said that it is agreeable and 30% of respondents said that it is normal. 3.3% of respondents are dissatisfied with it and 3.3% of respondents are exceedingly dissatisfied with the leave approach.

- The 33.3% of respondents are exceedingly satisfied with the restroom and lounge. 56.7% of respondents said that it is agreeable and 10% of respondents said that it is normal.
- The 20% of respondents are exceedingly satisfied with the general fulfillment with representative welfare measures. 66.7% of respondents said that it is agreeable and 13.3% of respondents said that it is normal.
- The 26.7% of respondents are exceedingly satisfied with the canteen facilities. 60% of respondents said that it is agreeable and 13.3% of respondents said that it is normal.
- The 13.3% of respondents are exceedingly satisfied with the job that it is relevant to their graduation. 56.7% of respondents said that it is agreeable and 30% of respondents said that it is normal.
- The 26.7% of respondents are exceedingly satisfied with the promotion policy of the organization. 56.7% of respondents said that it is agreeable and 16.7% of respondents said that it is normal.
- The 46.7% of respondents said it is exceedingly satisfactory that the welfare benefits provided by the organization plays as motivational factor. 36.7% of respondents said that it is agreeable and 16.7% of respondents said that it is normal.

5.2 LIMITATIONS OF STUDY

- Time is the important limitation. Due to time constraints, only limited population is taken for the study.
- Findings based on this study cannot be used in other organizations.
- There are chances of misrepresentation responses.
- The biased view of the respondent is another cause of the limitation.

5.3 SUGGESTIONS

- Need to provide more welfare facilities, environment with cleanliness.
- New facilities can be added to the existing ones by early action taken by management.
- The company should maintain good relationship with the workers and superiors.
- Only 56.7% of the respondents are satisfied with cleaning and ventilation, so for more respondents' satisfaction with cleaning and ventilation should be more effective.
- The Management must improve the quality and adequate items of the food which is one of the most important basic amenities and it helps to satisfy the employees.
- Company should help employee achieve their professional goals.
- The Organisation should encourage learning and personal development.
- The company should Raise salaries, expand benefit.
- The Organization must Keep open lines of communication.
- Implement a health and wellness program.
- They should Do plan for employee Medclaim & life insurance.
- Implementation modern communication and collaboration tools

5.4 CONCLUSION

- In this research it is conducted that overall respondents are satisfied with the welfare measure of employee's performance method. It also increases the effectiveness and productivity of employees and organization. The employees are aware about social security measures provided by the organisation. Overall, the welfare measure of employer's performance method is designed well and is beneficial to the employees
- It is matter of great satisfaction that majority of the respondents observe that welfare measures are good. There is always scope for improving health and safety measures for the workers. It argues well for the company that majority of the respondents have expressed their satisfaction regarding training in their area of job operations.
- The pleasant surprise is that the company provides training for the workers according to their most preferred choice. This motivates the workers in a long way in achieving both organizational and individual goals. Workers can manage work and family life without any major problem shows again that stress levels are manageable at REDHUT INNOVATION TECHNOLOGY PVT LTD PVT LTD.

APPENDIX

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QUESTIONNAIRE

A STUDY ON “EFFECTIVENESS OF EMPLOYEE WELFARE MEASURES”

Dear Sir /Madam,

I am SARANYA N S, as a part of my curriculum, I am doing my summer project on the title “Effectiveness of Employee welfare measures “in your organization. I would be grateful if you kindly spare your precious time to answer the queries.

I. PERSONAL INFORMATION:

- 1) Name [optional] :
- 2) Age : 18-25 [] 26-32 [] 33-40 [] 41-50[]
- 3) Education : UG [] PG[]
- 4) Sex : MALE [] FEMALE []
- 5) Work Experience: below 5yrs [] above 5yrs []
- 6) Does the organisation give Maternity leave to female employees?
a. Yes b. No
- 7) Does the organization offer an adequate number of toilets?
a. Yes b. No
- 8) Does working in the association give you a sentiment security?
a. Yes b.No
- 9) Does the organization take wellbeing measures for representative security?
a. Yes b. No
- 10) Are you aware of various welfare measures provided by REDHUT INNOVATION TECHNOLOGY pvt ltd? a. Yes b. No
- 11) Are you satisfied with the job?
a. Yes b. No
- 12) Are you provided with the Housing Loans?
a. Yes b. No

- 13) Are you satisfied with the overall welfare measures provided by the organization?
- a. Yes b. No
- 14) How often does the organization get feedback from you towards the welfare measures?
- a) Often b) Occasionally c) Never

A. Exceedingly Satisfactory **B.** Agreeable **C.** Normal **D.** Dissatisfactory **E.** Exceedingly Dissatisfactory

QUESTIONS	A	B	C	D	E
15) How do you rate the working environment of the organisation?					
16) How do you rate the health advantages given by the organisation to the workers and their families?					
17) How do you rate the working hours of the organisation?					
18) How do you rate the conveyance allowances offered by the organisation?					
19) Rate the overall stipend offered by the organisation?					
20) How do you rate the leave approach of the organisation?					
21) Rate the Restroom and lounge office of the representatives?					
22) Rate the general fulfilment with representative welfare exercise of the organisation?					
23) Are you satisfied with overall Canteen facilities provided by the company?					
24) Is the job relevant to your graduation?					
25) Are you satisfied with the promotion policy in your organization?					
26) Does the welfare benefits provided by the organization plays a Motivational factor?					