

**A STUDY ON EFFECTIVENESS OF EMPLOYEES WELFARE AT
MULTIVISTA GLOBAL PRIVATE LIMITED, CHENNAI**

Submitted in partial fulfilment of the requirements for the award of
Master of Business Administration / Bachelor of Commerce
Bachelor of Business Administration

By
JAYASURYA S
(41740014)



SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

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

CATEGORY-1 UNIVERSITY BY UGC

**Accredited with Grade “A++” by NAAC | 12B Status by UGC | Approved by
AICTE**

JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119

APRIL - 2024



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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **Mr JAYASURYA S (41740014)** who carried out the project entitled **A STUDY ON EFFECTIVENESS OF EMPLOYEES WELFARE MULTIVISTA GLOBAL PRIVATE LIMITED** under my our supervision from January 2024 to march 2024.

Dr VELUMONI D

INTERNAL GUIDE

Dr PALANI A

HOD

DR. BHUVANESWARI G

G.DEAN

Submitted for Viva voce Examination held on _____

Internal Examiner

External Examiner

DECLARATION

I JAYASURYA S (41740014) hereby declare that the Project report entitled **A STUDY ON EFFECTIVENESS OF EMPLOYEES WELFARE** done by me under the guidance of **Dr. VELUMONI** (Internal) and **T ARUNPRASATH** (External) at **MULTIVISTA GLOBAL PRIVATE LIMITED** is submitted in partial fulfilment of the requirements for the award of Bachelor of Commerce.

DATE:

PLACE:

SIGNATURE OF CANDIDATE

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ABSTRACT

Employee welfare encompasses a broad spectrum of initiatives and practices aimed at promoting the physical, mental, and socio-economic well-being of employees within organizations. This abstract provides a comprehensive overview of the multifaceted nature of employee welfare, exploring its various dimensions, determinants, and implications for both individuals and organizations.

Drawing upon a synthesis of existing literature, this abstract identifies key components of employee welfare, including but not limited to: health and safety measures, access to healthcare services, work-life balance initiatives, provision of adequate compensation and benefits, opportunities for professional development and training, as well as support for social and emotional needs in the workplace.

The majority of employees are motivated by feedback, which helps them work more productively. The study sheds information on how welfare policies affect workers' productivity

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CHAPTER 1

INTRODUCTION

1.1 EMPLOYEES WELFARE

Employee welfare refers to the well-being, health, and happiness of individuals in the workplace. It encompasses various initiatives, policies, and practices implemented by organizations to support their employees beyond their basic remuneration and contractual obligations. This broader perspective recognizes that employees are not merely cogs in the organizational machinery but valuable assets whose welfare directly influences productivity, morale, and overall success.

The concept of employee welfare has evolved significantly over time, reflecting changing societal values, legal requirements, and organizational priorities. Initially rooted in the labor movements of the late 19th and early 20th centuries, it gained momentum with the emergence of industrialization and concerns over worker exploitation and unsafe working conditions.

Over the decades, it has expanded to encompass a wide range of dimensions, including health and safety, work-life balance, career development, financial security, and social support.

Modern organizations recognize that investing in employee welfare is not only ethically responsible but also strategically advantageous. By fostering a supportive and inclusive work environment, they can attract and retain top talent, enhance employee engagement and motivation, and ultimately improve business performance. Moreover, prioritizing employee welfare can contribute to a positive organizational culture characterized by trust, collaboration, and innovation.

Effective employee welfare initiatives are tailored to the specific needs and preferences of the workforce, taking into account factors such as demographics, industry norms, and cultural diversity. They may include benefits such as comprehensive healthcare coverage, flexible work arrangements, wellness programs, professional development opportunities, childcare assistance, and employee assistance programs (EAPs) for mental health support.



1.1. Figure software solution for employees welfare

1.2 INDUSTRY PROFILE

1.2.1 Overview of printing industry

The printing industry encompasses a wide range of services related to the reproduction of text and images on various substrates, including paper, plastic, and fabric. Printing companies play a vital role in producing marketing materials, packaging, publications, signage, and other printed products for businesses, organizations, and individuals. The industry is characterized by its diversity, with companies offering a variety of printing methods, including offset printing, digital printing, flexography, and screen printing. Technological advancements, changing consumer preferences, and environmental considerations shape the landscape of the printing industry.

1.2.2 *Printing technologies*

- **Offset printing:** Traditional printing method that utilizes plates and rollers to transfer ink onto paper, ideal for high-volume printing jobs with consistent quality.
- **Digital printing:** On-demand printing method that directly transfers digital files to print substrates, enabling customization, short print runs, and variable data printing.
- **Flexography:** Flexible relief printing process commonly used for packaging materials, labels, and corrugated cardboard, offering high-speed production and versatility.
- **Screen printing:** Technique that involves passing ink through a mesh screen onto the substrate, suitable for printing on various surfaces, including textiles, ceramics, and plastics.

1.2.2.1 *Market segments:*

- **Commercial printing:** Services include brochures, business cards, flyers, catalogs, and promotional materials for businesses, advertisers, and marketing agencies.
- **Publishing:** Production of books, magazines, newspapers, and periodicals for publishers, authors, educational institutions, and media organizations.
- **Packaging:** Printing of packaging materials such as labels, cartons, wrappers, and flexible packaging for consumer goods, food and beverage, pharmaceuticals, and cosmetics.
- **Specialty printing:** Customized printing services for niche markets, including signage, decals, banners, apparel, promotional products, and personalized gifts.

1.2.3 Major players

Some of the major players in the printing industry include companies like HP Inc., Canon Inc., Xerox Corporation, Ricoh Company Ltd., and Konica Minolta, among others. These companies are known for their advancements in printing technologies and equipment, providing a wide range of printing solutions for businesses and consumers.

1.2.4 FUTURE PRESPECTUS

The future outlook for the printing industry is promising, driven by ongoing technological advancements and changing consumer preferences. Here are some key trends shaping the future of the printing industry

- Digital Transformation
- 3D Printing Innovation
- Sustainable Practices
- Online Printing Services
- Augmented Reality (AR) Integration
- Artificial Intelligence (AI) and Machine Learning
- Personalization and Customization

1.3 COMPANY PROFILE

1.3.1 OVERVIEW OF MULTIVISTA GLOBAL PVT. LTD.

MULTIVISTA GLOBAL PVT. LTD is a leading player in the print solutions sector, specializing in the production of books. The company caters to a diverse clientele, with a primary focus on foreign colleges and prestigious institutions such as the University of Oxford and the University of Cambridge. With a workforce of 200 employees, MULTIVISTA GLOBAL PVT. LTD operates with a commitment to quality, innovation, and customer satisfaction.



1.3 Company logo

1.3.2 TECHNOLOGICAL ADVANCEMENT

MULTIVISTA GLOBAL PVT. LTD stays at the forefront of technological advancements in the printing industry. The company invests in state-of-the-art printing equipment and software to enhance efficiency, productivity, and print quality. Technologies such as digital printing, variable data printing, and automated finishing processes enable MULTIVISTA to offer innovative solutions to its customers. Continuous research and development efforts ensure that the company remains competitive and adaptable to evolving market trends.

1.3.3 QUALITY ASSURANCE AND COMPLIANCE

MULTIVISTA GLOBAL PVT. LTD adheres to stringent quality assurance standards to maintain the highest levels of print quality and accuracy. The company follows established quality management systems and certifications, ensuring compliance with international printing standards and regulations

Quality control measures are implemented at every stage of the production process, from prepress to printing and finishing, to ensure consistency and customer satisfaction. MULTIVISTA'S commitment to quality and compliance underscores its reputation as a trusted printing partner for discerning clients.

1.3.4 CUSTOMER-CENTRIC APPROACH

MULTIVISTA GLOBAL PVT. LTD places a strong emphasis on understanding and fulfilling the unique needs of its customers.

The company works closely with clients to provide personalized printing solutions tailored to their specific requirements, preferences, and timelines.

Customer feedback and collaboration are integral to MULTIVISTA'S approach, fostering long-term relationships and loyalty.

MULTIVISTA'S customer-centric philosophy drives its dedication to delivering superior products and services that exceed client expectations.

1.3.5 MAJOR PRODUCTS

Books: MULTIVISTA GLOBAL PVT. LTD specializes in the printing of books, encompassing various genres and academic disciplines.

The company's product range includes textbooks, academic publications, research journals, and other educational materials.

Each product is manufactured with precision and attention to detail, reflecting the company's commitment to excellence.

1.3.6 MAJOR CUSTOMERS

MULTIVISTA GLOBAL PVT. LTD primarily serves foreign colleges and prestigious educational institutions, including the University of Oxford and the University of Cambridge.

These institutions MULTIVISTA'S expertise to produce high quality educational materials that meet their academic standards and specifications.

The company's reputation for reliability, professionalism, and superior quality has earned it the trust of its major customers.

1.4 STATEMENT OF THE PROBLEM

The problem identification of this research is “will the company’s sales gets affected globally if there is no proper functioning of the marketing department. Printing facilities often involve machinery with moving parts, hazardous chemicals, and high noise levels, posing significant health and safety risks to employees. Exposure to airborne particles, solvents, and UV radiation can lead to respiratory problems, skin irritations, and other occupational health issues.

1.5 NEED FOR THE STUDY

To know that whether welfare facilities play an important role on the working of employees, and to know the employees are dissatisfied welfare facilities will help them to get motivated. Employees play an important role in the industrial production of the country. Hence, organizations have to secure the cooperation of employees in order to increase the production and to earn higher profits. The cooperation of employees is possible only when they are fully satisfied with their employer and the working conditions on the job. In the past, industrialists and the employers believed that their only duty towards their employees was to pay them satisfactory wages and salaries.

1.6 OBJECTIVE OF THE STUDY

The study of the study is having two types of objectives

- Primary objectives
- Secondary object

PRIMARY OBJECTIVE

To study about the employee's welfare measures multivista global private limited, printing industries at chennai

SECONDARY OBJECTIVE

- ❖ To identify the various factors influencing in welfare measures
- ❖ To find out the the effectiveness level of welfare measures
- ❖ To give the suggestion to improve the welfare measure for better image of the company
- ❖ To enable the workers to live comfortably and happily

1.7 SCOPE OF THE STUDY

This study aims to find out the satisfaction of the employees, whether the company is providing necessary health, safety and welfare measures in IT industry. The scope of the current study named” Employee welfare measures” is limited only to IT Industries. This study helps to improve the performance of the Human resource management department

1.8. LIMITATIONS OF THE STUDY

- The project work confined 3 months from January 2024 to March 2024
- The study is confined to the Multivista Global Private Limited
- The study is based on the employee's welfare activities
- The data collected for the research is fully on primary data given by the respondents. There is a chance for personal bias. So, the accuracy is not true

CHAPTER 2

REVIEW LITERATURE

Michael (2001) in his book, "Human Resources Management and Human Relations" said that the provision of intra-mural and extra-mural welfare facilities help in improving the quality of work life of employee's there by good human relations will develop among different cadres of employees.

Thompson and McHugh (2002) Motivation is one of the most important factors for any organization it is one of the five factors that determine the existence of any organization, as they put motivation on an equal footing with men, money, machines, and morale

P.R. China in (2003) Great expectations are being placed on firms to act with increasing social responsibility, which is adding a new dimension to the role of management and the vision of companies. They argue that social welfare activities are strategic investments for firm. They can create intangible assets that help companies overcome entry barriers, facilitate globalization, and outcompete local rivals. They are simple contribution, topic contribution, collaboration with non-profit organizations or government organizations, and establishment of corporation charity fund. Future research on corporate citizenship would be strengthened in philanthropic strategy and management.

Maruthamuthu k, (2003), has observed that the overall impression is that an atmosphere of satisfaction prevails on campus, but there is scope for improvements in certain area like recreation facilities, and bonus. With implementation of innovative schemes and improvements, better labour-management relationship may be established and maintained in future.

Mishra & Bhagat, (2007) Employee welfare programmes in both developed and developing society have an impact not only on the workforce but also on the facets of human resources. Welfare schemes should be implemented by all the organisations, whether public sector or private sector and industrial or service sector, as it raises the morale of employees, reduce the risk and insecurity, eliminates absenteeism, and improves the quality of living, which would go a long way in achieving the goals of an organization.

Analoui (2007) Moreover, motivation can influence managers' effectiveness as, according to motivation is one of the parameters of managerial effectiveness.

Business & market (2009) analyzed that the "welfare" is a broad concept referring to a state of living of an individual or group, in a desirable relationship with the total environment - ecological, economic and social.

Aswat appa (2010) in his book, "Human Resources Management" discussed the various types of benefits and services provided to employees in terms of payment for time not worked, insurance benefits, compensation benefits. Pensions plans etc. He also discussed the ways to administer the benefits and services in a better way.

Harika, (2012). The success of the employees' welfare programmes depends on the approach which the organization has considered. An organization should have a policy that guides provision of such welfare programmes to employees which include medical facilities, sanitary, accommodation of workers, amenities and industrial social security measures, training and education facilities, HIV and AIDS risk reduction and counselling

Dr. M Surat Kumari (2014) studied on impact of employee welfare facilities on job satisfaction. Objectives of this study are to bonds up employee morale and to protect from health and safety and provide facilities to protect them. The study concluded that employees are satisfied with the facilities and improvement of the facilities is raising the standard of employees performance.

B. K. Ravi et al. (2015) Employee welfare and job satisfaction: a review of literature" byexamines the impact of employee welfare on job satisfaction.

Dinoka Perera (2015) conference paper made the title of "The impact of welfare on job satisfaction among non-managerial employees", study says that in today"s competitive world every company facing the challenge like, how to reach peak level, if employees do not give full commitment to achieve organizational objectives. Satisfaction is the main concept in human Resource Management. Employees and employers are the assets of the company. So, companies have to adopt, update and provide welfare facilities to its employees and finally take responsibilities of its employees. That helps to attract new employees and retain existing employees. •

R. K. Vohra et al. (2016) Employee welfare practices and organizational performance: a review of literature" explores the impact of employee welfare practices on organizational performance

S.R. Singh and S. Yadav (2016) The impact of employee welfare programs on employee engagement: a review of literature" explores the impact of employee welfare programs on employee engagement.

R. V. Narasimha et al. (2016) Employee welfare: a review of literature" explores the various dimensions of employee welfare and its impact on job satisfaction and productivity.

Adebayo, A. O., Abiola, J. O., & Adebayo, G. M. (2017). Impact of employee welfare on organizational performance: Evidence from Nigerian Banking sector. *European Journal of Business and Management*, 9(23), 3240 •

Abugre, J. B., Kordzadeh, N., & Kamal, A. (2019). Employee welfare and organizational performance: A case study of selected manufacturing firms in Ghana. *International Journal of Business and Economic Affairs*, 4(2), 23-32.

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Asamoah, E., & Boateng, R. (2021). The impact of employee welfare on job satisfaction and organizational commitment: A case of selected SMEs in Ghana. *Journal of Business and Entrepreneurship Development*, 5(1), 1-10

Abayomi, O. J., Aluko, A. O., & Adeyemi, S. L. (2022). Employee welfare and organizational performance: Empirical evidence from selected manufacturing firms in Nigeria. *Journal of Management and Strategy*, 13(2), 34-44

CHAPTER 3

RESEARCH METHODOLOGY

3.1 METHODOLOGY

Research methodology is mainly needed for the purpose of framing the research process and the designs and tools that are to be used for the project purpose. Research methodology helps to find the inventory management in pharmacy. This research methodology is framed for the purpose of finding the A Study on employee's welfare activities of info plus technologies

3.2. RESEARCH DESIGN:

Descriptive Research Design Descriptive research design is a type of research design that is used to describe and observe a particular phenomenon or behavior. This type of research design is primarily concerned with answering questions such as "what," "when," "where," and "how" rather than "why." Descriptive research aims to provide a comprehensive understanding of the subject being studied by collecting and analyzing data through various methods such as surveys, observations, and case studies.

3.3. DATA SOURCES

After identifying and defining the research problem and determining specific information required to solve the problem, the researcher's task is to look the type and sources of data which may yield the desired results. Data sources are of two types through which data is collected. Data sources may be classified as

- Primary data
- Secondary data

3.3.1. PRIMARY DATA

Primary data is the original data collected by the researcher first hand. It is collected for the first time through field survey. These are those that are gathered specifically, for the problem at hand. The various sources for collecting primary data are questionnaire, observation, interview etc. The primary source used for the study is questionnaire.

3.3.2. SECONDARY DATA

Secondary data is the information which is already available in published or unpublished form. When the needed information is collected from the census of population available in a library means then it is a secondary data. It is also used for collecting historical data. The various sources of secondary data are books, periodicals, journals, directories, magazines, statistical data sources etc. The secondary source used for this study is company profile, scope, need, review of literature.

Finally, I used primary data collection method for this study from customers.

1.4. STRUCTURE OF QUESTIONNAIRE

Structured questionnaire is selected as the tool for data collection, which includes various types of questions concerning different aspects of this study. These are the type of question included in the questionnaire:

- Multichoice question
- Rating etc.,

1.5. SAMPLE SIZE

The sample size for this study is 108 responses and it was received from online and offline customers of multivista global pvt, lmt, company printing industry

3.6 SAMPLING TECHNIQUE

Simple random sampling method is used under probability sampling for this study which means every member of the population has an equal chance being selected.

1.7. PERIOD OF STUDY

The Period of study was from JANUARY 2024 To MARCH 2024

1.8. ANALYTICAL TOOLS

The data collected was tabulated and analyzed with the help of Percentage analysis. Percentage Analysis In this method frequency of various criteria factors are tabulated and the percentage of each value with respect to the total are found out. They are presented pictorially by graph in order to have better understanding. Percentage analysis is a measure of central tendency. It is used in data presentation. The data are reduced into the standard form with the base equal to 100, which facilitates data comparison.

The percentage is one of the essential components of data analysis, which helps find a value from a huge amount of data and information. It is the process of inspecting, narrowing, transforming and modelling data from huge amount of information or data.

Percentage analysis = Number of respondents *100 / Total respondents.

CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

4.1. PERCENTAGE ANALYSIS

4.1.1 GENDER

TABLE 4.1 GENDER

GENDER	NO OF RESPONDENTS	% OF RESPONDENTS
MALE	108	100
TOTAL	108	100

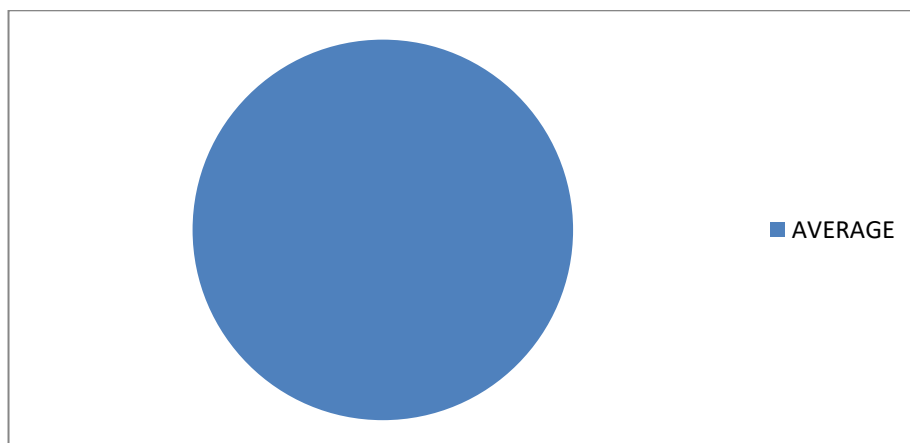


CHART 4.1 GENDER

INTERPRETATION

From the above table there is no any female workers, 100% of the respondents are male workers. Most of the respondents are male

INFERENCE

Majority of the respondent are male at the percentage of 100%

4.1.2 AGE OF THE RESPONDENT

TABLE 4.2

AGE OF RESPONDENTS	NO OF RESPONDENTS	% OF RESPONDENTS
18-21	60	55.60
21-25	27	25
25-30	16	15
30-40	3	2.8
ABOVE 40	2	1.9
TOTAL	108	100

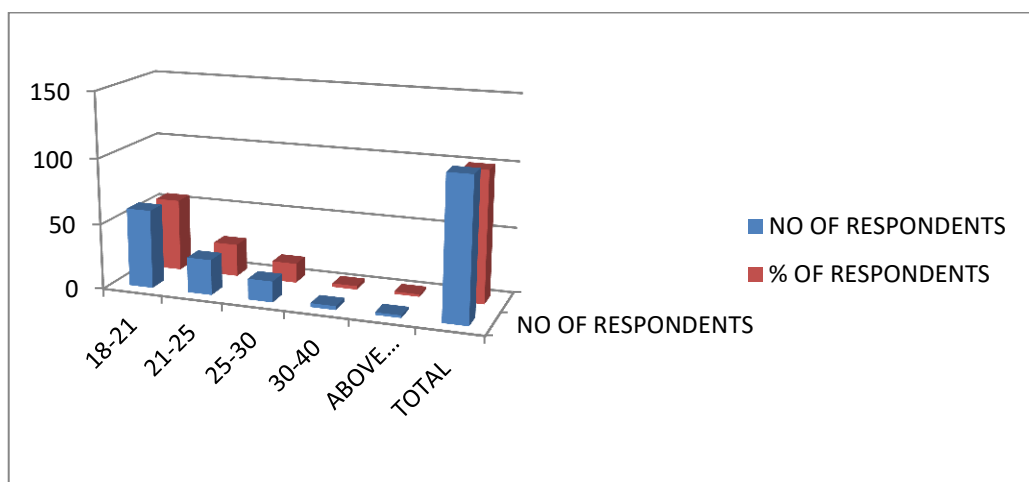


CHART 4.2 AGE OF RESPONDENTS

INTERPRETATION

From the above table it is inferred that 55.6% Of 18-21, 25% of 21-25, 15% of 25-30, 2.8% of 30-40 and 1.9% of above 40

INFERENCE

Majority 55.6% of the respondent are 18-21 years people are working in the organisation

4.1.3. SALARY INCOME

4.3TABLE SALARY INCOME

	NO OF RESPONDENTS	% OF RESPONDENTS
BELOW 15000	58	53.7
15000-25000	29	26.9
25000-40000	17	15.7
ABOVE 40000	4	3.7
TOTAL	108	100

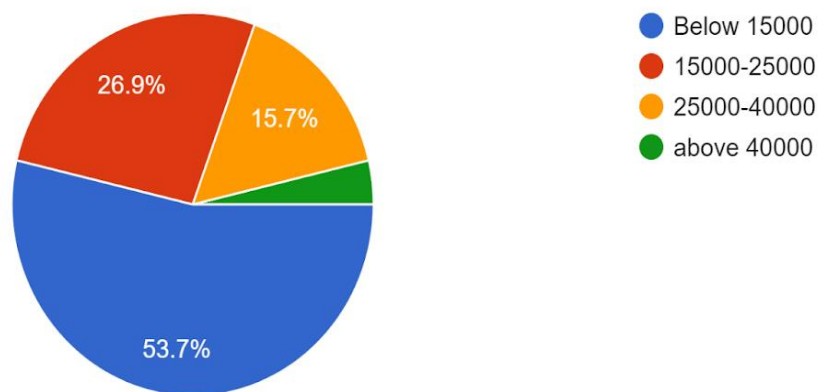


CHART 4.3 SALARY INCOME

INTERPRETATION

From the above table it is inferred that 53.7% of people get their salary income of below 15000, 26.9% of people getting 15000-25000, 15.7% of people get 25000-40000, and 3.7% get their above 40000

INFERENCE

Majority 53.7% of the respondent are getting their salary income is above 15000 in the organisation

4.1.4 QUALIFICATION

TABLE 4.4 QUALIFICATION

PARTICULAR	NO OF THE RESPONDENT	% OF RESPONDENT
HSC	10	9.3
SSLC	5	4.6
DIPLAMO	6	5.6
GRADUATE	87	80.6
TOTAL	108	100

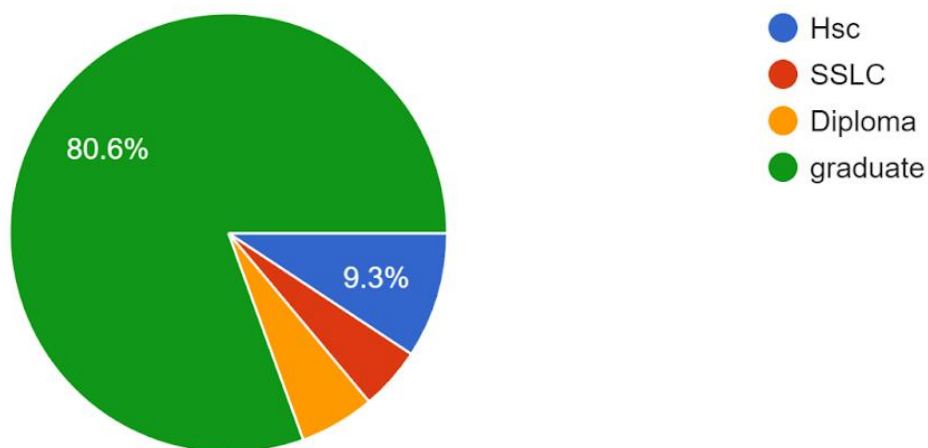


CHART 4.4 QUALIFICATION

INTERPREATION

From the above table it is inferred that 9.3% of the respondents are studied HSC, 4.6% of the respondents are studied SSLC, 5.6% of the respondents are studied DIPLOMA and 80.6% of the respondents are studied GRADUATE

INFERENCE

Majority 80.6% of the respondents are graduate in the organisation

4.1.5 MARITAL STATUS

TABLE 4.5 MARITAL STATUS

	NO OF THE RESPONDENT	% OF THE RESPONDENT
MARRIED	19	17.8
UNMARRIED	88	82.2
TOTAL	108	100

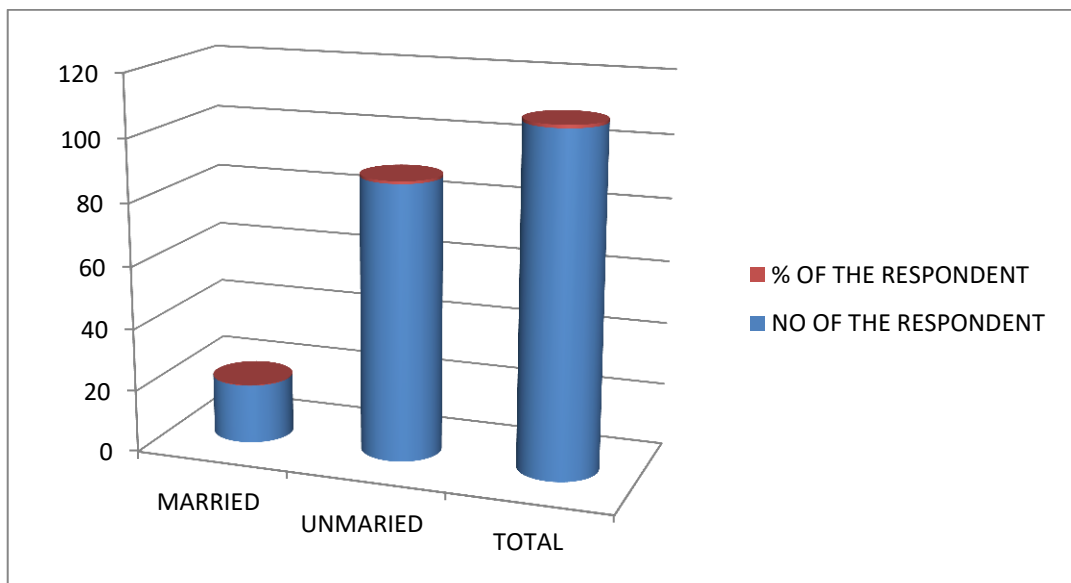


CHART 4.5 MARITAL STATUS

INTERPRETATION

From the above table it is inferred that 17.8 % of the respondents are married and 82.2% of the respondent are unmarried

INFERENCE

Majority 82.2% of the respondents are unmarried in the organisation

4.1.6. WORK EXPERIENCE

TABLE 4.6 WORK EXPERIENCE

	NO OF THE RESPONDENT	% OF THE RESPONDENT
1 YEAR – 2 YEAR	86	79.7
2 YEAR – 3 YEAR	9	8.3
3 YEAR – 4 YEAR	4	3.7
ABOVE 4 YEAR	9	8.3
TOTAL	108	100

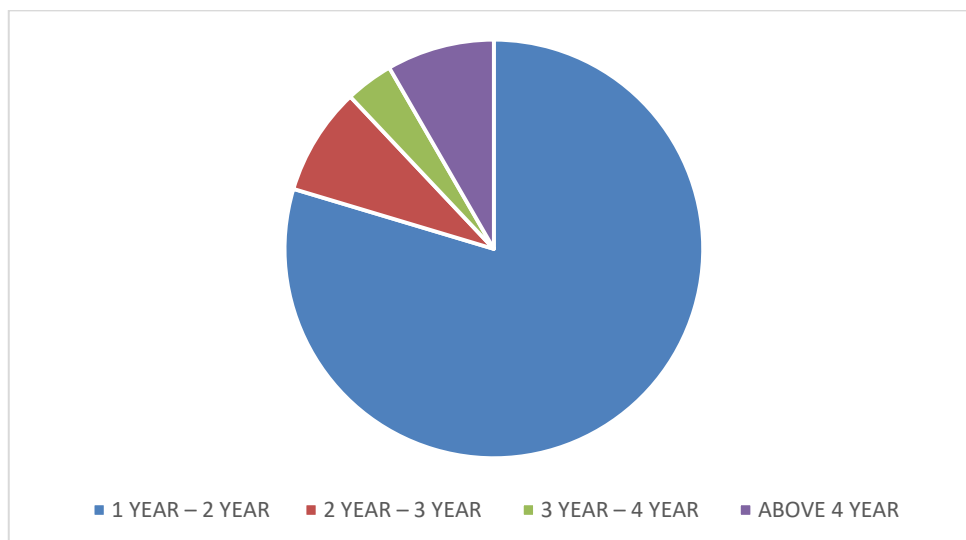


CHART 4.6 WORK EXPERIENCE

INTERPRETATION

From the above table it is inferred that 79.7% of the respondents are working in 1-2 years, 8.3% are 2-3 years, 3.7% are 3-4 years and 8.3% are above 4 years

INFERENCE

Majority 79.7% of the respondents are working in the organisation from 1-2 years

4.1.7. RATE THE CANTEEN FACILITY PROVIDED BY THE COMPANY?

TABLE 4.7 RATE THE CANTEEN FACILITY PROVIDED BY THE COMPANY?

PARTICULAR	NO OF RESPONDS	% OF RESPONDS
EXCELLENT	26	24.1
VERY GOOD	20	18.5
GOOD	53	49.1
AVERAGE	9	8.3
TOTAL	108	100

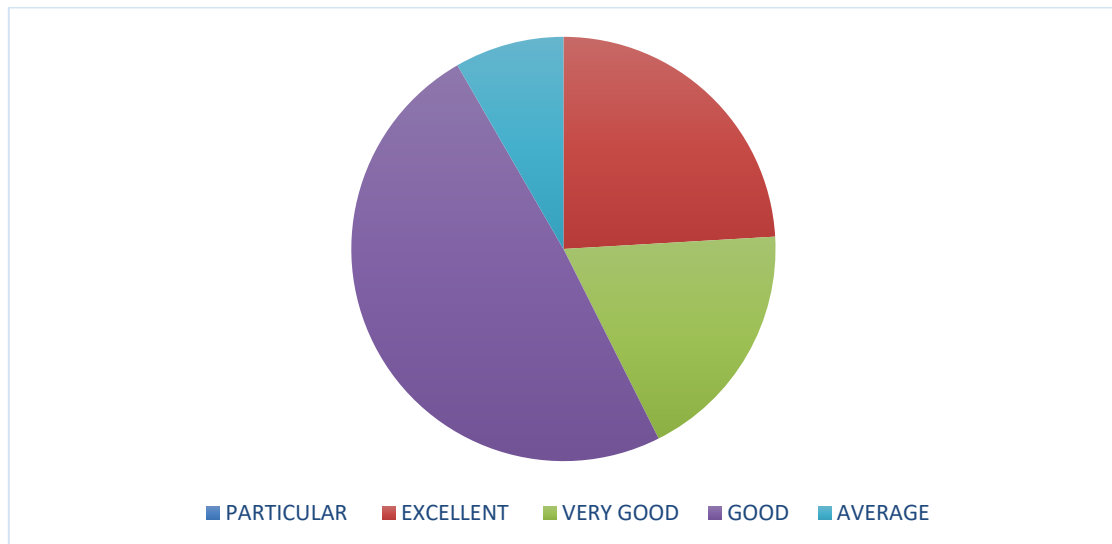


CHART 4.7 Rate the canteen facility provided by the company?

INTERPRETATION

From the above table it is inferred that 24.1% is excellent, 18.5% is very good, 49.1% is good, 8.3% is average

INFERENCE

Majority 49.1% of the respondent are filled excellent about their canteen facility

4.1.8 RATE THE REST ROOM AND LUNCH ROOM FACILITY PROVIDED TO EMPLOYEES?

TABLE 4.8 RATE THE REST ROOM AND LUNCH ROOM FACILITY PROVIDED TO EMPLOYEES?

PARTICULAR	NO OF RESPONDS	% OF RESPONDS
EXCELLENT	27	25
GOOD	66	61.1
AVERAGE	15	13.9
TOTAL	108	100

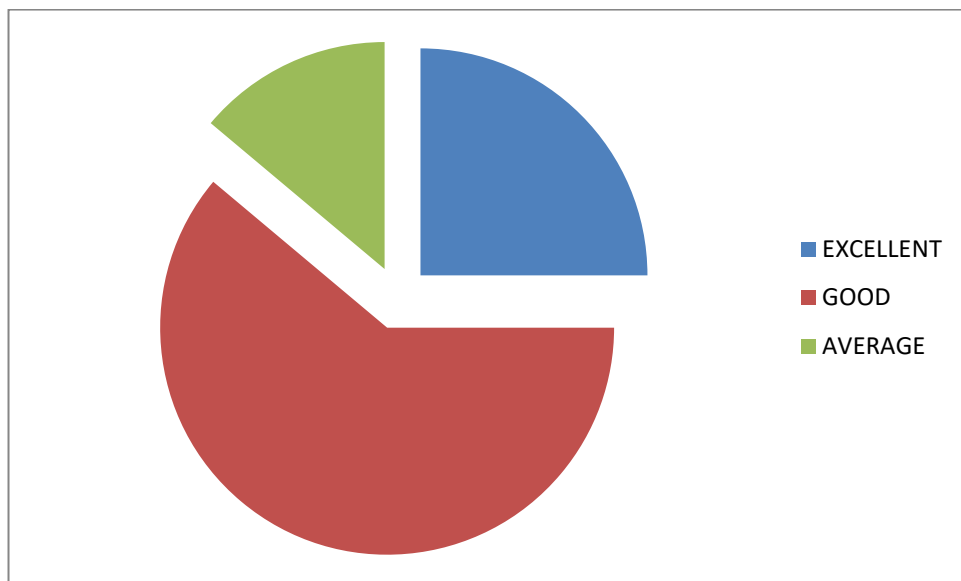


CHART 4.8 Rate the rest room and lunch room facility provided to employees?

INTERPRETATION

From the above table it is inferred that 25 % of respondents are responds excellence, 61.1% is good and 13.9% is neutral

INFERENCE

Majority 61.6% of the respondents good with their facilities in the organisation

4.1.9. ARE YOU SATISFIED WITH THE DRINKING WATER FACILITY PROVIDED BY THE COMPANY?

TABLE 4.9 RATE THE REST ROOM AND LUNCH ROOM FACILITY PROVIDED TO EMPLOYEES?

PARTICULAR	NO OF RESPONDS	% OF RESPONDS
ITS PURITY	41	38.3
ITS DRINKABLE	49	45.8
AVERAGE TO DRINK	17	15.9
TOTAL	108	100

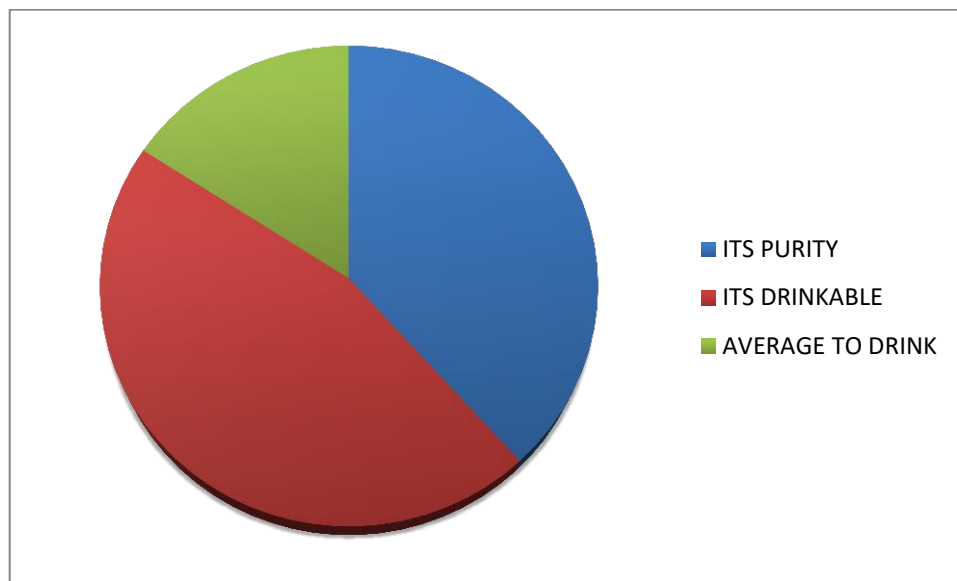


CHART 4.9 Are you satisfied with the drinking water facility provided by the company?

INTERPRETATION

From the above table it is inferred that 38.3% of people respond its purity, 45.8% is its drinkable, 15.9% is average to drink

INFERENCE

Majority 45.8% of the respondents are responds its drinkable

4.1.10. IS THERE SUITABLE VENTILATION AND LIGHTENING IN THE WORKPLACE?

TABLE 4.10 IS THERE SUITABLE VENTILATION AND LIGHTENING IN THE WORKPLACE?

PARTICULAR	NO RESPONDS	% OF RESPONDS
EXCELLENT	81	75.7
NEUTRAL	27	24.3
TOTAL	108	100

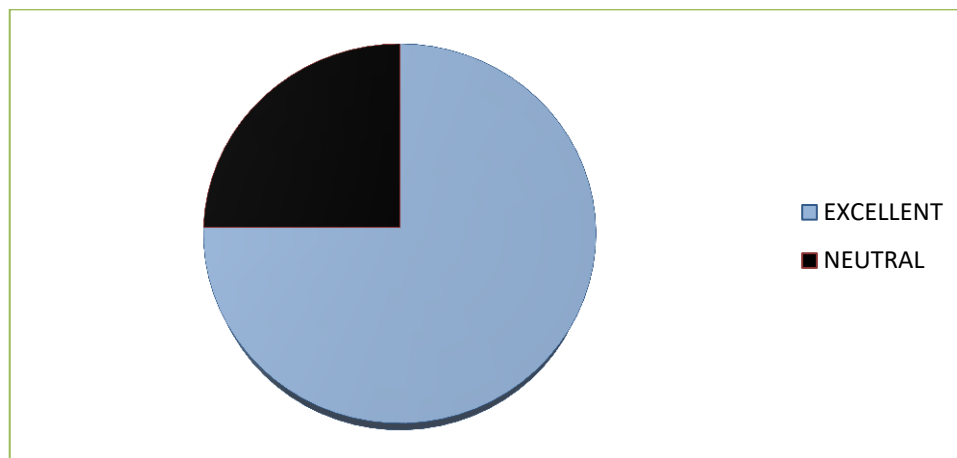


CHART 4.10 Is there suitable ventilation and lightening in the workplace?

INTERPRETATION

From the above table it is inferred that 75.7% of people had filled yes and 24.3 is neutral

INFERENCE

Majority 75.7% of the people responds yes

4.1.11. RATE YOURS COMPANY'S TRAVEL BUS QUALITIES?

TABLE 4.11 RATE YOURS COMPANY'S TRAVEL BUS QUALITIES?

PARTICULAR	NO OF RESPONDS	% OF RESPONDS
EXCELLENT	31	29%
GOOD	68	63.6%
FAIR	15	14%
TOTAL	107	100

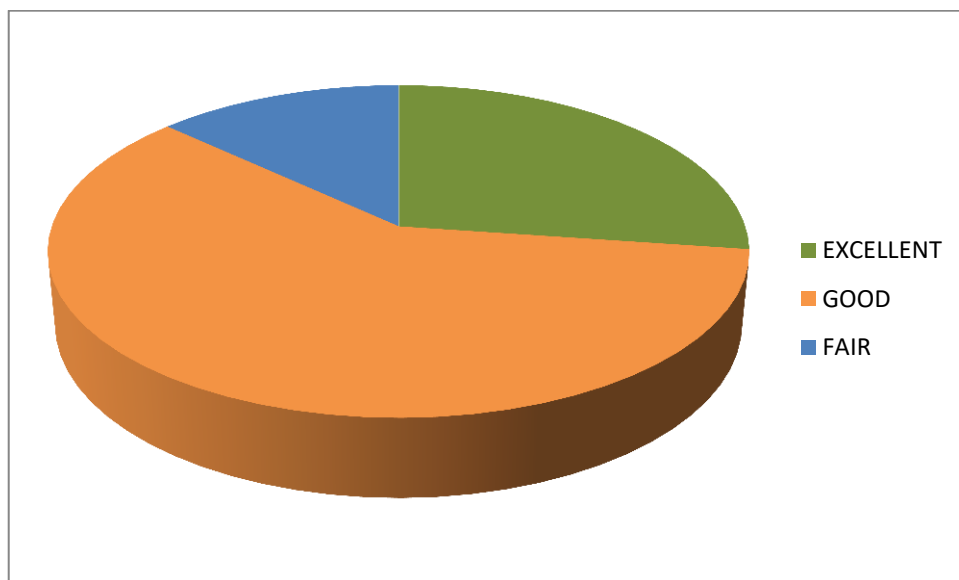


CHART 4.11 Rate your company's travel bus qualities?

INTERPRETATION

In above table 29% is excellent, 63.6% is good, 14% is fair

INFERENCE

Majority 63.6% of the people responds good in their travels bus

4.1.12. Are you comfortable to communicate supervisors ?

TABLE 4.12 Are you comfortable to communicate supervisors ?

PARTICULAR	NO OF RESPONDS	% OF RESPONDS
GOOD	99	91.7%
AVERAGE	10	09.3%
TOTAL	109	100%

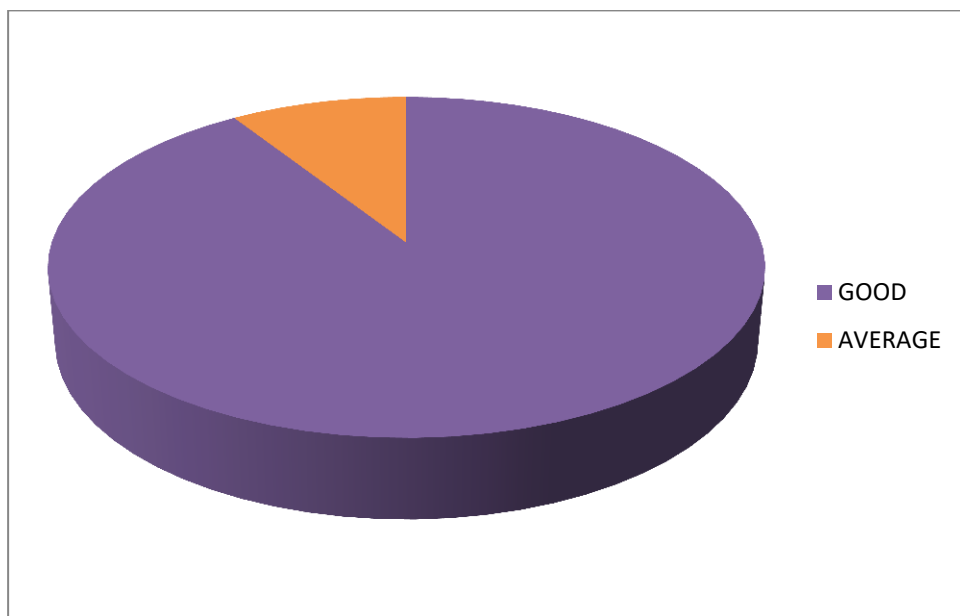


CHART 4.12 Are you comfortable to communicate supervisors ?

INTERPRETATION

In this above table 91.7% of the people responds good and 09.3% of the people responds average

INFERENCE

Majority 91.7% of the respondents are responds good in the organisation

4.1.13. HOW DO YOU RATE THE SEATING ARRANGEMENT OF THE ORGANISATION?

TABLE 4.13 HOW DO YOU RATE THE SEATING ARRANGEMENT OF THE ORGANISATION?

POPULAR	NO OF RESPONDS	% OF RESPONDS
SATISFIED	28	26.2
GOOD	57	53.3
NEUTRAL	23	21.5
TOTAL	108	100

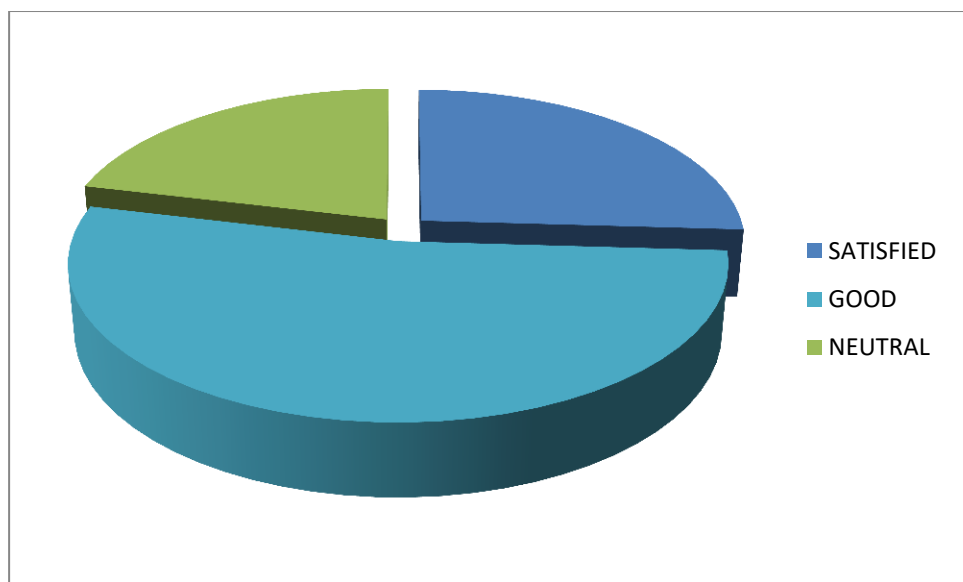


CHART 4.13 .How do you rate the seating arrangement of the organisation?

INTERPRETAION

In this above table 26.2% of the people repond satisfied, 53.3% good, 21.5% neutral,

INFERENCE

Majority 53.3% of the respondent are responds good

4.1.14. DOES WORK LEAD TO EXCESSIVE FATIGUE?

TABLE 4.14 DOES WORK LEAD TO EXCESSIVE FATIGUE?

PARTICULAR	NO OF RESPONDENTS	% OF RESPONDENT
EXCELLENT	67	62.6
GOOD	24	22.4
NEUTRAL	16	15
TOTAL	108	100



CHART 4.14 Does work lead to excessive fatigue?

INTERPRETATION

In this above table 62.6% of the respondents are respond excellent, 22.4% good and 15% neutral

INFERENCE

Majority 62.6% of the respondents are responds yes

4.1.15. DOES ORGANIZATION PROVIDE ANY SNACKS DURING WORK TIME?

TABLE 4.15 DOES ORGANIZATION PROVIDE ANY SNACKS DURING WORK TIME?

PARTICULAR	NO OF RESPONDS	% OF RESPONDS
GOOD	88	81.3
AVERAGE	2	18.7
TOTAL	108	100

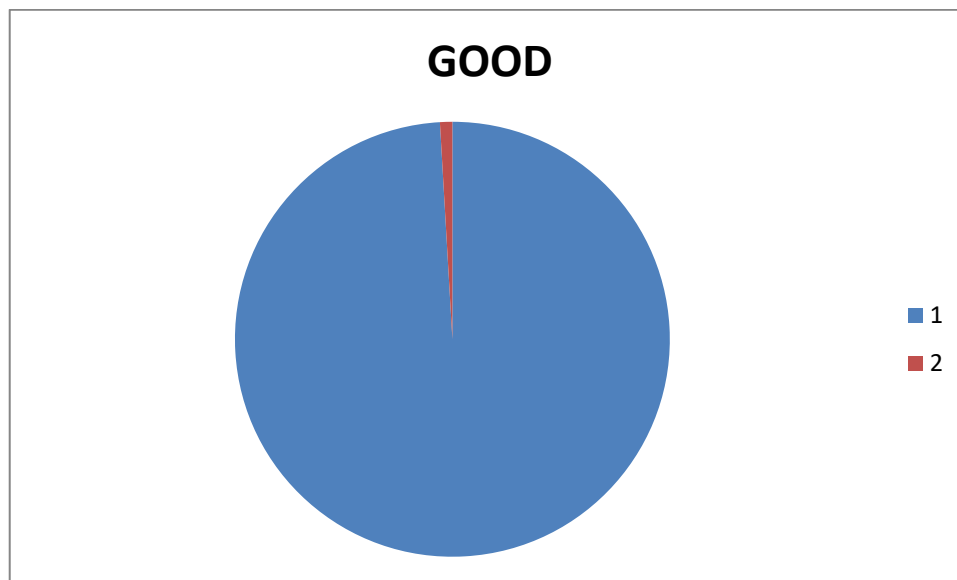


CHART 4.15 Does organization provide any snacks during work time?

INTERPRETATION

In the above table 81.3% is good and 18.7% is average

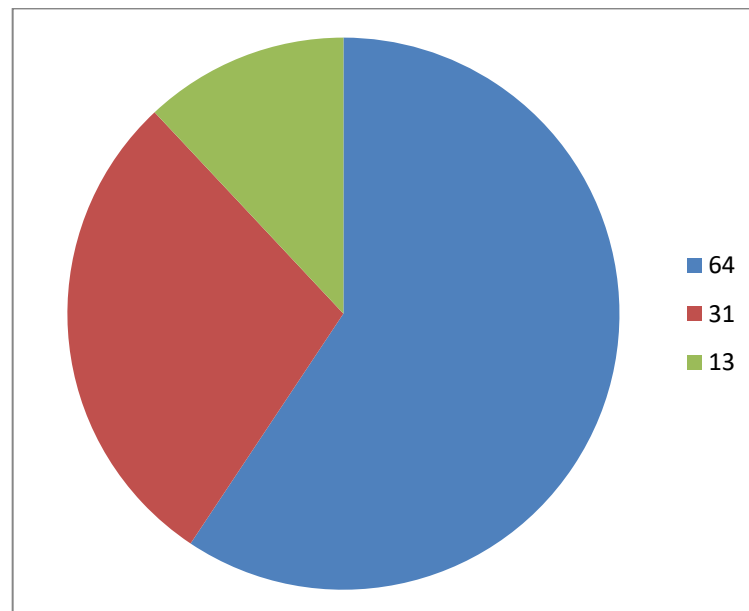
INFERENCE

Majority 81.3% of the people respond good in the organisation

4.1.16. HIGHER OFFICIAL'S BEHAVIOUR

TABEL 4.16 HIGHER OFFICIAL'S BEHAVIOUR

PARTICULAR	NO OF RESPONDS	%
Good	64	59.4
Nice to collabe	31	28.7
Neutral	13	12
Total	108	100



4.16 CHART Higher Official's behavior

INTERPRETATION

In this above table 59.4% is good , 28.7% is nice to collabe, 12% is neutral

INFERENCE

Majority 59.4% of the respondent are respond good

4.1.17. WHAT ARE THE SAFETY MEASURES ARE GIVEN BY YOUR ORRGANISATION

TABLE 4.17 WHAT ARE THE SAFETY MEASURES ARE GIVEN BY YOUR ORRGANISATION

PARTICULAR	NO OF RESPONDS	%
HAVING CCTV'S CAMERA	37	34.3%
CAMPUS BUS	35	32.4%
SURVEILLANCE SQUAD	31	28.7%
ALL OF THE ABOVE	5	4.6%
TOTAL	108	100%

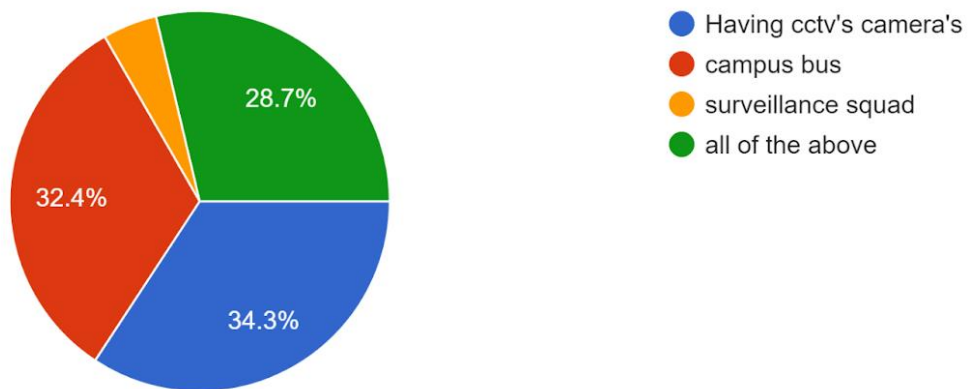


CHART 4.17 WHAT ARE THE SAFETY MEASURES ARE GIVEN BY YOUR ORRGANISATION

INTERPRETATION

In this above table 34.3% is having CCTV camera, 32.4% is campus bus, 28.7% is surveillance squad, 4.6% is all of the above.

INFERENCE

Majority 34.3% of the people respond having CCTV camera.

4.1.18. IS THEY ARE GIVING ANY FREE TIME?

Table 4.18 IS THEY ARE GIVING ANY FREE TIME?

PARTICULAR	NO OF RESPONDS	%
GOOD	92	86%
AVERAGE	15	14%
TOTAL	108	100%

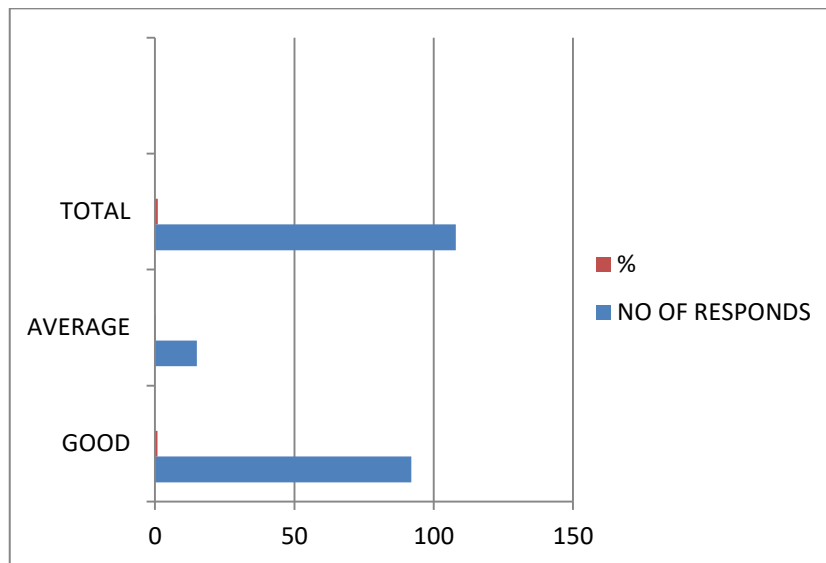


CHART 4.18 . IS THEY ARE GIVING ANY FREE TIME?

INTERPRETATION

In this above table 86% is good and 14% is average

INFERENCE

Majority 86% of the respondents are respond good

4.1.19. ARE YOU SATISFIED WITH THE MEDICAL FACILITIES PROVIDED BY THE COMPANY?

Table 4.19 ARE YOU SATISFIED WITH THE MEDICAL FACILITIES PROVIDED BY THE COMPANY?

PARTICULARS	No of responds	%
EXCELLENT	61	56.5%
GOOD	40	37%
AVERAGE	5	4.6%
Not used	2	1.9%
Total	108	100%

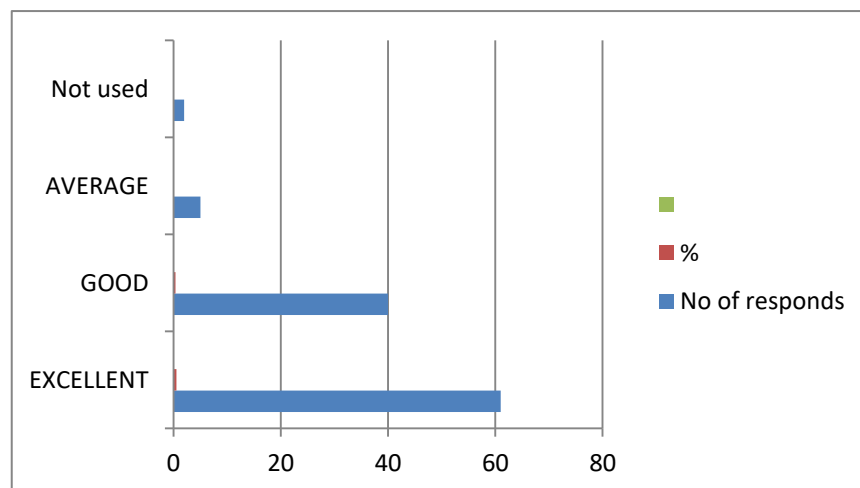


Chart 4.19 ARE YOU SATISFIED WITH THE MEDICAL FACILITIES PROVIDED BY THE COMPANY?

INTERPRETATION

In this above table 56.5% is excellent, 37% good, 4.6% is average, 1.9% is not used

INFERENCE

Majority is 56.5% of the respondents are respond excellent

4.1.20. IS THERE ANY FREE WATER SERVICES?

TABEL 4.20 IS THERE ANY FREE WATER SERVICES?

PARTICULAR	NO OF RESPONDS	%
SATISFIED	97	89.8%
AVERAGE	11	10.2%
Total	108	100%

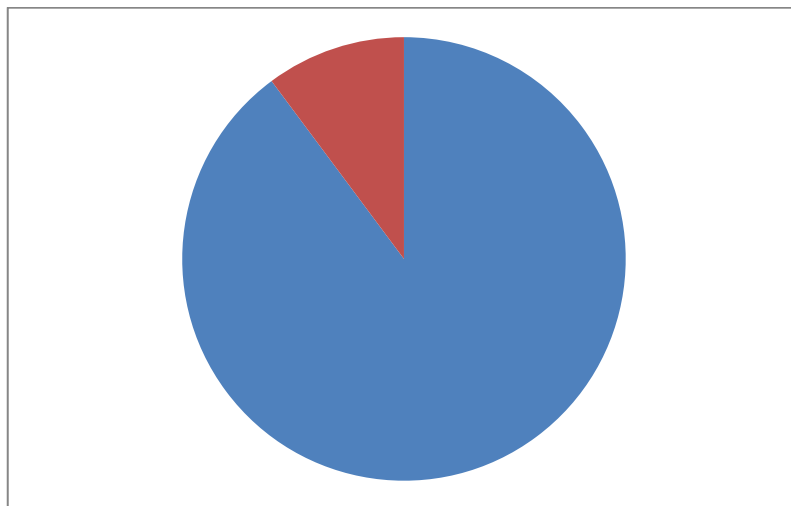


Chart 4.20 . IS THERE ANY FREE WATER SERVICES?

INTERPRETATION

In this above table 89.8% is yes and 10.2% is no

INFERENCE

Majority 89.8% of the respondents are responds yes

4.1.21. IS THEY ARE CLEANING THERE WATER TANK ?

TABEL 4.21 IS THEY ARE CLEANING THERE WATER TANK ?

PARTICULAR	NO OF RESPONDS	%
EXCELLENT	73	68.2%
GOOD	18	16.8%
AVERAGE	16	15%
Total	108	100%



Chat 4.21 . IS THEY ARE CLEANING THERE WATER TANK ?

INTERPRETATION

In this above table 68.2% is excellent, 16.8% is good and 15% is average

INFERENCE

Majority is 68.2% of the respondents are responds excellent

4.1.22. ARE YOU SATISFIED TO WORK IN THIS COMPANY?

TABEL 4.22 ARE YOU SATISFIED TO WORK IN THIS COMPANY?

PARTICULAR	NO OF RESPONDS	%
HIGHLY SATISFIED	56	56.4%
SATISFIED	34	31.5%
NEUTRAL	13	12%
TOTAL	108	100%

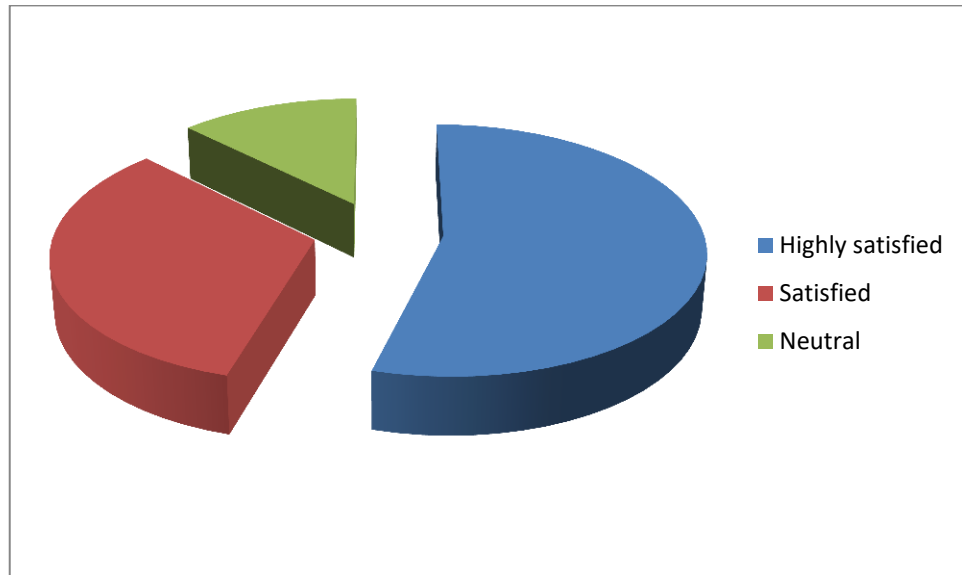


Chart 4.22 ARE YOU SATISFIED TO WORK IN THIS COMPANY?

INTERPRETATION

In this above table 56.4% is highly satisfied ,31.5% is satisfied , 12.% is neutral

INFERENCE

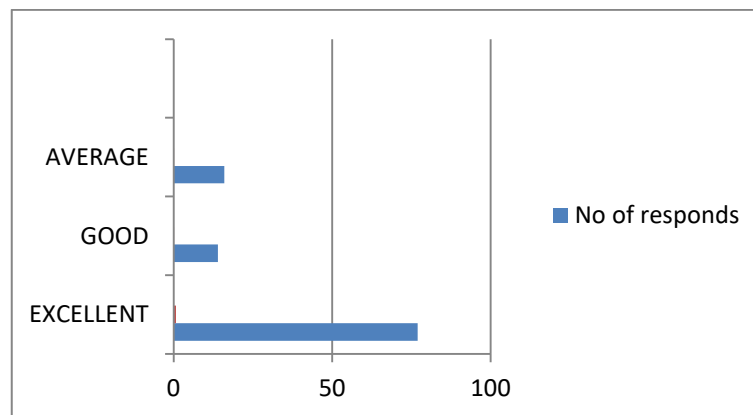
Majority 56.4% of the respondent are responds highly satisfied

4.1.23. DOES THE COMPANY ADOPT SAFETY MEASURES FOR EMPLOYEE SAFETY ?

Table 4.23 DOES THE COMPANY ADOPT SAFETY MEASURES FOR EMPLOYEE SAFETY ?

PARTICULARS	NO OF RESPONDS	% OF RESPONDS
EXCELLENT	77	72
GOOD	14	13.1
AVERAGE	16	15
TOTAL	108	100

Chart 4.23 DOES THE COMPANY ADOPT SAFETY MEASURES FOR EMPLOYEE SAFETY ?



INTERPRETATION

In this above table 72% is excellent, 13.1% is good, 15% is average

INFERENCE

Majority 72% of the respondents are respond excellent

4.1.24. ARE YOU SATISFIED WITH THE MEDICAL INSURANCE PROVIDED BY THE COMPANY ?

Table 4.24 ARE YOU SATISFIED WITH THE MEDICAL INSURANCE PROVIDED BY THE COMPANY ?

PARTICULARS	NO OF RESPONDS	%
HIGHLY SATISFIED	34	31.5
SATISFIED	60	55.6
NEUTRAL	14	13
TOTAL	108	100

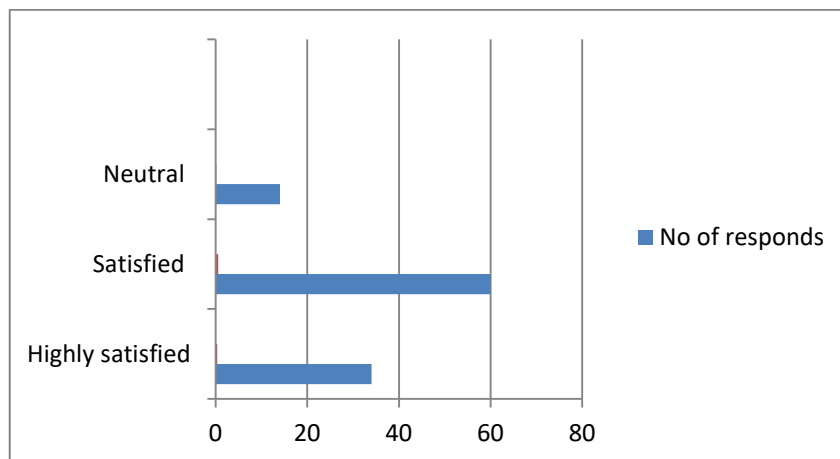


Chart 4.24 . ARE YOU SATISFIED WITH THE MEDICAL INSURANCE PROVIDED BY THE COMPANY

INTERPRETATION

In this above table 31.5% is highly satisfied , 55.6% is satisfied, 9.3% is neutral, 3.7% not satisfied

INFERENCE

Majority 55.6% of the respondent are respond highly satisfied

4.1.25. RATE THE OVERALL SATISFACTION WITH EMPLOYEE WELFARE ACTIVITIES IN THE ORGANISATION?

Table 4.25 RATE THE OVERALL SATISFACTION WITH EMPLOYEE WELFARE ACTIVITIES IN THE ORGANISATION?

RATING	NO OF RESPONDS	% OF RESPONDS
5	37	34.3
4	47	43.5
3	21	19.4
2	2	1.9
1	2	1.9
Total	108	100

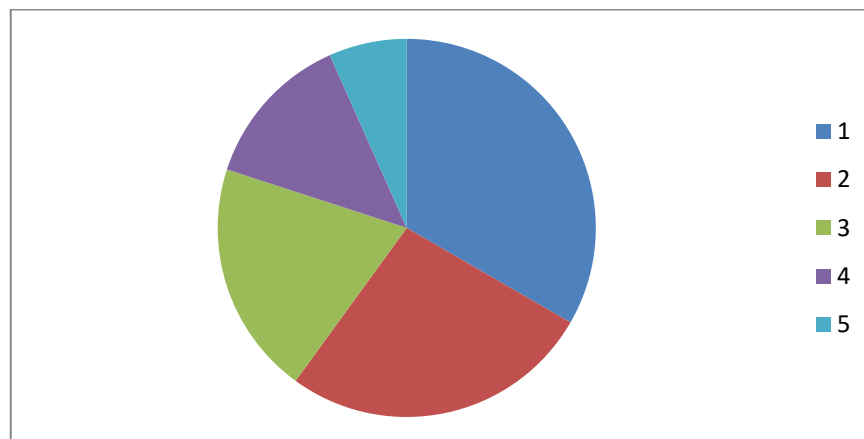


Chart 4.25 RATE THE OVERALL SATISFACTION WITH EMPLOYEE WELFARE ACTIVITIES IN THE ORGANISATION?

INTERPRETATION

In this above table 34.3% of the people respond 1, 43.5% is 2, 19.4% is 3, 1.9% is 4, 1.9 is 5

INFERENCE

Majority 43.5% of the people respond rating 4

CHAPTER 5

5.1. FINDINGS

- Majority of the respondent are male at the percentage of 100%
- Majority 55.6% of the respondent are 18-21 years people are working in the organisation
- Majority 53.7% of the respondent are getting their salary income is above 15000 in the organisation
- Majority 80.6% of the respondents are graduate in the organisation
- Majority 82.2% of the respondents are unmarried in the organisation
- Majority 79.7% of the respondents are working in the organisation from 1-2 years
- Majority 49.1% of the respondent are filled excellent about their canteen facility
- Majority 61.6% of the respondents good with their facilities in the organisation
- Majority 45.8% of the repondents are responds its drinkable
- Majority 75.7% of the people responds yes
- Majority 63.6% of the people responds good in their travels bus
- Majority 91.7% of the respondents are responds good in the organisation
- Majority 53.3% of the respondent are responds good
- Majority 62.6% of the respondents are responds yes
- Majority 81.3% of the people respond good in the organisation
- Majority 59.4% of the respondent are respond good
- Majority 34.3% of the people respond having cctv camera
- Majority 86% of the respondents are respond good
- Majority is 56.5% of the respondents are respond excellent
- Majority 89.8% of the respondents are responds yes
- Majority is 68.2% of the respondents are responds excellent
- Majority 56.4% of the respondent are responds highly satisfied
- Majority 72% of the respondents are respond excellent
- Majority 55.6% of the respondent are respond highly satisfied
- Majority 43.5% of the people respond rating 4

CHAPTER 6

6.1. SUGGESTION

- The organisation needs to consider the female workers
- The organisation needs to improve their canteen facilities because for better performance from the workers
- The organisation need to check the travel bus quality
- The organisation need to increase their employees working years
- The organisation need to enhance their lunch room for their health
- The organisation want to check the drinking water purity
- They need to set a more seating arrangements for the workers conformatability
- The organisation needs to be free with the workers for better performance

6.2. CONCLUSION

- In conclusion, prioritizing employee welfare is not just a moral obligation but also a strategic imperative for organizations. By investing in the well-being of their employees, companies can foster a positive work environment, enhance productivity, and cultivate loyalty and retention.
- Moreover, promoting employee welfare contributes to a positive corporate image, which can attract top talent and strengthen relationships with stakeholders.
- From offering competitive compensation and benefits to providing opportunities for professional development and maintaining a healthy work-life balance, organizations can create a culture that values and supports its employees.

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ANNEXURE – I

1. Gender

✓ Male

2. Age Respondent

✓ Below 18

✓ 19 to 25

✓ 25 to 30

✓ 31 to 40

✓ Above 40

3. Income

✓ Below 15000

✓ 15000 to 25000

✓ 25000 to 40000

✓ Above 40000

4. Qualification

✓ HSC

✓ SSLC

✓ Diploma

✓ Graduate

5. Marital status

- ✓ Married
- ✓ Unmarried

6. Work Experience

- ✓ 1-2 year
- ✓ 2-3 year
- ✓ 3-4 year
- ✓ Above 4 year

7. Rate the canteen facility provided by the company.

- ✓ Excellent
- ✓ Very good
- ✓ Good
- ✓ Average

8. Rate the restroom and lunch room facility provided to employees.

- ✓ Excellent
- ✓ Good
- ✓ Average

9. Are you satisfied with the drinking water facility provided by the company

- ✓ It's purity
- ✓ It's drinkable
- ✓ Average to drink

10. Is there suitable ventilation and lightening in the workplace

- ✓ Excellent
- ✓ Average

11. Rate your company's travel bus quality.

- ✓ Excellent
- ✓ Good
- ✓ Fair

12. Are you comfortable communicating supervisor

- ✓ Good
- ✓ Average

13. How do you rate the seating arrangement of the organization

- ✓ Satisfied
- ✓ Good
- ✓ Neutral

14. Does work lead to excessive fatigue

- ✓ Excellent
- ✓ Good
- ✓ Neutral

15. Does the organization provide any snacks during work time

- ✓ Good
- ✓ Average

16. How your higher official behavior

- ✓ Nice to collabe
- ✓ Good
- ✓ Neutral

17. What safety measures are given by your organization

- ✓ Having CCTV camera
- ✓ Campus bus
- ✓ Surveillance squad
- ✓ All of the above

18. Is they are giving any free time

- ✓ Good
- ✓ Average

19. Are you satisfied with the medical facilities provided by the company

- ✓ Excellent
- ✓ Good
- ✓ Average
- ✓ Not used

20. Are there any free water services

- ✓ Satisfied
- ✓ Average

21. Is they are cleaning their water tank

- ✓ Excellent
- ✓ Good
- ✓ Average

22. Are you satisfied to work in this company

- ✓ Highly satisfied
- ✓ Satisfied
- ✓ Neutral

23. Does the company adopt safety measures for employee safety

- ✓ Excellent
- ✓ Good
- ✓ Average

24. Are you satisfied with the medical insurance provided by the company

- ✓ Highly satisfied
- ✓ Satisfied
- ✓ Neutral

25. Rate the overall satisfaction with employee welfare activities in the organization.

- ✓ 5
- ✓ 4
- ✓ 3
- ✓ 2
- ✓ 1