

A STUDY ON WORKING ENVIRONMENT

Submitted in partial fulfilment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

By

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REGISTER NO : 42410204



DEPARTMENT OF BUSINESS ADMINISTRATION

SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

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

**Accredited with Grade “A” by NAAC | 12B Status by UGC | Approved by AICTE
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CHENNAI - 600 119**

Dec-2023



SATHYABAMA

**INSTITUTE OF SCIENCE AND TECHNOLOGY
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CATEGORY - 1 UNIVERSITY BY UGC**

SCHOOL OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **SUSEENDHRAN.K(42410204)** who has done the Project work entitled **A STUDY ON THE WORKING ENVIRONMENT** under my supervision from September 2023 to October 2023.

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DECLARATION

I **SUSEEBDHRAN.K (42410204)** hereby declare that the Project Report entitled “**A STUDY ON THE WORKING ENVIRONMENT** ” done by me under the guidance of **DR. GANANATH KHILLA**, is submitted in partial fulfillment of the requirements for the award of Master of Business Administration.

DATE:

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ACKNOWLEDGEMENT

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

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

I would like to express my sincere and deep sense of gratitude to my Coordinator Dr.K.Sasirekha for her undue support throughout my program. I express my gratitude to my Project Guide DR.GANANATH KHILLA for his valuable guidance, suggestions and constant encouragement paved way for the successful completion of my project work.

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

SUSEENDHRAN .K

ABSTRACT

A Good Relationship is necessary for the smooth running of any business. The term "Industrial Relations" means the relationship between employers and employees, A good communication between an employer and its employees is imperative for building a positive work place culture. In order to improve the work performance, an employee must receive feedback, both positive and critical. Gratitude and Appreciation is very important. Discipline that benefits the company and the employees, Employers will treat their employees with respect and vice versa if they all want to succeed and achieve goals. Spending a time with the employees, listening to employees is important. The negative effects of employer -employee relation, an employer who fails to understand issues concerning his employees might not achieve long-term success in his enterprise. Some business fears in giving their employees too much buying in power. The negative effects show up in three ways in particular. Primary data were collected with the help of the structured questionnaire from the employee of centwin textile mill. The sample size considered for the study was 100. The tools for the analysis include Chi square test and percentage analysis.

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CHAPTER 1

1.1 Introduction

Royal Enfield is a renowned brand known for its high-quality motorcycles. The company has a rich history dating back to 1901, and its motorcycles are revered by enthusiasts worldwide. As the company continues to grow and expand, it's crucial to examine the working environment of the organization and understand how it affects the company's overall performance.

A positive working environment is essential for any organization's success. It not only boosts employee morale and job satisfaction but also leads to increased productivity and better retention rates. The working environment encompasses various factors such as physical, social, and organizational aspects that shape the workplace culture. It also includes the organization's policies, procedures, and practices that impact the employees' day-to-day experience.

This study aims to analyze the working environment in Royal Enfield and evaluate its impact on employee performance and organizational outcomes. The research will examine the physical, social, and organizational aspects of the workplace and assess their influence on the employees' job satisfaction, motivation, and engagement. The study will also examine the organization's policies and procedures, such as training and development programs, employee benefits, and work-life balance, and evaluate their impact on employee retention and productivity.

The findings of this study will provide valuable insights into the working environment of Royal Enfield and help the company improve its workplace culture to enhance employee performance and organizational outcomes.

Definition Of Working Environment:

According to Edgar Schein, a renowned organizational psychologist, "The working environment is a set of factors surrounding an individual's work that can affect their motivation, job satisfaction, and performance. These factors can be physical, social, or cultural in nature and include things like the physical layout of the workspace, the relationships between coworkers, and the organizational culture."

Schein stresses that the working environment has a significant impact on an employee's

well-being and job satisfaction. Therefore, creating a positive working environment that addresses the needs of employees and promotes their engagement and motivation is critical to the success of any organization.

Evolution the working environment:

The working environment is a crucial factor in determining the productivity and job satisfaction of a team. A positive and comfortable workspace can have many benefits, including reducing stress levels, increasing collaboration, and promoting work-life balance. To create an effective working environment, it is important to consider factors such as physical comfort, a positive atmosphere, training and development opportunities, collaboration, wellness programs, and fostering a sense of purpose. By prioritizing these factors and regularly seeking feedback from your team, you can create a workspace that is conducive to creativity, productivity, and job satisfaction. Ultimately, investing in the working environment can pay dividends in the form of a motivated and engaged team that can deliver outstanding results for your project.

Nature and scope for working environment:

Nature:

- Royal Enfield's working environment emphasizes innovation, collaboration, a focus on quality, and diversity and inclusion.
- Employees are encouraged to think creatively and to work together to produce high- quality motorcycles.

Scope:

- The scope of Royal Enfield's working environment includes the physical workspace, the culture and values of the company, and management practices.
- Royal Enfield invests in creating comfortable workspaces and a culture that supports employee development and engagement.

Importance of working environment:

- A positive working environment is important in Royal Enfield as it can lead to higher employee satisfaction, motivation, and retention rates.
- Royal Enfield's commitment to creating a supportive and innovative working environment can help to foster creativity, teamwork, and collaboration among employees.
- A safe and healthy working environment is important in Royal Enfield as it can promote employee well-being and reduce the risk of accidents and injuries.

The working environment is important in Royal Enfield as it can help to build a strong brand image and reputation, attract and retain talented employees, and ultimately contribute to the company's success.

Types Of Working Environment



:

1. Manufacturing Environment:

This type of working environment is where automobiles are manufactured. It typically involves large factories and assembly lines where employees work with machinery, tools, and heavy equipment to assemble vehicles.

2. Research and development environment:

This type of working environment is where new designs and technologies for automobiles are developed. Employees work in laboratories and testing facilities to develop new ideas, conduct experiments, and test prototypes.

3. Sales environment:

This type of working environment is where automobiles are sold to customers. Employees work in dealerships, showrooms, or other sales outlets to assist customers with purchasing vehicles.

4. Service and repair environment

This type of working environment is where automobiles are serviced and repaired. Employees work in garages, service centers, or repair shops to diagnose and fix mechanical problems, replace parts, and perform routine maintenance

5. Design environment:

This type of working environment is where automobile designers work to create the look and feel of new vehicles. Employees work with computer-aided design (CAD) software to create 3D models of new vehicle designs.

6. Logistics environment:

This type of working environment is where automobiles are transported and distributed to dealerships and customers. Employees work in warehouses, shipping centers, or transportation companies to manage the supply chain and ensure timely delivery of vehicles.

1,2INDUSTRY PROFILE

AUTOMOBILE INDUSTRY AN OVERVIEW:

In India, as in many other countries, the auto industry is one of the largest industries. It is one of the key sectors of the economy. The industry comprises of automobile and the auto components sectors and encompasses commercial vehicles, multi utility vehicles, passenger cars, two-wheelers, three-wheelers, tractors and related auto components. The industry has shown great advances since delicensing and opening up of the sector to foreign direct investment (FDI) in 1993. It has deep forward and backward linkages with the rest of the economy, and hence, has a strong multiplier effect. This results in the auto industry being the driver of economic growth and India is keen to use it as a lever of accelerated growth in the country.

Since the first car rolled out on the streets of Mumbai (then Bombay) in 1898, the Automobile Industry of India has come a long way. During its early stages the auto industry was overlooked by the then Government and the policies were also not favorable. The liberalization policy and various tax reliefs by the Govt. of India in recent years have made remarkable impacts on Indian Automobile Industry, which is currently growing at the pace of around 25% per annum, has become a hot destination for global auto players like Volvo, General Motors, Ford, Hyundai, Tata motors and other big players who are emerging slowly.

Today Indian automotive industry is fully capable of producing various kinds of vehicles and can be divided into 03 broad categories: Cars, two-wheelers and heavy vehicles. A well-developed transportation system plays a key role in the development of an economy, and India is no exception to it. With the growth of transportation system, the Automotive Industry of India is also growing at rapid speed, occupying an important place on the 'canvas' of Indian economy.

During the early stages of its development, Indian automobile industry heavily depended on foreign technologies. However, over the years, the manufacturers in India have started using their own technology evolved in the native soil. The thriving market place in the country has attracted a number of automobile manufacturers including some of the reputed global leaders to set their foot in the soil looking forward to enhance their profile and prospects to new heights.

At present about 75 percent of India's automobile industry is made up by small cars, with the figures ranking the nation on top of any other country on the globe. Over the next two or three years, the country is expecting the arrival of more than a dozen new brands making compact car models.

EVOLUTION OF THE AUTOMOBILE INDUSTRY IN INDIA

In India, since the early 1940s when the auto industry rolled out first passenger car, its significance in the economy has progressively increased. However, from its early days until the mid-1980s for two-wheelers and LCVs, and until the early 1990s for passenger cars, the focus of development of the automotive industry has been on import substitution. The current low penetration levels in India in all three segments of the industry, namely commercial vehicles, passenger cars and two wheelers and under-exploitation of the potential of this industry to foster.

The growth of the economy have resulted in the auto industry contributing a relatively low (nearly 5 per cent) share of industrial output in India compared to the 8-10 per cent range in other developing countries such as Mexico and Brazil and much higher (15-17 per cent range) in developed countries such as the United States and Germany. Even the share of employment is low at 2.5 per cent for the auto industry in India compared to 3-7 per cent in developing countries and around 15 per cent in mature economies.

The economic liberalization that dawned in India in the year 1991 has succeeded in bringing about a sustained growth in the automotive production sector triggered by enhanced competitiveness and relaxed restrictions prevailing in the India soil. A number of Indian automobile manufacturers including Tata Motors, Maruti Suzuki, Mahindra and Mahindra, and TVS motors have dramatically and internationally to attain its rightful place in the world trade. A global recession for last two year notwithstanding, the industry has shown appreciable resilience and adjusted to the challenges of the environment.

There are at present 13 manufacturers of passenger cars and multi utility vehicles, 7 manufacturers of commercial vehicles, 11 of 2 or 3 wheelers and 10 tractors besides 4 manufacturers of engines. The industry has an investment of a sum exceeding US\$ 10 billion. During 1999-2000 the turnover of the automotive industry as a whole was US\$ 12.5 billion approximately. The industry employs 500,000 people

directly and more than 10 million people indirectly and is now inhabited by global majors in keen competition.

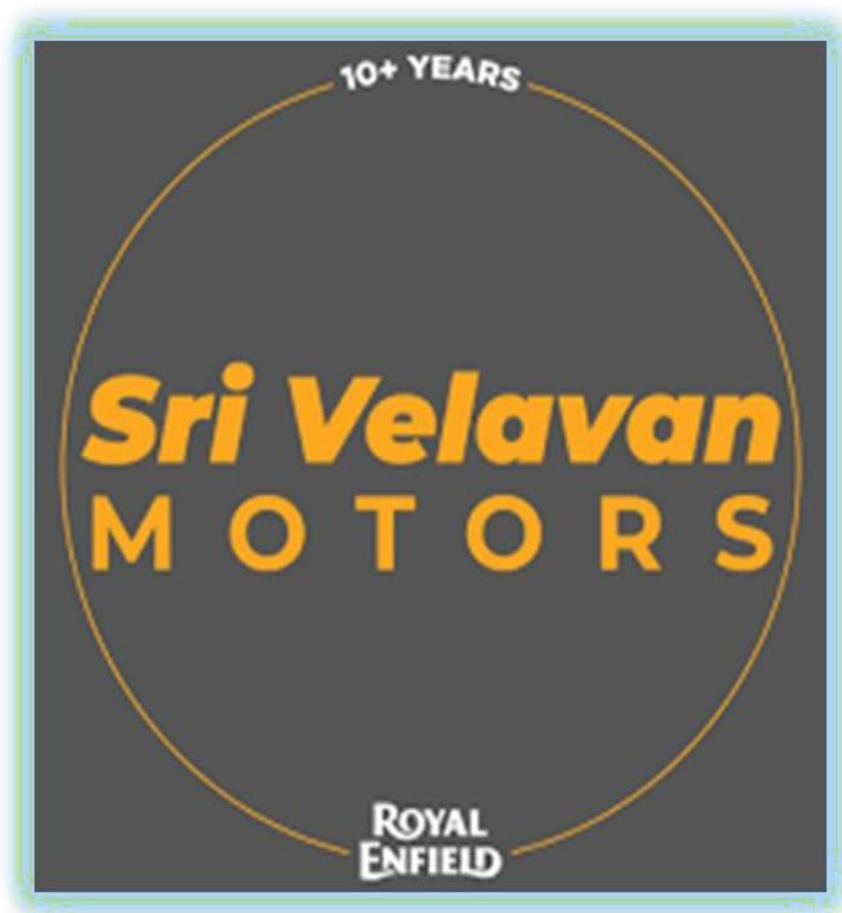
The Automobile industry in India is the seventh largest in the world with an annual production of over 2.6 million units in 2009. In 2009, India emerged as Asia's fourth largest exporter of automobiles, behind Japan, South Korea and Thailand. By 2050, the country is expected to top the world in car volume with approximately 611 million vehicles on the nation's roads. Indian automobile industry has matured in last few years and offers differentiated products for different segments of the society. It is currently making inroads into the rural middle class market after its inroads into the urban markets and rural rich.

In the recent years Indian automobile sector has witnessed a slew of investments. India is on every major automobile player's radar. Indian automobile industry is also fast becoming an outsourcing hub for automobile companies worldwide, as indicated by the zooming automobile exports from the country. Due to rapid economic growth and higher disposable income it is believed that the success story of the Indian automobile industry is not going to end soon. A number of Indian automobile manufacturers including Tata Motors, Maruti Suzuki, Mahindra and Mahindra, and TVS motors have dramatically and internationally to attain its rightful place in the world trade. A global recession for last two year notwithstanding, the industry has shown appreciable resilience and adjusted to the challenges of the environment. Automobile industry in India also received an unintended boost from stringent government auto emission regulations over the past few years. This ensured that vehicles produced in India conformed to the standards of the developed world

FACTS ABOUT THE AUTOMOBILE INDUSTRY:

- India is being recognized as potential emerging auto market.
- Foreign players are adding to their investments in India auto industry.
- Within two-wheelers, motorcycles contribute 80% of the segment size.
- Unlike the USA, the Indian passenger vehicle market is dominated by cars (79%).
- Tata Motors dominates over 60% of the Indian commercial vehicle market.
- 2/3rd of auto component production is consumed directly by OEMs.
- India is the largest three-wheeler market in the world.
- India is the largest two-wheeler manufacturer in the world.
- India is the second largest tractor manufacturer in the world
- India is the fifth largest commercial vehicle manufacturer in the world.
- The number one global motorcycle manufacturer is in India.
- India is the fourth largest car market in Asia - recently crossed the 1 million marks.

1.3 COMPANY PROFILE



Sri Velavan Motors Private Limited is a Private incorporated on 15 March 2017. It is classified as non-govt company and is registered at Registrar of Companies, Chennai. Its authorized share capital is Rs. 6,100,000 and its paid-up capital is Rs. 6,100,000. It is involved in Sale, maintenance and repair of motorcycles and related parts and accessories. Sri Velavan Motors Private Limited's Annual General Meeting (AGM) was last held on 31 December 2020 and as per records from Ministry of Corporate Affairs (MCA), its balance sheet was last filed on 31 March 2020. Current status of Sri Velavan Motors Private Limited is - Active. Directors of Sri Velavan Motors Private Limited are Selvaraj Prabhu and Hariram Prithviraj Kasangathaperumal. Sri Velavan Motors Private Limited's Corporate Identification Number is (CIN) U50404TN2017PTC115476 and its registration number is 115476. Its Email address is purchase@velavanmotors.com and its registered address is No.5, Arcot Road, Alwarthiru Nagar, Chennai TN 600087 IN.

COMPANY DETAILS:

INDUSTRY NAME	SRI VELAVAN MOTORS PRIVATE LIMITED
COMPANY NAME (DEALERSHIP)	ROYAL ENFIELD
DIRECTORS	SELVARAJ PRABHU & HARIRAM PRITHVIRAJ KASAN GATHAPERUMAL
FOUNDED	2008
DATE OF INCORPORATION	15 TH MARCH 2017
AGE OF COMPANY	6 YEARS
INDUSTRY	AUTOMOBILES
HEADQUATERS	CHENNAI, TAMILNADU
BRANCHES	SHOWROOM & SERVICE CEENTER
TYPE	PRIVATELY HELD
CLASS OF COMPANY	PRIVATE
CIN	<u>U50404TN2017PTC115476</u>
ROC	ROC CHENNAI

REGISTRATION NUMBER	115476
COMPANY CATEGORY	COMMPANY LIIMITED BY SHARES
COMPANY SUB CATEGORY	NON-GOVT COMPANY
AUTHORIZED SHARE CAPITAL	RS.6,100,000
PAID UP CAPITAL	RS.6,100,000
COMPANY SIZE	51-200 EMPLOYES
ACTIVITY	Sale, maintenance and repair of motorcycles and related parts and accessories
E-MAIL	<u>purchase@velavanmotors.com</u>
WEBSITE	<u>http://velavanmotors.com</u> & https://www.royalenfield.com/
SOCIAL MEDIA	SRI VELAVAN MOTORS
CONTACT NUMBER	04424761902
ADDRESS	No.5, Arcot Road, Alwarthiru Nagar, Chennai Chennai TN 600087 IN

ROYAL ENFIELD

INTRODCTION:

Royal Enfield was a brand name under which The Enfield Cycle Company Limited of Redditch, Worcestershire sold motorcycles, bicycles, lawnmowers and stationary engines which they had manufactured. Enfield Cycle Company also used the brand name Enfield without Royal.

The first Royal Enfield motorcycle was built in 1901. The Enfield Cycle Company is responsible for the design and original production of the Royal Enfield Bullet, the longest-lived motorcycle design in history.

Enfield's remaining motorcycle business became part of Norton Villiers in 1967 and that business closed in 1978. A former subsidiary continues to manufacture Royal Enfield motorcycles in India.

HISTORY:

George Townsend set up a business in 1851 in Redditch making sewing needles. In 1882 his son, also named George, started making components for cycle manufacturers including saddles and forks. By 1886 complete bicycles were being sold under the names Townsend and Ecossais. This business suffered a financial collapse in 1891. rious losses in their newly floated Enfield Autocar business Eadie Manufacturing and its pedal cycle component business was absorbed by BSA. Years later the BSA chairman was to tell shareholders the acquisition had "done wonders for the cycle department". Eadie still retained a separate identity when Raleigh bought BSA's cycle interests in 1957.

ENFEILD:

Eadie had won contract to supply precision parts for fire arms to the government long established royal small arms factory at Enfield ,Middlesex, now the London borough of Enfield with its offshoot in Sparkbrook and had assumed the brand name Royal Enfield.[citation needed] In 1896 they also incorporated a new subsidiary company, The New Enfield Cycle Company Limited, to handle much of the cycle work and in 1897 Enfield making complete cycles as well parts for other assemblers took all the cycle assembly work from Eadie.

Enfield diversified into motor cycles, 1901 and motor cars, 1902. The motor department was put into a separate subsidiary, Enfield Autocar Company Limited incorporated in 1906 and established in new works at Hunt End, Redditch.[10] However Enfield Autocar after just 19 months reported a substantial loss and, aside from Eadie himself, shareholders were unwilling to provide more capital so in early 1907 Eadie sold his control of Eadie Manufacturing to BSA. Albert Eadie and Robert Walker Smith had been appointed directors of BSA before the proposed sale has been put to shareholders. The new combined BSA and Eadie business manufactured "military and sporting rifles, (pedal) cycle and cycle components, motor-cars etc. BSA and Eadie cycle specialities". But there were still minority Eadie shareholders alongside BSA in 1957.

In 1955, Enfield Cycle Company partnered with Madras Motors in India in forming Enfield of India, based in Chennai, and started assembling the 350cc Royal Enfield Bullet motorcycle in Madras. The first machines were assembled from components imported from England. Starting in 1957, Enfield of India acquired the machines necessary to build components in India, and by 1962 all components were made in India.



FORMER TYPE	PUBLIC LISTED COMPANY
INDUSTRY	MOTORCYCLES , BICYCLES & LAWNMOWER S
SUCCESSOR	ROYAL ENFIELD (INDIA)
FOUNDED	1981
FOUNDER	❖ ALBERT EADIE ❖ ROBERT WALKER SMITH
DEFUNCT	1971
HEADQUATERS	REDDITCH & WORCESTERSHIR E

KEY PEOPLE	ALBERT EADIE ROBERT WALKER SMITH FRANK WALKER SMITH
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PRODUCTS	ROYAL ENFIELD CLIPPER, CRUSADER, BULLET, INTERCEPTOR, WD\RE, SUPER METOR
WEBSITE	www.royalenfield.com

About Royal Enfield:

Royal Enfield is an Indian motorcycle company which has created a huge impact in the automobile industry. Royal Enfield has been able to create an image in the market such that by its name only every consumer creates an image of a luxurious, strong motorcycle. Royal Enfield have been manufacturing the classic automobiles like Bullet, Electra, and Thunderbird series from 1909. Royal Enfield is also distinctive in its logo with a cannon and a tagline of "Made like a gun". This logo shows the heritage of the Enfield Company. Vehicles manufactured under Royal Enfield are prevalent for tough looks, incomparable dependability and enormous power.

Royal Enfield Achievements & Awards:

- Royal Enfield overtook top world brand Harley Davidson in terms of sales: approximately 3,00,000 units were sold by Royal Enfield in 2014 as compared to 2,67,000 sold by Harley Davidson.
- Royal Enfield sales jumped up to 43 percent in January 2015.
- Royal Enfield made profits worth Rs. 558 crore in 2014.
- Royal Enfield Thunderbird 500 was given the 2012 Enthusiast Motorcycle 250cc -500cc award.
- Royal Enfield Thunderbird was conferred with "Motorcycle of the Year award for above 250cc category in 2013.
- Royal Enfield won the 2012-13 Motorcycle Manufacturer of the Year award.
- Royal Enfield Continental GT garnered "Indian Motorcycle of the Year award in 2014.
- Bullet Classic CS was bestowed upon Best Bike (Metric-Stock) at the Bearly Cruzin Classic Car and Motorcycle Show in Arizona, USA, in 2009.

1.4 OBJECTIVE OF THE STUDY:

Primary objective:

- To evaluate the impact of the working environment on employee performance in Royal Enfield.

Secondary objectives:

- To identify the most important factors that contribute to employee satisfaction with their working environment in Royal Enfield.
- To assess the relationship between employee engagement and productivity in Royal Enfield.

To make recommendations for improving the working environment in Royal Enfield based on the findings of the study

1.5 SCOPE OF THE STUDY

- The study will examine the current working environment at Royal Enfield and identify areas for improvement.
- The study will investigate various aspects of the working environment, including physical environment, work culture, safety measures, job satisfaction, and employee benefits.
- The outcome of the study will help Royal Enfield create a better working environment, resulting in higher employee engagement, job satisfaction, and overall organizational success

1.6 NEEDS OF THE STUDY

- Safety measures and procedures to protect employees from accidents and injuries.
- Workload management and job demands placed on employees, including work-related stress levels.
- Communication channels between employees and management, including opportunities for feedback and overall communication culture.
- Employee engagement and motivation efforts, such as recognition and rewards programs, career development opportunities, and involvement in decision-making processes.
- Diversity and inclusion policies and practices, including hiring and promotion practices and overall company culture and atmosphere.

1.7 LIMITATION OF THE STUDY

- The study is limited to the employees who participated in the research and may not reflect the experiences and perceptions of all employees at Royal Enfield.
- The study may be influenced by researcher bias or the limited scope of the research methods used, such as the sample size or the survey questions.
- The study may not capture the dynamic nature of the working environment, as the conditions and atmosphere may change over time.
- The study may be limited by the accessibility of information, as some data may not be available or accessible due to confidentiality or other restrictions.
- The study may be impacted by external factors, such as economic or industry trends, that may affect the working environment at Royal Enfield.

CHAPTER -2

REVIEW OF LITERATURE:

1. Rafia Hasan Taheri (2020/12/14)

Nowadays, different organizations and institutions are passing through challenges due to the fact of the working environment. For better job satisfaction working environment is considered as the prime factor to be considered by the employers. To keep the steady upward growth of the institutions it is mandatory to keep the efficiency, effectiveness, productivity of the employees by providing different facilities. And, working environment is the most crucial demand of the employees. Therefore, providing better working environment is also the prime concern of the organizations or institutions to maintain the steady workforce for the business to run. The objectives of this study are to understand the impact of working environment on job satisfaction by the quantitative and qualitative analysis of contributing characters. Data collections were done through a well-constructed questionnaire. The contributing populations were from two organizations named Department of Agricultural Extension and Bangladesh Rural Electrification Board. The sampling was done specifically from the one of the districts in Bangladesh. The study showed significant impacts of working environment on job satisfaction. As, without providing better facilities organizations can't run properly, whereas-working environment is the prime concerning issue of the employee. Therefore, this study concluded as for the better job satisfaction working environment needs to be focused.

2. Md Kamaruzzaman & Guovuan He (2019/1/3)

A pink isolate (QT5-19) of *Botrytis cinerea* was compared with three gray isolates of *B. cinerea* for growth and morphogenesis on potato dextrose agar (PDA), and for pathogenicity on tobacco. A double-stranded (ds) RNA mycovirus infecting QT5-19 was identified based on its genome feature and morphology of the virus particles. The results showed that QT5-19 grew rapidly and established flourishing colonies as the gray isolates did. However, it is different from the gray isolates, as it failed to produce conidia and sclerotia as the gray isolates did. QT5-19 hardly infected tobacco, whereas the gray isolates aggressively infected tobacco. Two dsRNAs were detected in QT5-19, dsRNA 1 and dsRNA 2, were deduced to encode two polypeptides with homology to viral RNA-

dependent RNA polymerase (RdRp) and coat protein (CP), respectively.

Phylogenetic analysis of the amino acid sequences of RdRp and CP indicated that the two dsRNAs represent the genome of a novel partitivirus in the genus Alphapartitivirus, designated here as *Botrytis cinerea* partitivirus 2 (BcPV2). BcPV2 in QT5-19 was successfully transmitted to the three gray isolates through hyphal contact. The resulting BcPV2-infected derivatives showed rapid growth on PDA with defects in conidiogenesis and sclerogenesis, and hypovirulence on tobacco. This study suggests that BcPV2 is closely associated with hypovirulence of *B. cinerea*.

1. Md Kamaruzzaman & Ang Lyu (2020/3/1)

This study determined the competitive saprophytic ability (CSA) of the hypovirulent isolate QT5-19 of *Botrytis cinerea* on potato dextrose agar (PDA) at 20 °C. Meanwhile, importance of the QT5-19 CSA in biocontrol against virulent isolates of *B. cinerea* and *Sclerotinia sclerotiorum* (a close relative of *B. cinerea*), and the mechanisms for the QT5-19 CSA were elucidated. The results showed that QT5-19 had higher CSA than the virulent isolates 08168 (*B. cinerea*) and EP-1PNA367 (*S. sclerotiorum*) on potato dextrose agar. The hyphal fragments of QT5-19 exhibited an effective suppression against infection of leaves of oilseed rape by the hyphae of the two virulent fungal pathogens through competition. QT5-19 was detected to be able to produce volatile organic compounds (VOCs) with antifungal activity against *B. cinerea* and *S. sclerotiorum*, whereas the VOCs from the virulent isolate RoseBc-3 of *B. cinerea* had no ...

2. Mabel Akosua Hoedoafia. Imoro Braimah (2016)

Women owned enterprises have limited access to capital as traditional banks shy away from them due to the high risk associated with lending to SMEs. Hence, several Microfinance Institutions (MFIs) sprung up with the aim of providing credit to SMEs especially women entrepreneurs. In this paper, the effect of microcredit from these MFIs on profitability of women owned SMEs is examined with data from 199 women entrepreneurs in the Tamale Metropolis of Ghana. The enterprises were randomly selected from five Microfinance

Phylogenetic analysis of the amino acid sequences of RdRp and CP indicated that the two dsRNAs represent the genome of a novel partitivirus in the genus Alphapartitivirus, designated here as *Botrytis cinerea* partitivirus 2 (BcPV2). BcPV2 in QT5-19 was successfully transmitted to the three gray isolates through hyphal contact. The resulting BcPV2-infected derivatives showed rapid growth on PDA with defects in conidiogenesis and sclerogenesis, and hypovirulence on tobacco. This study suggests that BcPV2 is closely associated with hypovirulence of *B. cinerea*.

3. Md Kamaruzzaman & Ang Lyu (2020/3/1)

This study determined the competitive saprophytic ability (CSA) of the hypovirulent isolate QT5-19 of *Botrytis cinerea* on potato dextrose agar (PDA) at 20 °C. Meanwhile, importance of the QT5-19 CSA in biocontrol against virulent isolates of *B. cinerea* and *Sclerotinia sclerotiorum* (a close relative of *B. cinerea*), and the mechanisms for the QT5-19 CSA were elucidated. The results showed that QT5-19 had higher CSA than the virulent isolates 08168 (*B. cinerea*) and EP-1PNA367 (*S. sclerotiorum*) on potato dextrose agar. The hyphal fragments of QT5-19 exhibited an effective suppression against infection of leaves of oilseed rape by the hyphae of the two virulent fungal pathogens through competition. QT5-19 was detected to be able to produce volatile organic compounds (VOCs) with antifungal activity against *B. cinerea* and *S. sclerotiorum*, whereas the VOCs from the virulent isolate RoseBc-3 of *B. cinerea* had no ...

4. Mabel Akosua Hoedoafia. Imoro Braimah (2016)

Women owned enterprises have limited access to capital as traditional banks shy away from them due to the high risk associated with lending to SMEs. Hence, several Microfinance Institutions (MFIs) sprung up with the aim of providing credit to SMEs especially women entrepreneurs. In this paper, the effect of microcredit from these MFIs on profitability of women owned SMEs is examined with data from 199 women entrepreneurs in the Tamale Metropolis of Ghana. The enterprises were randomly selected from five Microfinance

5. Mabel Hoedoafia (2020/3/31)

The private sector is deemed as an engine of growth. As such, many developing countries including Ghana have sought to develop the private sector to propel the growth

of their economies. This notwithstanding, much has not been done to examine the effects of such efforts on the productivity of firms in relation to trade reforms in the context of the private sector. This paper contributes to the trade literature by examining how tariffs affect the productivity of manufacturing firms in Ghana's private sector using firm-level data from 1991 to 2001. In the first step, productivity is estimated via the Levisohn-Petrin approach in order to correct for the well-known simultaneity and selection biases. In the second step, the effect of tariffs on the derived productivity is analysed. The findings suggest that lower tariffs are associated with a decline in the productivity of Ghanaian private firms in the manufacturing sector

6. Hana Hamidi, Abg Izhar Abg Ahmad (2019/9/30)

A positive working environment is vital in ensuring employee productivity to avoid unnecessary stress to the employees thus affecting their work performances. There are several working environment factors that contributed towards job satisfaction. Hence, this study aimed to investigate the relationship between the working environment and employee performance based on five dimensions of the working environment. The quantitative survey design was utilized in this study and data were collected by using questionnaires. The respondents of this study were administrators from different departments in a local municipality located in Kuching. The data were analysed by using Pearson's Correlation Analysis to measure the relationship between the variables. The finding shows there is a significant relationship between the working environment and employee performance. Support from supervisor was found to be the dominant variables in ensuring a positive working environment.

7. Florianna Lendai Michael, Hana Hamidi, Siti Mariam Abdullah (2018/11/1)

Work-related accidents is a controversial topic in Malaysia as evidenced by the increased number of occupational accidents throughout the years. The purpose of this research is to examine the relationship between management practices and safety performance in an organization. The four management practices investigated are (a) training, (b) management commitment, (c) communication and feedback, and (d) employee involvement.

The most effective safety practice is also identified. The data was collected at a manufacturing company located in Shah Alam, Malaysia using closed-ended questionnaire. 95 respondents from the production line were involved in this study. The result found that training had a very weak relationship to the safety performance while the management commitment, as well as the communication and feedback, revealed to have a weak impact on safety performance. On the other hand, the analysis showed that employee involvement is the most effective safety practice to the safety performance, as it had a moderate impact on safety performance.

**8. ROWENA GLORIANA GEORGE, VICTORIA JONATHAN, FLORIANNA LENDAI
MICHAEL (2020/5/30)**

The objective of this study is to identify the relationship between task characteristics (variety of skills, task identity, task significance, autonomy, feedback) and employee engagement. The study was conducted in a healthcare service in Sabah. A self-administered questionnaire was used to collect data by using convenience sampling. A total of 78 respondents participated in the study. Data was analyzed using Spearman Correlation. The results revealed a significant and positive relationship between task characteristics (variety of skills, task identity, task significance, autonomy, feedback) and employee engagement in the studied organization. This has important implications to employers. It is recommended that managers, HRD practitioners and supervisors employees with more challenging tasks, autonomy and feedback from time to time. Moreover, work designs should include how the tasks may improve employee identity and significance.

9 Chin Hong Neoh, Zainura Zainon Noor (2017/4/7)

This chapter reviews the current state of research for the integrated membrane bioreactor (MBR) system with other technologies for wastewater treatment and help to sustain the treatment process itself. The valorization of wastewater in integrated MBR would reduce pollution and importantly open a new source of energy. Advanced oxidation processes (AOPs) and electrocoagulation were found to be effective for wastewater treatment and reuse as they are able to produce a high quality of effluent. Integrated MBR with anaerobic digestion is considered the "zero" concept for MBR, targeting the effective treatment of wastewater and recovery of energy and materials. The combination of the MBR-microbial fuel cell (MFC) system offers a convincing option for wastewater treatment and energy recovery. The interesting engineering characteristics of integrated MBR have great potential to play an important role in ...

10 Florianna Lendai Michael, Shanti Faridah Salleh (2021/12/24)

Malaysia has reiterated its commitment to support and implement the 2030 Agenda for Sustainable Development and its 17 Sustainable Development Goals (SDGs). The commitment of Malaysia is evident as it embedded the SDGs into its National Plan. This chapter discusses the 2030 Agenda which serves as Malaysia's collective blueprint to achieve a better and more sustainable future for all. Institutional mechanisms and structures were established to implement and monitor the 2030 Agenda. The continuous adaptation of SDG into the National Planning can be seen in Malaysia's 11th National Plan and 12th National Plan where its strategic plan includes the alignment of SDG and national development is realized through a mapping exercise which involves the integration of the national development plan's action plans, initiatives, and outcomes to the SDGs' goals, targets, and indicators.

11.C Maizan, LM Florianna, H Hamidi (2019/9/30)

Leaders affect employees' performance in the organization by their leadership style, which is dependent to the degree of favor by their followers. It is vital for the organization to identify the most effective leadership styles which will boost performance in the organization. This research studied the type of leadership trait most preferred in the telecommunication sector. This qualitative study used the Full Range Leadership Model to identify and suggest the preferred traits of a leader. The sampling method used was purposive. Interview guides were used as the research tool. A total of six (6) informants were interviewed. The results showed transformational leadership style is the most preferred by all the informants as the employees found that the traits of the transformational leader bring more positive impacts on their work performance.

12.Florianna Lendai Michael Venmathy Samanaseh (2022/10/13)

Various scenario classifications apply in an attempt to make the field of future studies easier to outline. This paper discusses the appropriateness of various creating, coordinating, and consistency procedures for creating specific emission scenarios in environmental assessments. The intuitive logics, story and simulation (SAS), social, technological, economic, environmental and political (STEEP), and La prospective models approaches are the five emission scenarios discussed in the paper analytically with their stages, storylines, steps, and building analysis. Every scenario method was examined and sorted into its separate benefits and limitations. Subsequently, the study selected the appropriate technique of emission scenario in environmental assessment with fulfilled scenario planning to deliver constructive scenarios. The study helps the aspiring designers by providing the fundamental guidance on the ...

13. Florianna Lendai Michael, Shanti Faridah Salleh, Ernisa Marzuki (2021/8/12)

The COVID-19 pandemic has altered the landscape of the education domain. It affects the way we teach, the way we learn, and imposes novel obstacles in the way institutions of higher learning conventionally manage themselves. While all students in higher learning institutions would certainly feel the impact, there is a need to focus on the experience of international students. In an effort to combat the pandemic, Malaysia has issued a directive for Movement Control Order (MCO), starting 18 March 2020. Amongst others, this directive directly affected all universities in the country. This study aims to explore the impact of COVID-19 amongst the international students in a higher education institution in Sarawak, Malaysia. Data was gathered via an online questionnaire adapted from the QS Survey Report 2020 on COVID-19. 2019/8The students expressed deep concerns about the impact of the pandemic on their exams and classes and preferred reassurance in terms of updates on information related to academic matters.

14. Johnny Dyreborg, Peter Hasle (2020/9/1)

Certified occupational health and safety management systems (COHSMS) after Occupational Health and Safety Assessment Series (OHSAS) 18001 is now widely applied and the application thereof can be expected to grow considerably, with the publication of the new International Organization for Standardization (ISO) 45001. During the last decade a growing body of research has provided results on many aspects of such management systems, though an overview of the results has so far been lacking. We address this gap in the research with a realist review of the mechanisms of OHS management systems. After a thorough literature search 18 papers with empirical studies qualified for the review. We used a realist synthesis procedure to analyze for program theories and secondly to analyze for context-mechanism-outcome (CMO) configurations. The analysis of the OHSAS 18001 standard shows three program ...

15. Peter Hasle, Rikke Seim, Bjarke Refslund (2019/8)

The role of occupational health and safety representatives is changing. A study in 60 Danish enterprises indicates that representation, and especially negotiation on behalf of colleagues, has diminished. The work environment is mainstreamed in many enterprises and is rarely an area of conflict. The role of OHS representatives has accordingly changed to focus on solving specific problems in the workplace as an integrated part of daily operations. Both management and colleagues consider the OHS representatives as a resource that can be utilized to manage the work environment. The consequences of this development for the employees may be a stronger joint management-employee effort to improve the work environment, but also management domination and an accordingly weaker employee voice in some companies.

16. Pernille Hohnen, Peter Hasle (2018/11/1)

Occupational health and safety management (OHSM) systems certified according to OHSAS 18,001 are gaining importance. A key element in OHSAS 18,001 is third party audits. Psychosocial risks are only briefly mentioned in the standard, and the question therefore remains whether audits in practice cover these risks to a sufficient extent. The article provides a first answer to this question through a study of the whole value chain from accreditation of certification bureaus to the subsequent audits and workplace reactions. The results indicate that the accreditation body pays limited attention to psychosocial risks. Furthermore, auditors are often uncertain as to how they should handle such risks. As a consequence, although auditors may pin point psychosocial work environment issues, auditing practices do not ensure a consistent and encompassing coverage of these issues in their audit reports. Of particular concern ...

17. Sisse Grøn, Bjarke Refslund (2017/9/1)

In spite of many years' efforts, it is difficult to prove substantial improvements of the work environment and policymakers are continuously searching for new efficient strategies. This paper examines the concept of orchestration of work environment programs, based on an empirical analysis of recent Danish policy. Orchestration is a strategy where different stakeholders and activities are integrated into a unified program aimed at a specific target group. The analysis includes three policy cases, supplemented

with two company case studies. The research shows a move toward a more governance type of regulation, which is not only emerging in network but also includes more explicitly orchestrated policy programs. The stakeholders participate in the network with different interests and the orchestration of work environment policies is therefore built on a platform of regulation, as it is especially important for employers and unions as key stakeholders in order to accept these shared policies.

18. Peter Hasle, Bjarke Refslund (2018/9/13)

Intermediaries have been suggested as a potential source for improving Occupational Health and Safety (OHS) in small businesses (SBs), because SB due to their sheer number and limited managerial and financial resources typically have weak OHS management and higher occupational risks. SB furthermore typically has a reactive approach to OHS and do not seek out OHS assistance on their own. We propose, based on a large comparative study of SB and intermediaries, a general typology for intermediaries in relation to SB, and further, discuss the implications for preventive strategies in SB. We argue that there is a strong potential for improving OHS by including various intermediaries, however, the inclusion is not enough in itself. The interests of the intermediaries and the OHS improvement must be aligned, and the efforts across various intermediaries should be orchestrated among the key actors to ...

Christian Uhrenholdt Madsen, Sannie Vester Thorsen, Peter Hasle (2022/8/1)

Certified occupational health and safety management systems (COHSMSs) continue to grow in popularity and to diffuse to new industries. This study investigated differences in occupational health and safety efforts between adopters and non-adopters of COHSMSs. We used cross-sectional survey data from 4,202 Danish workplaces from all sectors to compare self-reported occupational health and safety efforts in workplaces with a COHSMS and workplaces without a COHSMS. The 'systematic process-related OHS efforts' and 'content-related OHS efforts' were scored on five and seven scales, respectively, for both adopters and non-adopters. The results of linear regression analysis revealed significantly lower score values for non-adopters than for adopters of COHSMSs, which means certified workplaces perform better than non-certified workplaces in both

process-related and content-related OHS activities.

19. Pawel Korzynski & Andrzej Krzyszto (2021)

Contrary to the previous leadership theories, which focus on specific and narrow aspects of leadership such as employee characteristics, leader's authenticity, or boundary spanning, the bounded leadership theory is a broad and complex concept. It takes simultaneously many constraints, which are related to activities on an individual, team, organization, and stakeholder level. This study applies the bounded leadership theory to analyze the leadership constraints as the mediator of the relationship between leadership competencies and effectiveness. Our findings show that leaders' competencies are not enough for them to be effective. Specific competencies enable leaders to overcome the set of constraints and then to increase their effectiveness.

CHAPTER -3

RESEARCH METHODOLOGY

3.1 RESEARCH:

- Research is defined as the creation of new knowledge and/or the use of existing knowledge in a new and creative way so as to generate new concepts, methodologies and understandings.
- It Involves collection, organization and analysis of information to increase understanding of a topic.
- A research project may be an expansion on past work in the field.

RESEARCH METHODOLOGY:

- Research methodology is a way of explaining how a researcher intends to carry out their research. It's a logical, systematic plan to resolve a research problem. A methodology details a researcher's approach to the research to ensure reliable, valid results that address their aims and objectives.
- It's a logical systematic plan to resolve a research problem.
- A methodology details a researchers approach to the research to ensure reliable, valid results that address their aims and objectives

3.2 RESEARCH DESIGN:

- Research design is a blueprint of a scientific study. It includes research methodologies, tools, and techniques to conduct the research. It helps to identify and address the problem that may rise during the process of research and analysis.
- The design that is chosen by the researchers allow them to utilize the methods that are suitable for the study and to set up their studies successfully in the future as well.

DESCRIPTIVE RESEARCH DESIGN:

- Descriptive research design is a powerful tool used by scientists and researchers to gather information about a particular group or phenomenon. This type of research provides a detailed and accurate picture of the characteristics and behaviors of a particular population or subject.
- Unlike in experimental research, the researcher does not control or manipulate any of the variables, but only observes and measures them
- Descriptive research design is a type of research design that aims to obtain information to systematically describes a situation or population.

SAMPLE:

A sample is a set of population

POPULATION:

- A population is a complete set of people with a specialized set of characteristics, and a sample is a subset of the population. The usual criteria we use in defining population are geographic.
- Collecting the samples of the questions from the employees in Sri Velavan Motors Pvt Lmt.

SURVEY:

- The collection of information from a sample of individuals through their responses to questions.
- This type of research allows for a variety of methods to collect data, and utilize various methods of instrumentation.

3.3 SAMPLE SIZE:

- Sample size refers to the number of participants or observations included in a study. This number is usually represented by n. The size of a sample influences two statistical properties:
- The Sample size is 118 at Sri Velavan Motors pvt lmt.

SURVEY AREA:

- The Sampling area is Sri Velavan Motors pvt lmt in alwarthirunagar.

PERIOD OF STUDY:

- The Research was conducted for a period of 4 months from Jan 2023 to May 2023

3.4 SOURCES OF DATA:

- A data source is the location where data that is being used originates from
- A data source may be the initial location where data is born or where physical information is first digitized.

DATA COLLECTION:

- It is the process of gathering and measuring information on variables of interests in an established systematic fashion that enables one to answer stated research questions, test hypothesis and evaluate outcomes.

Two types of data collection:

- ✓ Primary Data
- ✓ Secondary Data

Primary Data:

- Data that has been generated by the researcher herself, Surveys, case studies, Interviews and Questionnaires designed for understanding and solving the research problem at hand.
- Data was collected through the questionnaire method.

Secondary Data:

- Those are already been collected by someone else. The Secondary data are collected by analysing various materials like company profile, magazines, Journals, past records, reports and websites.

3.5 Tools Used for Data Collection:

ANOVA:

Analysis of variance (ANOVA) is a collection of statistical models and their associated estimation procedures (such as the "variation" among and between groups) used to analyse the differences among group means in a sample. One-way Anova compares the means of two or more independent groups in order to determine whether the statistical evidence that the associated population means are significantly different. It is a parametric test.

FORMULA FOR ONE WAY ANOVA

F-statistics or F-ratio:

$$F = \text{MSB} / \text{MSW}$$

In this formula,

F-coefficient of ANOVA

MSB Mean sum of squares between the groups
MSW-Mean sum of squares within groups

ASSUMPTIONS:

- The results of a one-way ANOVA can be considered reliable as long as the following assumptions are met:
- Response variable residuals are normally distributed (or approximately normally distributed)
- Variances of populations are equal.
- Responses for a given group are independent and identically distributed normal random variables (not a simple random sample (SRS)).

WEIGHTED AVERAGE COST METHOD:

Average cost method assigns a cost to inventory items based on the total cost of goods purchased or produced in a period divided by the total number of items purchased or produced. Average cost method is also known as weighted-average method. Average cost method uses a simple average of all similar items in inventory, regardless of purchase date, followed by a count of final inventory items at the end of an accounting period. Multiplying the average cost per item by the final inventory count gives the company a figure for the cost of goods available for sale at that point. The same average cost is also applied to the number of items sold in the previous accounting period to determine the COGS.

FORMULA FOR WEIGHTED AVERAGE METHOD:

Formula for weighted average method,

$$\bar{x} = \frac{\sum wx}{\sum w}$$

where,

- a) 'X' represents the weighted arithmetic mean.
- b) 'x' represents the variable values i.e., $X_1, X_2, X_3, \dots, X_n$.
- c) 'W' represents the weighted attached to variable values W_1, W_2, W_3, W_n
 - Multiply the weighted by the variable
 - Divide this total by sum of the weights

ASSUMPTIONS OF WEIGHTED AVERAGE METHOD:

The weighted-average cost flow assumption is a costing method that is used to assign costs to inventory and the cost of goods sold. Under this approach, the cost of goods available for sale is divided by the number of units produced in the period to arrive at an average cost per unit. This amount is then assigned to the units sold in the period and the units remaining in stock. This method is only used when the periodic inventory system is in place.

CORRELATION:

The correlation coefficient describes how one variable moves in relation to another. A positive correlation indicates that the two move in the same direction, with a value of 1 denoting a perfect positive correlation. A value of -1 shows a perfect negative, or inverse, correlation, while zero means no linear correlation exists.

Example:

- $r = 0.7$ to 1 suggests a strong relationship
- $r = 0.3$ to 0.7 suggest the moderate relationship

➤ r equal to less than 0.3 is a weak relationship

Calculate correlation co-efficient

The correlation coefficient is calculated by determining the covariance of the variables and dividing that number by the product of those variables' standard deviation

CHAPTER- 4

DATA ANALYSIS AND INTERPRETATION

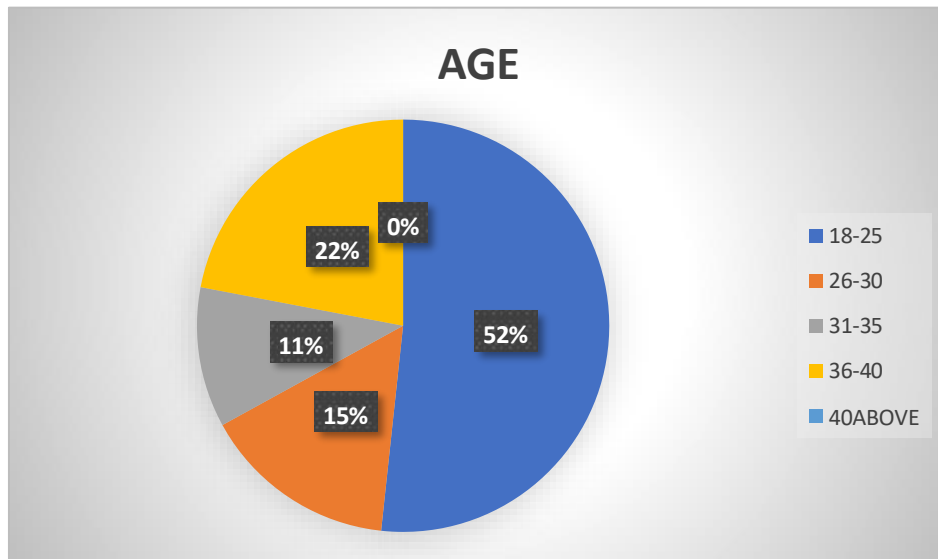
TABLE-1

4.1 CLASSIFICATION BASED ON AGE OF THE RESPONDENTS

S.NO	PARTICULARS	NO.OF. RESPONDENCE	PERCENTAGE
1	18-25	61	51.7%
2	26-30	18	15.3%
3	31-35	13	11%
4	36-40	26	22%
5	40 ABOVE	0	0%
	TOTAL	118	100

CHART-1

4.1 CHART SHOWING AGE OF THE RESPONDENCE



INFERENCE:

From the above table it is inferred that 52% of the respondents age is between 18-25, 15% of the respondents age is between 26-30, 11% of the respondents age is between 31-35, 22% of the respondents age is between 36-40. 0% of the respondents age is between 40above.

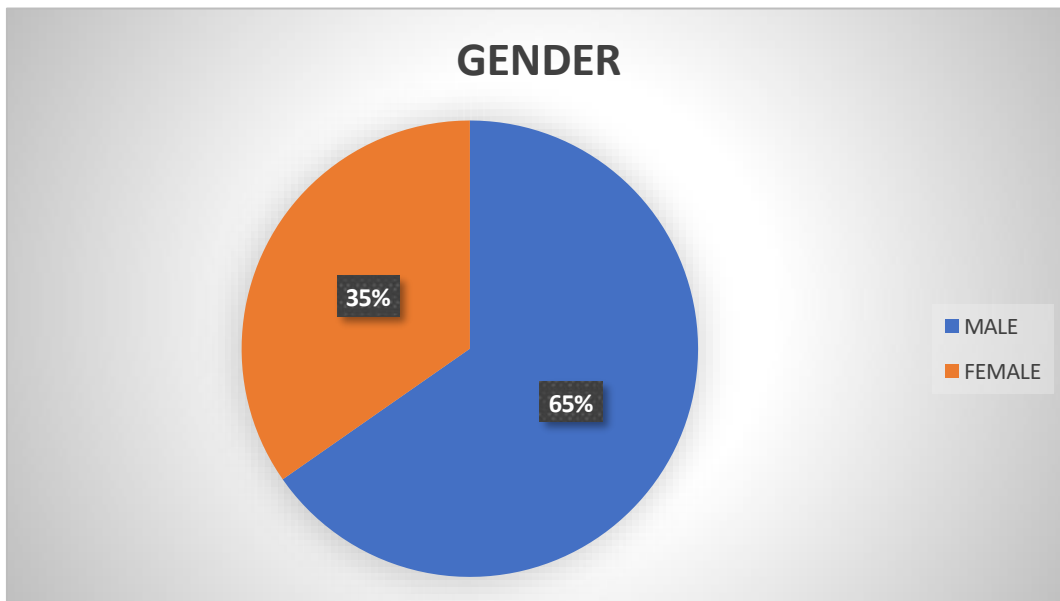
TABLE-2

4.2 CLASSIFICATION BASED ON GENDER

S.NO	PARTICULARS	NO.OF. RESPONDENCE	PERCENTAGE
1	MALE	77	65.3
2	FEMALE	41	34.7
	TOTAL	118	100

CHART-2

4.2 CHART SHOWING GENDER OF THE RESPONDENCE



INFERENCE:

From the above table it is inferred that 65% of the respondents are Male and 35% of the respondents are Females.

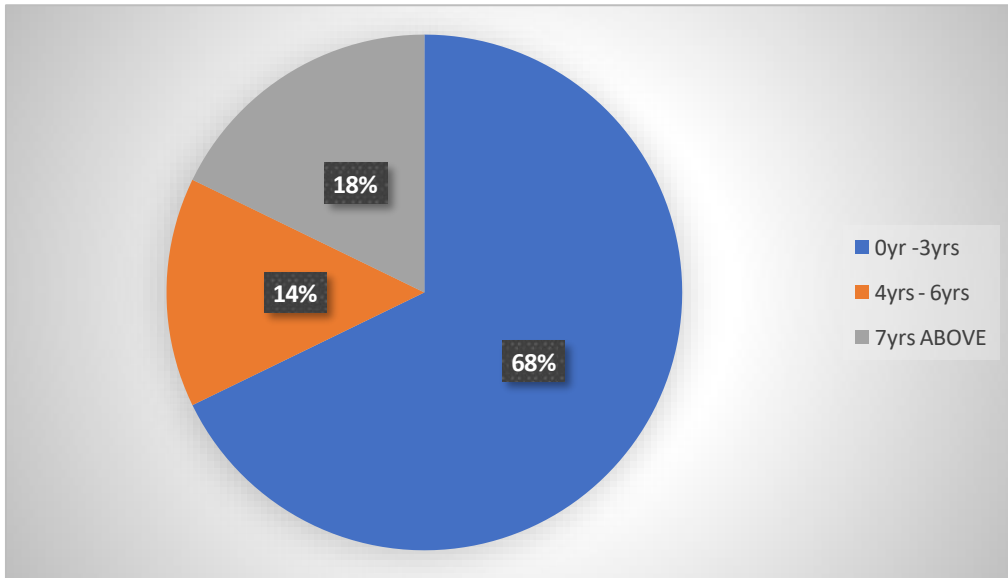
TABLE-3

4.3 CLASSIFICATION BASED ON WORK EXPERIENCE

S.NO	PARTICULARS	NO.OF. RESPONDENCE	PERCENTAGE
1	0-3	80	67.8%
2	4-6	17	14.4%
3	7ABOVE	21	17.8%
	TOTAL	118	100

CHART-3

4.3 CHART SHOWING WORK EXPERIENCE OF THE RESPONDENCE



INFERENCE:

From the above table it is inferred that 68% of the respondents age is between 0-3yrs, 14% of the respondents age is between 4-6yrs, 18% of the respondents age is between 7yrs above.

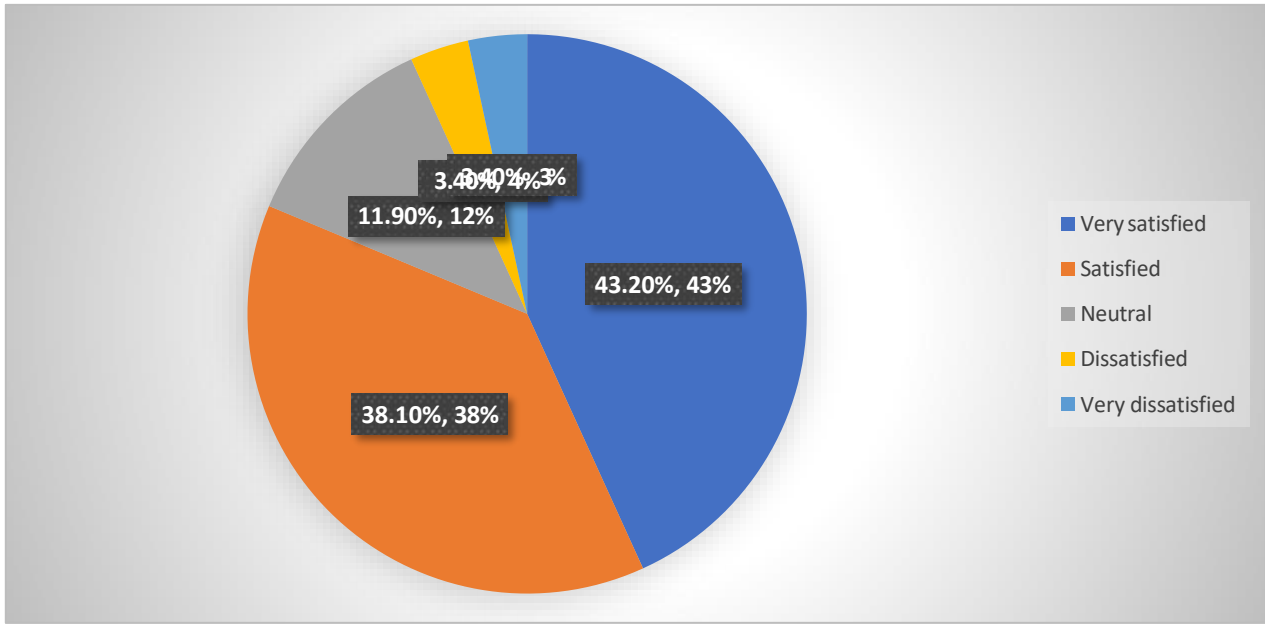
TABLE-4

**4.4 CLASSIFICATION UNDER HOW SATISFIED ARE YOU WITH THE OVERALL
WORK ENVIRONMENT AT ROYAL ENFIELD**

S.NO	PARTICULARS	NO.OF. RESPONDENCE	PERCENTAGE
1	Very satisfied	51	43.2%
2	Satisfied	45	38.1%
3	Neutral	14	11.9%
4	Dissatisfied	4	3.4%
5	Very dissatisfied	4	3.4%
	TOTAL	118	100

CHART-4

**4.4 CHART UNDER HOW SATISFIED ARE YOU WITH THE OVERALL WORK
ENVIRONMENT AT ROYAL ENFIELD**



INFERENCE:

From the above table it is inferred that 43.20% of the respondents of Very satisfied, 38.10% of the respondents of Satisfied, 11.90% of the respondents of Neutral, 3.40% of the respondents of Dissatisfied, 3.40% of the respondents of Very dissatisfied above.

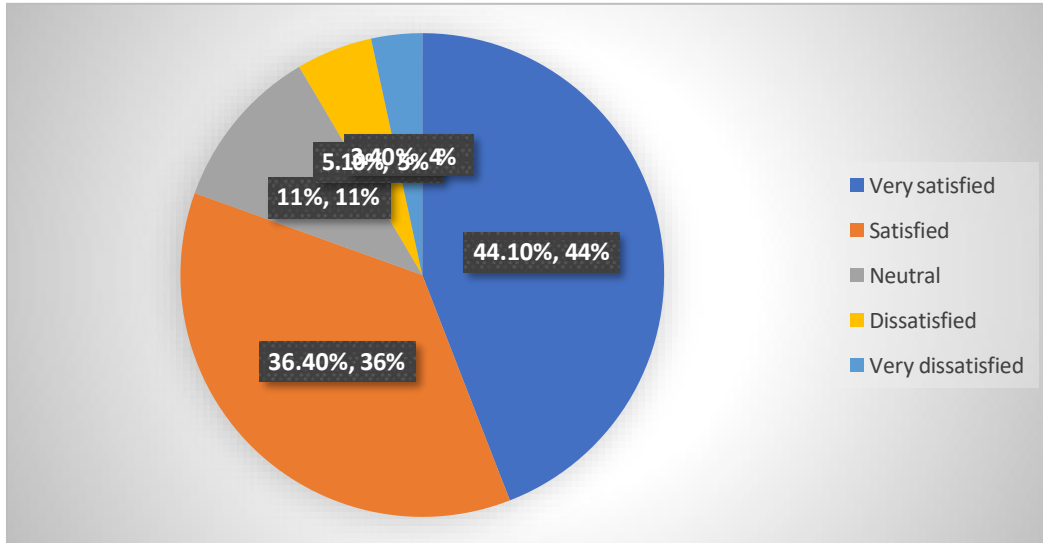
TABLE-5

4.5 CLASSIFICATION UNDER HOW SATISFIED ARE YOU WITH THE OPPURTUNITIES FOR CAREER GROWTH AND DEVELPOMENT AT ROYAL ENFIELD

S.NO	PARTICULARS	NO.OF. RESPONDENCE	PERCENTAGE
1	Very satisfied	52	44.1%
2	Satisfied	43	36.4%
3	Neutral	13	11%
4	Dissatisfied	6	5.1%
5	Very dissatisfied	4	3.4%
	TOTAL	118	100

CHART-5

4.5 CHART UNDER HOW SATISFIED ARE YOU WITH THE OPPURTUNITIES FOR CAREER GROWTH AND DEVELPOMENT AT ROYAL ENFIELD



INFERENCE:

From the above table it is inferred that 43.2% of the respondents of Very satisfied, 36.40% of the respondents of Satisfied, 11% of the respondents of Neutral, 5.10% of the respondents of Dissatisfied, 3.40% of the respondents of Very dissatisfied above.

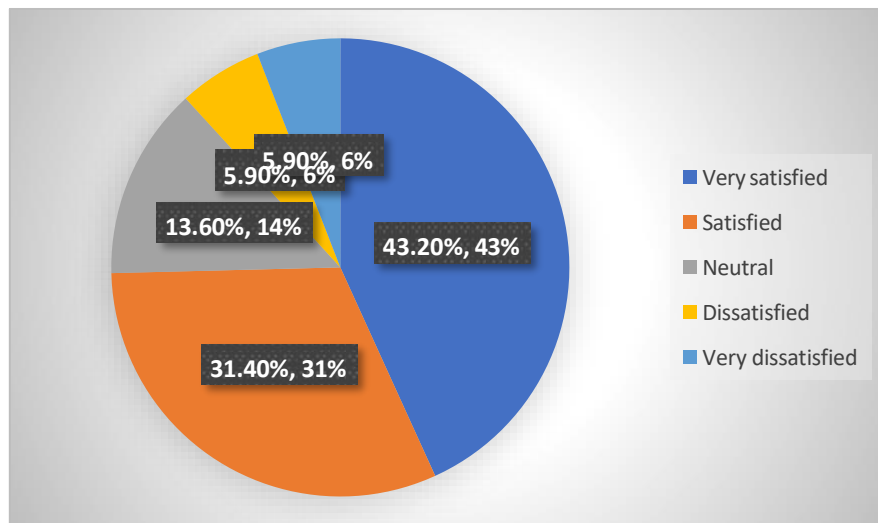
TABLE-6

4.6 CLASSIFICATION UNDER HOW SATISFIED ARE YOU WITH THE LEVEL OF AUTONOMY AND DECISION-MAKING AUTHORITY YOU HAVE IN YOUR JOB AT ROYAL ENFIELD

S.NO	PARTICULARS	NO.OF. RESPONDENCE	PERCENTAGE
1	Very satisfied	51	43.2%
2	Satisfied	37	31.4%
3	Neutral	16	13.6%
4	Dissatisfied	7	5.9%
5	Very dissatisfied	7	5.9%
	TOTAL	118	100

CHART-6

4.6 CLASSIFICATION UNDER HOW SATISFIED ARE YOU WITH THE LEVEL OF AUTONOMY AND DECISION-MAKING AUTHORITY YOU HAVE IN YOUR JOB AT ROYAL ENFIELD



INFERENCE:

From the above table it is inferred that 43.20% of the respondents of Very satisfied, 31.40% of the respondents of Satisfied, 13.60% of the respondents of Neutral, 5.90% of the respondents of Dissatisfied, 5.90% of the respondents of Very dissatisfied above.

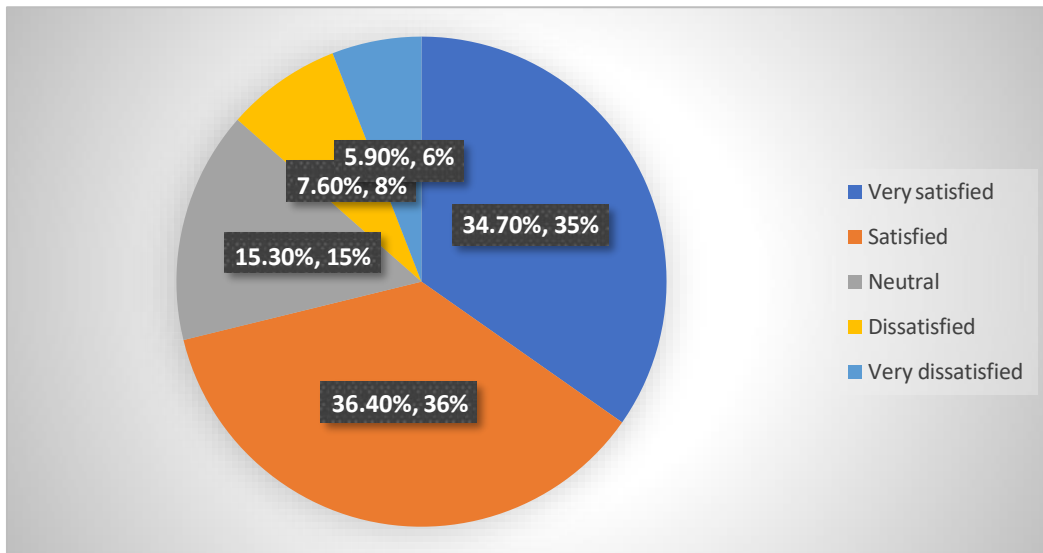
TABLE-7

**4.7 CLASSIFICATION UNDER HOW SATISFIED ARE YOU WITH THE
COMPENSATION AND BENEFITS PACKAGE AT ROYAL ENFIELD**

S.NO	PARTICULARS	NO.OF. RESPONDENCE	PERCENTAGE
1	Very satisfied	41	34.7%
2	Satisfied	43	36.4%
3	Neutral	18	15.3%
4	Dissatisfied	9	7.6%
5	Very dissatisfied	7	5.9%
	TOTAL	118	100

CHART-7

**4.7 CHART UNDER HOW SATISFIED ARE YOU WITH THE COMPENSATION AND
BENEFITS PACKAGE AT ROYAL ENFIELD**



INFERENCE:

From the above table it is inferred that 34.70% of the respondents of Very satisfied, 36.40% of the respondents of Satisfied, 15.30% of the respondents of Neutral, 7.60% of the respondents of Dissatisfied, 5.90% of the respondents of Very dissatisfied above.

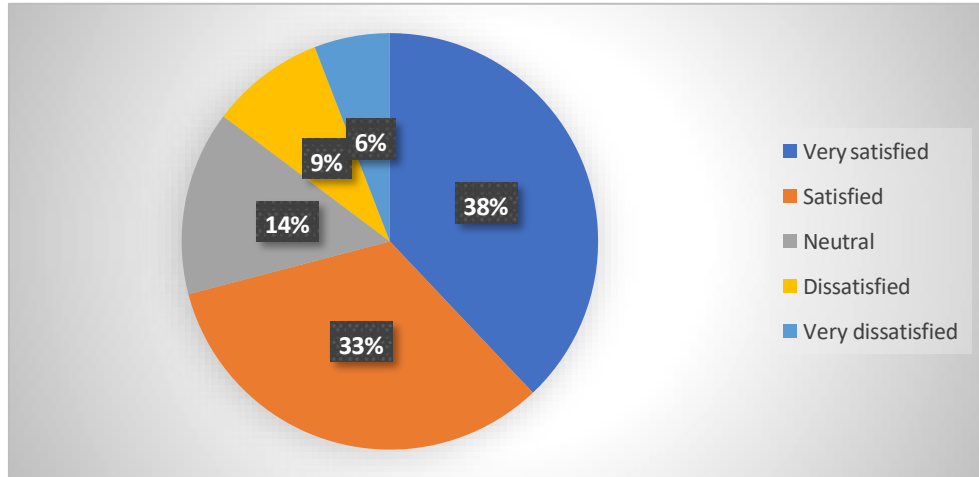
TABLE-8

4.8 CLASSIFICATION UNDER HOW SATISFIED ARE YOU WITH THE OPPORTUNITES FOR WORK RELATED TRAINING AND DEVELOPMENT AT ROYAL ENFIELD

S.NO	PARTICULARS	NO.OF. RESPONDENCE	PERCENTAGE
1	Very satisfied	45	38.1%
2	Satisfied	39	33.1%
3	Neutral	17	14.4%
4	Dissatisfied	10	8.9%
5	Very dissatisfied	7	5.9%
	TOTAL	118	100

CHART-8

4.8 CHART UNDER HOW SATISFIED ARE YOU WITH THE OPPORTUNITES FOR WORK RELATED TRAINING AND DEVELOPMENT AT ROYAL ENFIELD



INFERENCE:

From the above table it is inferred that 38.1% of the respondents of Very satisfied, 33.1% of the respondents of Satisfied, 14.4% of the respondents of Neutral, 9% of the respondents of Dissatisfied, 6% of the respondents of Very dissatisfied above.

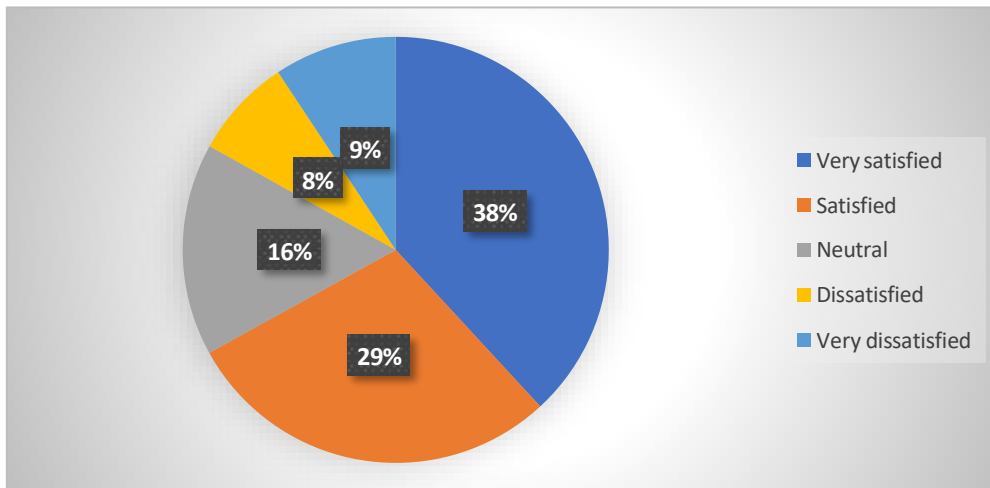
TABLE-9

**4.9 CLASSIFICATION UNDER HOW WOULD YOU SATISFIED THE
OVERALLWORK ENVIRONMENT IN THE BIKE SHOWROOM**

S.NO	PARTICULARS	NO.OF. RESPONDENCE	PERCENTAGE
1	Very satisfied	45	38.1%
2	Satisfied	34	28.8%
3	Neutral	19	16.1%
4	Dissatisfied	9	7.6%
5	Very dissatisfied	11	9.3%
	TOTAL	118	100

CHART-9

**4.9 CHART UNDER HOW WOULD YOU SATISFIED THE OVERALLWORK
ENVIRONMENT IN THE BIKE SHOWROOM**



INFERENCE:

From the above table it is inferred that 38.10% of the respondents are Very satisfied, 28.80% are Satisfied, 16.10% are Neutral, 7.60% are Dissatisfied, and 9.30% are Very dissatisfied.

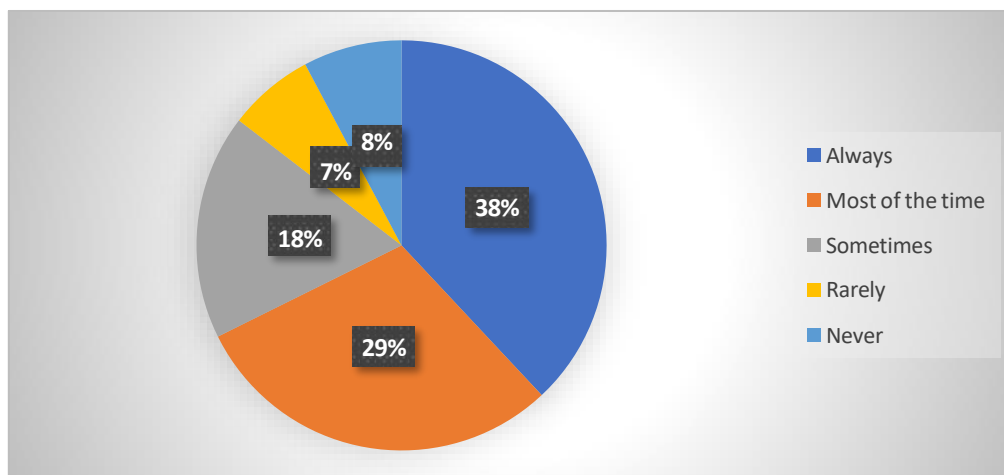
TABLE-10

4.10 CLASSIFICATION UNDER DO YOU FEEL COMFORTABLE APPROACHING YOUR COLLEAGUES AND SUPERVISORS WITH QUESTIONS OR CONCERN

S.NO	PARTICULARS	NO.OF. RESPONDENCE	PERCENTAGE
1	Always	45	38.1%
2	Most of the time	35	29.7%
3	Sometimes	21	17.8%
4	Rarely	8	6.8%
5	Never	9	7.8%
	TOTAL	118	100

CHART-10

4.10 CHART UNDER DO YOU FEEL COMFORTABLE APPROACHING YOUR COLLEAGUES AND SUPERVISORS WITH QUESTIONS OR CONCERN



INFERENCE:

From the above table it is inferred that 38.10% of the respondents of Always, 29% of the respondents of Most of the time, 18% of the respondents of Sometimes, 7% of the respondents of Rarely, 8% of the respondents of Never above.

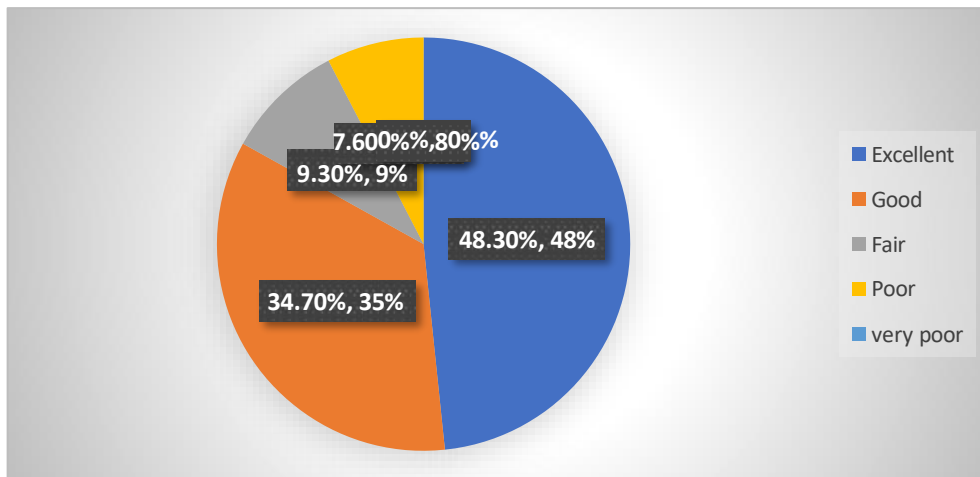
TABLE-11

**4.11 CLASSIFICATION UNDER HOW WOULD YOU RATE THE CLEANLINESS AND
MAINTENANCE OF THE SHOWROOM**

S.NO	PARTICULARS	NO.OF.RESPONDENCE	PERCENTAGE
1	Excellent	57	48.3%
2	Good	41	34.7%
3	Fair	11	9.3%
4	Poor	9	7.6%
5	Very poor	0	0%
	TOTAL	118	100

CHART-11

**4.11 CHART UNDER HOW WOULD YOU RATE THE CLEANLINESS AND
MAINTENANCE OF THE SHOWROOM**



INFERENCE:

From the above table it is inferred that 48.30% of the respondents of Excellent, 34.70% of the respondents of Good, 9.30% of the respondents of Fair, 7% of the respondents of Poor above. 0% of the respondents of very poor.

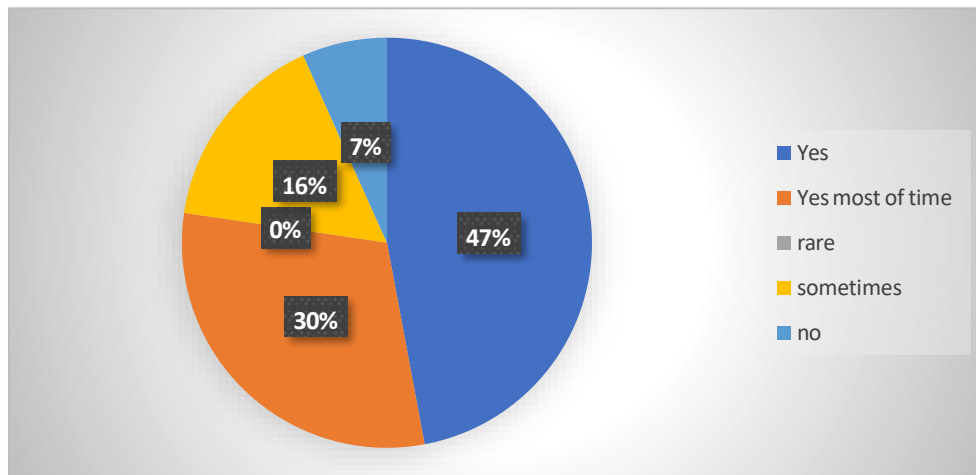
TABLE-12

4.12 CLASSIFICATION UNDER DO YOU FEEL THAT ROYAL ENFIELD PROVIDES YOU WITH THE NECESSARY RESOURCES AND TOOLS TO PERFORM YOUR JOB EFFECTIVELY

S.NO	PARTICULARS	NO.OF. RESPONDENCE	PERCENTAGE
1	Yes	56	47.1%
2	Yes most of the time	35	30.3%
3	Rare	0	0%
4	Sometimes	19	16%
5	No	8	6.7%
	TOTAL	118	100

CHART-12

4.12 CHART UNDER DO YOU FEEL THAT ROYAL ENFIELD PROVIDES YOU WITH THE NECESSARY RESOURCES AND TOOLS TO PERFORM YOUR JOB EFFECTIVELY



INFERENCE:

From the above table it is inferred that 47% of the respondents of Yes, 30% of the respondents of Yes most of the time, 0% of the respondents are rare, 16% of the respondents of Sometimes, 7% of the respondents of No above,

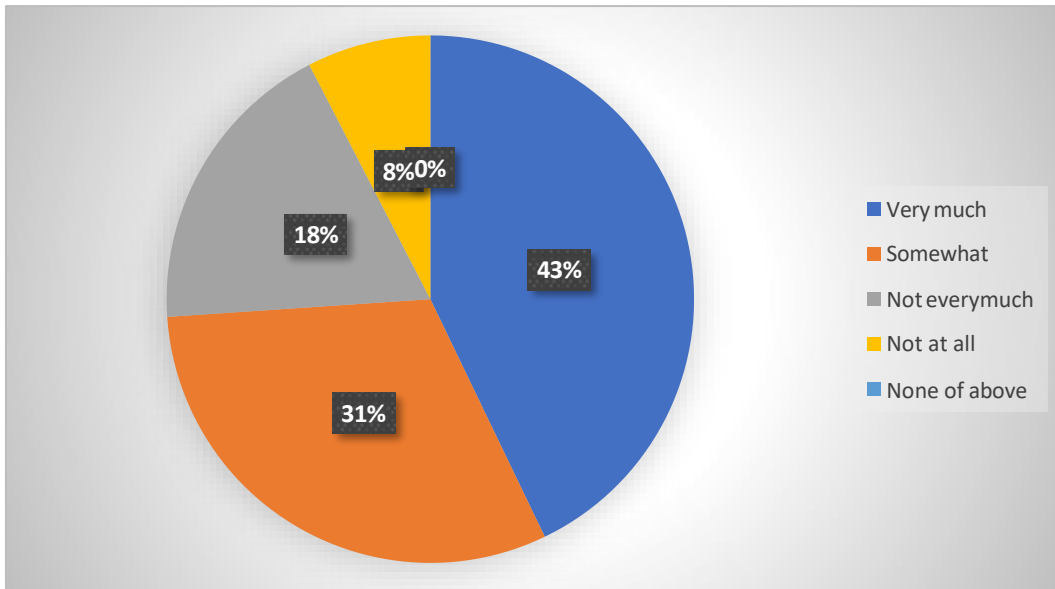
TABLE-13

**4.13 CLASSIFICATION UNDER HOW MUCH DOES YOUR WORK MAKE YOU FEEL
ACCOMPLISHED AND FULFILLED**

S.NO	PARTICULARS	NO.OF. RESPONDENCE	PERCENTAGE
1	Very much	51	42.9%
2	Somewhat	37	31.1%
3	Not everymuch	22	18.5%
4	Not at all	9	7.6%
5	None of above	0	0%
	TOTAL	118	100

CHART-13

**4.13 CHART UNDER HOW MUCH DOES YOUR WORK MAKE YOU FEEL
ACCOMPLISHED AND FULFILLED**



INFERENCE:

From the above table it is inferred that 43% of the respondents of Very much, 31% of the respondents of Somewhat, 18% of the respondents of Not everymuch, 8% of the respondents of Not at all, 0% of the respondents are none of above,

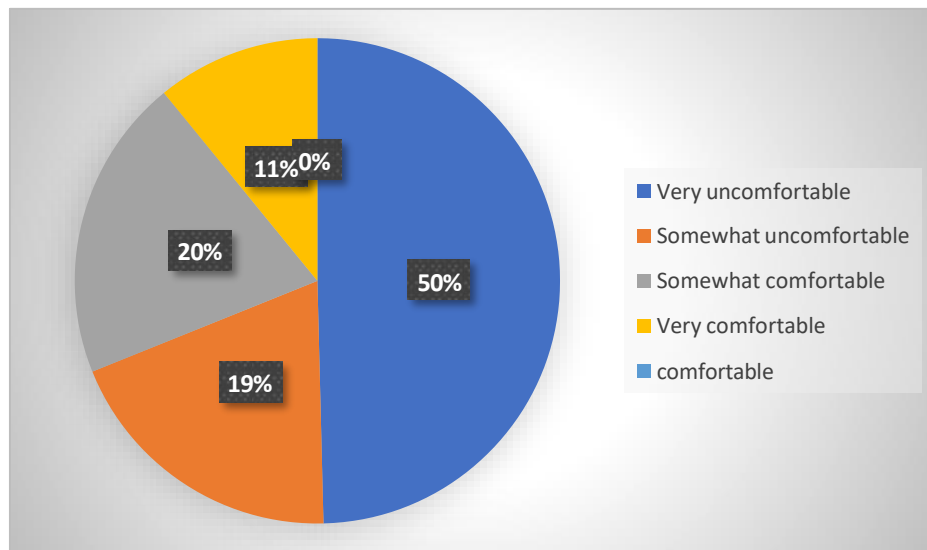
TABLE-14

**4.14 CLASSIFICATION UNDER HOW COMFORTABLE ARE WITH THE PHYSICAL
WORKING CONDITION OF YOUR WORKSPACE**

S.NO	PARTICULARS	NO.OF. RESPONDENCE	PERCENTAGE
1	Very uncomfortable	59	49.6%
2	Somewhat uncomfortable	23	19.3%
3	Somewhat comfortable	24	20.2%
4	Very comfortable	13	10.9%
5	comfortable	0	0%
	TOTAL	118	100

CHART-14

**4.14 CLASSIFICATION UNDER HOW COMFORTABLE ARE WITH THE PHYSICAL
WORKING CONDITION OF YOUR WORKSPACE**



INFERENCE:

From the above table it is inferred that 50% of the respondents of Very uncomfortable, 19% of the respondents of Somewhat uncomfortable, 20% of the respondents of Somewhat comfortable, 11% of the respondents of Very comfortable, 0% of the respondents are comfortable.

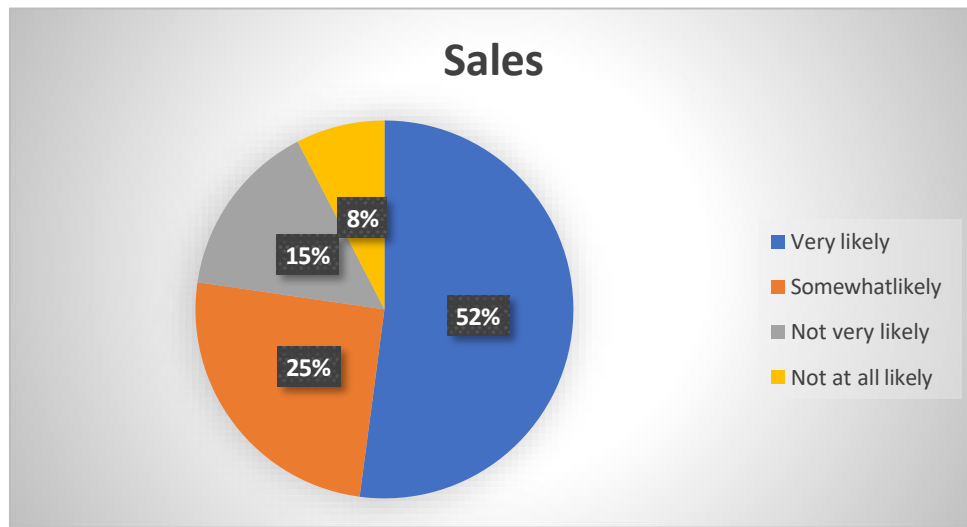
TABLE-15

4.15 CLASSIFICATION UNDER HOW LIKELY ARE YOU TO RECOMMEND ROYAL ENFEILD AS A GREAT PLACE TO WORK TO YOUR FRIENDS AND FAMILY

S.NO	PARTICULARS	NO.OF. RESPONDENCE	PERCENTAGE
1	likely	0	0%
2	Very likely	62	52.1%
3	Somewhat likely	30	25.2%
4	Not very likely	18	15.1%
5	Not at all likely	9	7.6%
	TOTAL	118	100

CHART-15

4.15 CLASSIFICATION UNDER HOW LIKELY ARE YOU TO RECOMMEND ROYAL ENFEILD AS A GREAT PLACE TO WORK TO YOUR FRIENDS AND FAMILY



INFERENCE:

From the above table it is inferred that 52% of the respondents of Very likely, 25% of the respondents of Somewhat likely, 15% of the respondents of not very likely, 8% of the respondents of not at all likely above.

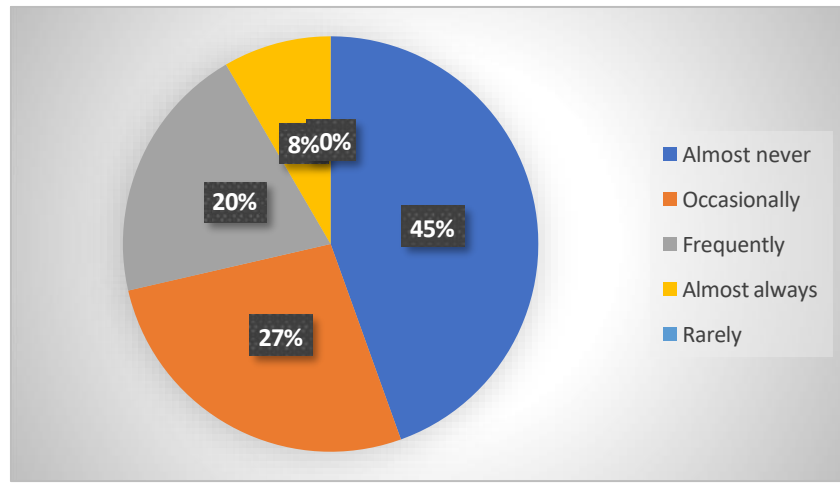
TABLE-16

4.16 CLASSIFICATION UNDER HOW OFTEN DO YOU FEEL THERE ARE OPPORTUNITIES FOR YOU TO PROVIDE FEEDBACK TO MANAGEMENT ABOUT YOUR WORKING CONDITIONS

S.NO	PARTICULARS	NO.OF. RESPONSE	PERCENTAGE
1	Almost never	53	44.5%
2	Occasionally	32	26.9%
3	Frequently	2	20.2%
4	Rarely	0	0%
5	Almost always	10	8.4%
	TOTAL	118	100

CHART-16

4.16 CLASSIFICATION UNDER HOW OFTEN DO YOU FEEL THERE ARE OPPORTUNITIES FOR YOU TO PROVIDE FEEDBACK TO MANAGEMENT ABOUT YOUR WORKING CONDITIONS



INFERENCE:

From the above table it is inferred that 45% of the respondents feel almost never, 27% of the respondents feel occasionally, 20% of the respondents feel frequently, 8% of the respondents feel almost always, and 0% of the respondents feel rarely.

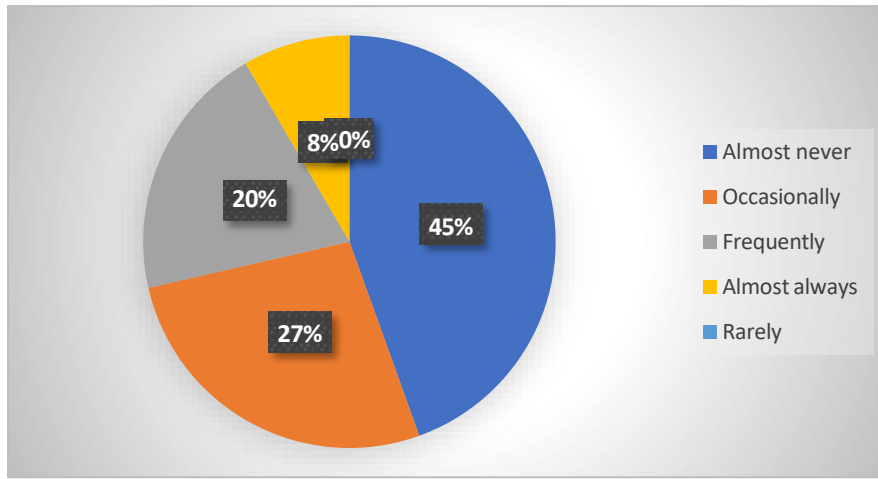
TABLE-17

**4.17 CLASSIFICATION UNDER HOW OFTEN DO YOU HAVE THE OPPURTUNITY
TO LEARN AND GROW PROFESSIONALLY AT ROYAL ENFIELD**

S.NO	PARTICULARS	NO.OF. RESPONDENCE	PERCENTAGE
1	Almost never	53	44.5%
2	Occasionally	32	26.9%
3	Frequently	2	20.2%
4	Rarely	0	0%
5	Almost always	10	8.4%
	TOTAL	118	100

CHART-17

**4.17 CHART UNDER HOW OFTEN DO YOU HAVE THE OPPURTUNITY TO LEARN
AND GROW PROFESSIONALLY AT ROYAL ENFIELD**



INFERENCE:

From the above table it is inferred that 45% of the respondents Of Almost never,27% of the respondents of occasionally,20% of the respondents of not frequently,8% of the respondents of Almost always ,0% of the respondents are rarely above,

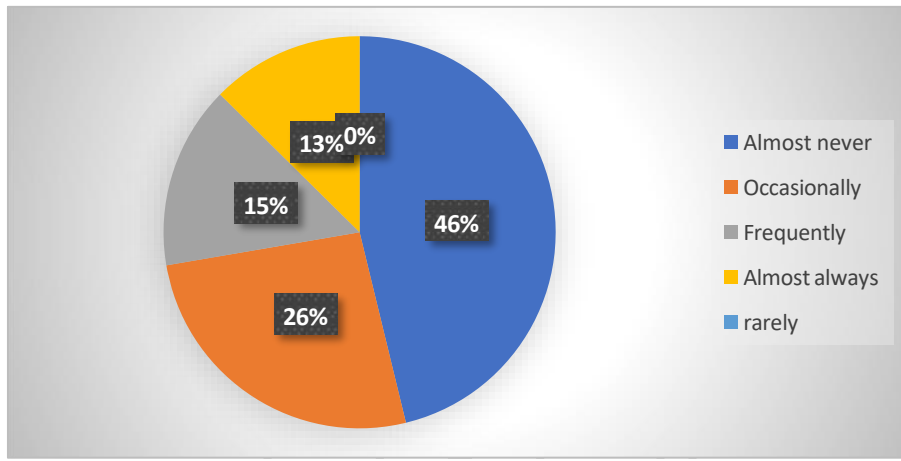
TABLE-18

4.18 CLASSIFICATION UNDER HOW OFTEN DO YOU FEEL YOU HAVE ENOUGH RESOURCES TO DO YOUR JOB EFFECTIVELY

S.NO	PARTICULARS	NO.OF. RESPONDENCE	PERCENTAGE
1	Almost never	55	46.2%
2	Occasionally	31	26.1%
3	Frequently	18	15.1%
4	Almost always	15	12.6%
5	Rarely	0	0%
	TOTAL	118	100

CHART-18

4.18 CHART UNDER HOW OFTEN DO YOU FEEL YOU HAVE ENOUGH RESOURCES TO DO YOUR JOB EFFECTIVELY



INFERENCE:

From the above table it is inferred that 46% of the respondents Of Almost never, 26% of the respondents of occasionally, 15% of the respondents of not frequently, 13% of the respondents of Almost always. 0% of the respondents are rarely above.

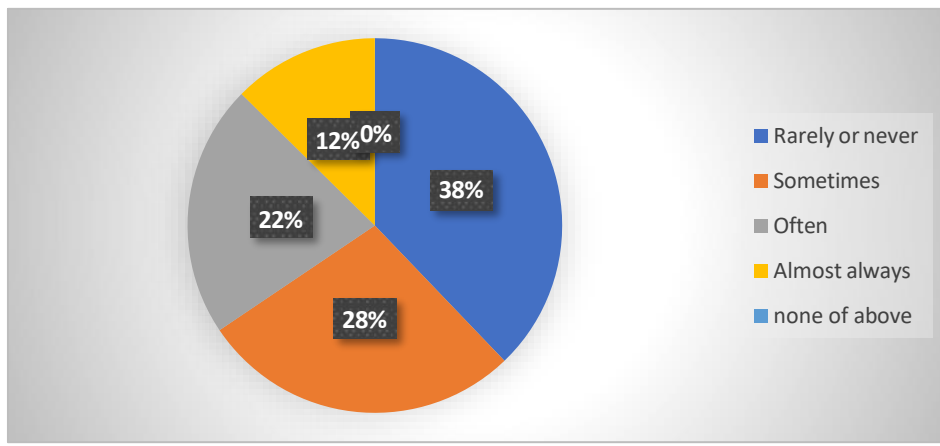
TABLE-19

**4.19 CLASSIFICATION UNDER ON A SCALE 1-4, HOW FREQUENTLY DO YOU
FEEL MOTIVATED TO PERFORM WELL AT WORK**

S.NO	PARTICULARS	NO.OF. RESPONDENCE	PERCENTAGE
1	Rarely or never	45	37.8%
2	Sometimes	33	27.7%
3	Often	26	21.8%
4	Almost always	15	12.6%
5	None of above	0	0%
	TOTAL	118	100

CHART-19

**4.19 CHART UNDER ON A SCALE 1-4, HOW FREQUENTLY DO YOU FEEL
MOTIVATED TO PERFORM WELL AT WORK**



INFERENCE:

From the above table it is inferred that 38% of the respondents Of Rarely or never,28% of the respondents of sometimes,22% of the respondents of not often,12% of the respondents of Almost always ,0% of the respondents are none of above.

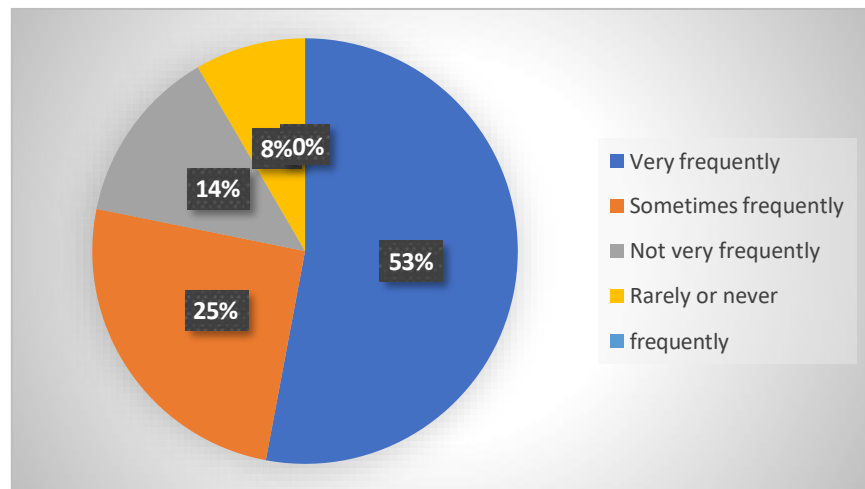
TABLE-20

4.20 CLASSIFICATION UNDER HOW OFTEN DO YOU FEEL THAT YOUR WORK ATROYAL ENFEILD IS MEANINGFUL AND CONTRIBUTES TO THE SUCCESS OF THE COMPANY

S.NO	PARTICULARS	NO.OF. RESPONDENCE	PERCENTAGE
1	Very frequently	63	52.9%
2	Sometimes frequently	30	25.2%
3	frequently	0	0%
4	Not very frequently	16	13.4%
5	Rarely or never	10	8.4%
	TOTAL	118	100

CHART-20

4.20 CHART UNDER HOW OFTEN DO YOU FEEL THAT YOUR WORK ATROYAL ENFEILD IS MEANINGFUL AND CONTRIBUTES TO THE SUCCESS OF THE COMPANY



INFERENCE:

From the above table it is inferred that 53% of the respondents Of Very frequently,25% of the respondents of Sometimes frequently,14% of the respondents of not very frequently,12% of the respondents of Rarely or never,0% of the respondents are frequently above.

TABLE-21**TABLE SHOWING WEIGHTED AVERAGE METHOD FOR INFLUENCING FACTORS**

S.NO	WORKING ENVIRONMENT	VERY SATISFIED	SATISFIED	NEUTRAL	DIS SATISFIED	VERY DIS SATISFIED
1	Overall work environment at royal Enfield	51	45	14	4	4
2	Career growth and development at royal Enfield	52	43	13	6	4
3	The level of autonomy and decision making at royal Enfield	51	37	16	7	7
4	Compensation and benefit package	41	43	18	9	7
5	Work related training and development at royal Enfield	45	39	17	10	7

FORMULA:

Weighted average cost = $\sum W_i X_i / \sum W_i$

$$51*5+45*4+14*3+4*2+4*1=489/5=485.2$$

$$52*5+43*4+13*3+6*2+4*1=487/5=483.2$$

$$51*5+37*4+16*3+7*2+7*1=472/5=465.4$$

$$41*5+43*4+18*3+9*2+7*1=456/5=449.4$$

$$45*5+39*4+17*3+10*2+7*1=459/5=452.4$$

FACTORS	TOTAL	RANK
Overall work environment at royal enfield	485.2	I
Career growth and development at royal enfield	483.2	II
The level of autonomy and decision making at royal enfield	465.4	III
Compensation and benefit package	449.4	V
Work related training and development at royal Enfield	452.4	IV

INTERPRETATION:

From the above working capital method, it is referred influence factors for Overall work environment at royal Enfield is topping list rank 1, Career growth and development at royal Enfield rank as 2, The level of autonomy and decision making at royal Enfield rank as 3, Compensation and benefit package rank as 5, Work related training and development at royal Enfield rank as 4.

TABLE-22

**TABLE SHOWING CORRELATION BETWEEN GENDER AND PROVIDES
NECESSARY RESOURCES**

TEST HYPOTHESIS:

Null hypothesis Ho: There is no significant relationship between gender and provides necessary resources

Alternative hypothesis H1: There is significant relationship between gender and provides necessary resources

OUTPUT:

		GENDER	PROVIDES NECESSARY RESOURCES
GENDER	Pearson correlation	1.00	.80
	Sig(2-tailed)		.000
	N	118	118
PROVIDES NECESSARY RESOURCES	Pearson correlation	.80	1.00
	Sig(2-tailed)	.000	
	N	118	118

INTERPRETATION:

The value against Pearson correlation is, e.0.80 since the r value is strong relationship and significant (2-tailed) value of 0.000(Pearson value) is below 0.01. so, we reject null hypothesis and accept alternative hypothesis and infer that there is a relationship between gender and provides necessary resources

TABLE-23

TABLE SHOWING ANOVA BETWEEN WORK EXPERIENCE AND MAINTANCE OF SHOWROOM

TEST HYPOTHESIS:

Null hypothesis Ho: There is no significant relationship between work experience and maintained of showroom

Alternative hypothesis H1: There is significant relationship between work experience and maintained of showroom

		Sum of square	Df	Mean square	F	sig
Work experience	Between group	59.30	3	19.77	184.79	.000
	Within group	12.20	114	.11		
	Total	71.50	117			

INTERPRETATION:

As the significant level is greater than 0.05. accept the alternative hypothesis and reject the null hypothesis. hence there is a significant relationship between work experience and level of support and recognition

Chapter-5

5.1 FINDING

- ✚ It is found that 52% of the respondents age is 18-25
- ✚ It is found that 65% of the respondents are male
- ✚ It is found 68% of the respondents are having experience of 0-3 years.
- ✚ Majority (43.20%) of the respondents are very satisfied with the overall work environment at royal Enfield
- ✚ Majority (43.2%) of the respondents are very satisfied with the opportunities for career growth and developments at royal Enfield
- ✚ Majority (43.20%) of the respondents are very satisfied with the level of autonomy and decision-making authority you have in your job at royal Enfield
- ✚ Majority (34.70%) of the respondents are very satisfied with the compensation and benefits package at royal Enfield
- ✚ Majority (38.10%) of the respondents are very satisfied with the opportunities for work related training and development at royal Enfield
- ✚ Majority (38.10%) of the respondents are very satisfied with the overall work environments in the bike showroom
- ✚ Majority (38.10%) of the respondents are always with their comfortable approaching your colleagues and supervisors with questions or concern
- ✚ Majority (48.30%) of the respondents are excellent with the cleanliness and maintenance of the showroom
- ✚ Majority (47%) of the respondents are yes with their feel that royal Enfield provides you with the necessary resources and tools to perform your job effectively
- ✚ Majority (43%) of the respondents are very much with the does your work make you feel accomplished and fulfilled
- ✚ Majority (50%) of the respondents are very uncomfortable with how comfortable are the physical working condition of your workspace
- ✚ Majority (52%) of the respondents are very likely in the how likely are you to recommend royal Enfield as a great place to work to your friends and family
- ✚ Majority (45%) of the respondents are almost never with their opportunities for you to provide feedback to management about your working condition

- ✚ Majority (45%) of the respondents are almost never with the opportunity to learn and grow professionally at royal Enfield
- ✚ Majority (46%) of the respondents are almost never with their often do you have enough resources to do your job effectively
- ✚ Majority (38%) of the respondents are rarely or never with their frequently do you feel motivated to perform well at work
- ✚ Majority (53%) of the respondents are very frequently in that your work at royal Enfield is meaningful and contributes to the success of the company

STATISTICAL TOOL FINDING:

WEIGHTED AVERAGE METHOD:

- It is found that the close ended questions for Overall work environment at royal Enfield Career growth and development at royal Enfield, The level of autonomy and decision making at royal Enfield, Compensation and benefit package, Career growth and development at royal Enfield.

CORRELATION:

- It is found that the relationship between gender and provides necessary resources

ANOVA:

- It is found that the relationship between work experience and maintance of showroom

5.2 SUGGESTION

Very challenging and fast-paced work environment has been integral to its continued success in the highly competitive and evolving high-tech industry. While maintaining a work culture that ensures success, strives to treat each employee fairly and with dignity. Consisted with this principle, seeks to:

- ✚ Reward individual performance through meritocracy- based compensation practices.
- ✚ Created opportunity for advancement and growth, and a environment that allows ✚ employees to continuously improved and expand their skills.
- ✚ Provide market competitive compensation and a pay structure that allows ✚ employees to shares in its success.
- ✚ Promote open communication and prompt resolution of employee issues. ✚ Provide safe and secure work environment for all employees

In addition, is committed to complying with all applicable laws regarding employees in each of the countries in which the company operates. This includes laws regarding: minimum ages for employment; minimum wages and overtime compensation; benefits: discrimination and affirmative action; employee's rights to raise issues and work collectively for mutual benefits, and health and safety.

5.3 CONCLUTION

Productivity of an organization depends upon the people who work in the organization in accomplishing the goals of an organization. The management or the manager is not working alone; he should work along other member like a team. He is responsible for its effectiveness. Such management or staff or employees, first of all involves providing satisfactory and working conditions to work effectively.

How to make people work more and more better is an issue that requires an understanding of "what motivates people to work". Similarly, it may be possible to get people to work more by creating positive working environment. Such needs have been analyzed through this study and it will be fruitful for the organization to adopt better human performance management.

There should exist a real relationship between management and employees. They should work together for identified the problem and opportunity in the work environment and thereby proposing and evaluating the outcomes.

CHAPTER-6

ANNEXURE

6.1 QUESTIONNAIRE

A STUDY ON WORK ENVIRONMRNT IN SRI VELAVAN MOTORS

1. AGE?

- A) 18-25
- B) 26-30
- C 31-35
- D) 36 Above

2. GENDER ?

- A) Male
- B) Female

3. WORK EXPERIENCE ?

- A) 0-3 YEARS
- B) 4 - 6 YEARS
- C) 7 YEARS ABOVE

4. How satisfied are you with the overall work environment at Royal Enfield?

- A) Very
satisfied
- B) Satisfied
- C) Neutral
- D) Dissatisfied
- E) Very Dissatisfied

5. How satisfied are you with the opportunities for career growth and development at Royal Enfield?

- A) Very satisfied
- B) Satisfied
- C) Neutral
- D) Dissatisfied
- E) Very dissatisfied

6. How satisfied are you with the level of autonomy and decision-making authority you have in your job at Royal Enfield?

- A) Very satisfied
- B) Satisfied
- C) Neutral
- D) Dissatisfied
- E) Very dissatisfied

7. How satisfied are you with the compensation and benefits package at Royal Enfield?

- A) Very satisfied
- B) Satisfied
- C) Neutral
- D) Dissatisfied
- E) Very dissatisfied

8. How satisfied are you with the opportunities for work-related training and development at Royal Enfield?

- A) Very satisfied

- B) Satisfied
- C) Neutral
- D) Dissatisfied
- E) Very dissatisfied

9. How would you satisfied the overall work environment in the bike showroom?

- A) Very
satisfied
- B) Satisfied
- C) Neutral
- D) Dissatisfied
- E) Very dissatisfied

10. Do you feel comfortable approaching your colleagues and supervisors with questions or concerns?

- A) Always
- B) most of the time
- C) some
times
- D) Rarely
- E) Never

11. How would you rate the cleanliness and maintenance of the showroom? A) Excellent

- B) Good
- C) Fair
- D) Poor
- E) Very poor

12) Do you feel that Royal Enfield provides you with the necessary resources and tools to perform your job effectively?

- A) Yes always
- B) Yes, most of the time
- C) Sometimes
- D) Not at all

13. How much does your work make you feel accomplished and fulfilled?

- A) Very much
- B) Somewhat
- C) Neutral
- D) Not very much
- E) Not at all

14. How comfortable are you with the physical working conditions (e.g., lighting, temperature, noise level) of your workspace?

- A) Very uncomfortable
- B) Somewhat uncomfortable
- C) Neutral
- D) Somewhat comfortable
- E) Very comfortable

15. How likely are you to recommend Royal Enfield as a great place to work to your friends and family?

- A) Very likely
- B) Somewhat likely
- C) Not very likely
- D) Not at all likely

E) Dislike

16. How often do you feel there are opportunities for you to provide feedback to management about your working conditions?

- A) Almost never
- B) Occasionally
- C) Frequently
- D) Almost always
- E) Never

17. How often do you feel you have the opportunity to learn and grow professionally at Royal Enfield?

- A) Almost never
- B)Occasionally
- C)Frequently
- D) Almost always
- E) Never

18. How often do you feel you have enough resources (e.g., tools, equipment, support) to do your job effectively?

- A) Almost never
- B)Occasionallly
- C)Frequently
- D) Almost always
- E) Never

19. On a scale of 1-4, how frequently do you feel motivated to perform well at work?

- A)Rarely or never
- B)Sometimes
- C)Never
- D)Often

E) Almost always

20. How often do you feel that your work at Royal Enfield is meaningful and contributes to the success of the company?

A) Very frequently

B) Somewhat frequently

C) Not very frequently D) Rarely

E) Never

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