

A STUDY ON EMPLOYEE WELFARE MEASURES IN AJUTE INTERNATIONAL

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

by

AKASH.S

Register No.40410011



SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

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

**Accredited with Grade "A" by NAAC | 12B Status by UGC | Approved by AICTE
JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119**

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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **AKASH.S 40410011** who carried out the project entitled "**A Study on Employee Welfare Measures in Ajute International**" under my supervision from January 2022 to March 2022.

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DECLARATION

I **AKASH.S (40410011)** hereby declare that the Project Report entitled “**A Study on employee welfare measures in Ajute International**” done by me under the guidance of **DR.S.JOYCE** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE:

PLACE:

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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.

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AKASH.S



04/03/2022

TO WHOMSOEVER IT MAY CONCERN

Sub: MBA Project Completion letter

We hereby confirm the below student who is pursuing final year MBA in Sathyabama Institute Of Science And Technology, Chennai, has successfully completed the main project in HR in our concern titled "A STUDY ON EMPLOYEE WELFARE MEASURES" from 10/01/2022 to 04/03/2022.

NAME: S.Akash

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During the tenure with us, his conduct & behavior was observed to be good.

We wish success in all the future endeavors.

For Ajute International


Mahalakshmi
HR Manager



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ABSTRACT

The project is based on welfare facilities. The subject of the study was “a study on Employees welfare measures with special reference to Ajute International”. The research was conducted for the employees of the organization. Research methodology is a way to systematically solve the research problem. Research has been conducted to access the satisfaction level of employees. The primary data was collected through questionnaire. From a total of 150 samples were taken into consideration. The secondary data was collected through website and records of the organization. Simple percentage test were used to render the data collected. The findings reveal that most of the employees are satisfied with the provision of welfare facilities. But still appropriate suggestions are given by the researcher to the organization to improve welfare facilities to the employees.

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CHAPTER 1

INTRODUCTION

1.1 INTRODUCTION

Labour welfare has been defined in various ways, though unfortunately no single definition has found universal acceptance. The Oxford Dictionary defines labour welfare as “efforts to make life worth living for worker”. Chamber’s Dictionary defines welfare as “a state of faring or doing well; freedom from calamity, enjoyment of health, prosperity.”The ILO report refers to labour welfare as “and congenial surroundings and provided with amenities conducive to such services, facilities, and amenities, which may be established in, or in the vicinity of undertakings to enable persons employed therein to perform their work in healthy good health and high morale”.

The project is based on welfare facilities. The subject of the study was “a study on employee welfare measures with special reference to Ajute International”. Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages.

Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration. The welfare measures need not be in monetary terms only but in any kind/forms. Employee welfare includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families.

Labor welfare entails all those activities of employer which are directed towards providing the employees with certain facilities and services in addition to wages or salaries.

1.1.1. WELFARE MEASURES

Employee welfare defines as “efforts to make life worth living for workmen”. These efforts have their origin either in some statute formed by the state or in some local customs in collective agreement or in the employer’s own initiative.

- To give expression to philanthropic and paternalistic feelings.
- To win over employee’s loyalty and increase their morale.
- To combat trade unionism and socialist ideas.
- To build up stable labour force, to reduce labour turnover and absenteeism.

- To develop efficiency and productivity among workers
- To save oneself from heavy taxes on surplus profits.
- To earn goodwill and enhance public image.
- To reduce the threat of further government intervention.
- To make recruitment more effective (because these benefits add to job appeal).

PRINCIPLES OF EMPLOYEE WELFARE SERVICE:

Following are generally given as the principles to be followed in setting up a employee welfare service:

- The service should satisfy real needs of the workers. This means that the manager must first determine what the employee's real needs are with the active participation of workers.
- The service should such as can be handled by cafeteria approach. Due to the difference in Sex, age, marital status, number of children, type of job and the income level of employees there are large differences in their choice of a particular benefit. This is known as the cafeteria approach. Such an approach individualizes the benefit system though it may be difficult to operate and administer.
- The employer should not assume a benevolent posture.
- The cost of the service should be calculate and its financing established on a sound basis.
- There should be periodical assessment or evaluation of the service and necessary timely on the basis of feedback.

1.1.2. TYPES OF WELFARE MEASURES SERVICES:

Safety Services: Prevention of accidents is an objective which requires of explanation. The costs of accidents are enormous in suffering to the injured, in reduction or loss of earnings, in disabilities and incapacities which afflict those involved and in compensation, insurance and legal costs, in lost time, filling in reports and attending to enquiries, and in spoilage of materials, equipment and tools to management. Accidents are the consequence of two basic factors: technical and human. Technical factors include all engineering deficiencies, related to plant, tools material and general work environment. Thus, for example, improper lighting, inadequate ventilation, poor machine guarding and careless housekeeping are some hazards which may cause accidents. Human factors include all unsafe acts on the part of employees. An unsafe act is usually the result of carelessness. Young and new employees, because of their difficulty in adjusting to the work situation and to life in general, also have many more accidents than do old and nature workers.

The Phenomenon of Accident Proneness: Some persons believe wrongly in the theory that certain individuals are accident prone, that is, they have some personality trait as opposed to some characteristic of the environment which predisposes them to have more accidents than others in work condition where the risk of hazards is equal to all.

COMPONENTS OF A SAFETY SERVICE: Among the many components of a safety service the following have proved effective when applied in combination.

- **Appointment of safety officer:** In big organizations, the appointment of a safety officer to health and the safety department is a must. In small organizations, the personnel manager may look after the functions of this department. The head of the safety department, who is usually a staff man, is granted power to inspect the plant for unsafe condition, to promote sound safety practices (through posters and safety campaigns), to make safety rules, and to report violations to the plant manager.
- **Support by line management:** The head of the safety department, whether enjoying a staff or a functional position, by himself, cannot make a plant safe. His appointment lulls line management into assuming that all its safety problems have been solved.
- **Elimination of hazards:** Although complete elimination of all hazards is virtually an impossibility but following steps can be taken to help reduce them.
- **Job safety analysis:** All job procedures and practices should be analyzed by an expert to discover hazards. He should then suggest changes in their motion patterns, sequence and the like.
- **Placement:** A poorly placed employee is more apt to incur injury than a properly placed employee. Employees should be placed on jobs only after carefully estimating and considering the job requirements with those which the individual apparently possesses.
- **Personal protective equipment:** Endless variety of personal safety equipment is available nowadays which can be used to prevent injury.
- **Safeguarding machinery:** Guards must be securely fixed to all power driven machinery.
- **Materials handling:** Though often ignored, the careless handling of heavy and inflammable materials is an important source of several injuries and fire.
- **Hand tools:** Minor injuries often result from improperly using a good tool or using a poorly designed tool. Therefore, close supervision and instruction should be given to the employees on the proper tool to use and the proper use of the tool.
- **Safety training, education and publicity:** Safety training is concerned with developing safety skills, whereas safety education is concerned with increasing contest

programs, Safety campaigns, suggestion awards, and various audiovisual aids can be considered as different forms of employee education.

- **Safety inspection:** An inspection by a trained individual or a committee to detect evidence of possible safety hazards (such as poor lighting, slippery floors, unguarded machines, faulty electrical installations, poor work methods and disregard of safety rules) is a very effective device to promote safety.

Health services: The prevention of accident constitutes only one segment of the function of employee maintenance. Another equally important segment is the employee's general health, both physical and mental.

There are two aspects of industrial health services

1. Preventive
2. Curative, the former consists of
3. pre-employment and periodic medical examination,
4. removal or reduction of health hazards to the maximum extent possible,
5. Surveillance over certain classes of workers such as women, young persons and persons exposed to special risks.

Counseling services: An employee very often comes across problems which have emotional content. For example, he may be nearing retirement and feeling insecure or he may be getting promotion and feeling hesitant to shoulder increased responsibility or he may be worried due to some family problem.

1.1.3. EMPLOYEE WELFARE IN INDIA:

The chapter on the Directive Principles of State Policy in our Constitution expresses the need for labor welfare thus:

1. The State shall strive to promote the welfare of the people by securing and protecting as effectively as it may a social order in which justice, social, economic and political, shall inform all the institutions of the national life.
2. The State shall, in particular, direct its policy towards securing.
3. That the citizens, men and women equally, have the right to an adequate means of livelihood;
4. That the ownership and control of the material resources are so distributed as to sub-serve the common good.
5. The State shall make provision for securing just and humane conditions of work and for maternity relief.

Factories Act, 1948:

The principal Act to provide for various labor welfare measures in India is the Factories Act, 1948. The Act applies to all establishments employing 10 or more workers where

power is used and 20 or more workers where power is not used, and where a manufacturing process is being carried on.

Employee Welfare Officer:

Section 49 of the factories act provides that in every factory wherein 500 or more workers are ordinarily employed the employer shall appoint at least one welfare officer.

The welfare officer should possess; (i) an university degree; (ii) degree or diploma in social service or social work or social welfare from a recognized institution; and (iii) adequate knowledge of the language spoken by the majority of the workers in the area where the factory is situated.

- Supervision
- Counseling workers
- Advising management
- Establishing liaison with workers
- Working with management and workers to improve productivity.
- Working with outside public to secure proper enforcement of various acts.

Health of Employees:

- **Cleanliness:** Every factory shall be kept clean by daily sweeping or washing the floors and work rooms and by using disinfectant where necessary.
- **Disposal of wastes and effluents:** Effective arrangements shall be made for the disposal of wastes and for making them innocuous.
- **Ventilation and temperature:** Effective arrangements shall be made for ventilation and temperature so as to provide comfort to the workers and prevent injury to their health.
- **Dust and fume:** Effective measures shall be taken to prevent the inhalation and accumulation of dust and fumes or other impurities at the work place.
- **Artificial humidification:** The State Government shall make rules prescribing standard of humidification and methods to be adopted for this purpose.
- **Overcrowding:** There shall be in every work room of a factory in existence on the date of commencement of this act at least 9.9cubic meters and of a factory built after the commencement of this act at least 4.2 cubic meters of space for every employee.
- **Lighting:** The State Government may prescribe standards of sufficient and suitable lighting.
- **Drinking Water:** There shall be effective arrangement for wholesome drinking water for workers at convenient points.

- **Latrines and urinals:** There shall be sufficient number of latrines and urinals, clean, well-ventilated, conveniently situated and built according to prescribed standards separately for male and female workers.
- **Spittoons:** There shall be sufficient number of spittoons placed at convenient places in the factory.

Safety of Employees:

- **Fencing of machinery:** All dangerous and moving parts of a machinery shall be securely fenced. Screws, bolts and teeth shall be completely encased to prevent danger.
- **Work on or near machinery in motion:** Lubrication or other adjusting operation on a moving machinery shall be done only by a specially trained adult male worker.
- **Employment of young persons on dangerous machines:** No young person shall be allowed to work on any dangerous machine (so prescribed by the state government) unless he is sufficiently trained or is working under the supervision of knowledgeable person.
- **Device for cutting off power:** Suitable device for cutting of power in emergencies shall be provided.
- **Hoists and lifts:** These shall be made of good material and strength, thoroughly examined at least once in every six months and suitably protected to prevent any person or thing from being trapped.

Welfare of Employees:

Chapter V of the factories Act contains provisions about the welfare of employees. These are as follows:

- There shall be separate and adequately screened washing facilities for the use of male and female employees.
- There shall be suitable places provided for clothing not worn during working hours and for the drying of wet clothing.
- There shall be suitable arrangement for all workers to sit for taking rest if they are obliged to work in a standing position.
- There shall be provided the required number of first-aid boxes or cupboard (at the rate of one for every 150 workers) equipped with the prescribed contents readily available during the working hours of the factory.
- The State Government may make rules requiring that in any specified factory employing more than 250 employees a canteen shall be provided and maintained by the occupier for the use of the welfare measures.

- There shall be provided sufficiently lighted and ventilated lunch room if the number of employees ordinarily employed is more than 150.

Restrictions in the factories act on the employment of young persons:

1. Prohibition as to employment of children (Section 67)

No child who has not completed his fourteenth year shall be required or allowed to work in any factory.

2. Employment of Children and Adolescent (Section 68)

A child who has completed his fourteenth year or an adolescent shall not be required or allowed to work in any factory unless following conditions are fulfilled:

1. The manager of the factory has obtained a certificate of fitness granted to such young.
2. While at work, such child or adolescent carries a token giving reference to such certificate.

3. Certificate of fitness (Section 69)

Before a young person is employed in the factory, a certifying surgeon has to certify that such person is fit for that work in the factory.

Welfare Funds

In order to provide welfare facilities to the workers employed in mica, iron, ore, manganese ore and chrome ore, limestone and dolomite mines and in the beedi industry, the welfare funds have been established to supplement the efforts of the employers and the State Government under respective enactments.

The welfare measures financed out of the funds relate to development of medical facilities, housing, supply of drinking water, support for education of dependents and recreation, etc.

Voluntary Benefits

Benefits are also given voluntarily to workers by some progressive employers. These include loans for purchasing houses and for educating children, leave travel concession, fair price shops for essential commodities and loans to buy personal conveyance.

Machinery Connected with employee welfare work:

1. Chief inspector of Factories

It is the duty of the Chief inspector of factories (who generally works under the administrative control of the labor commissioner in each state) to ensure enforcement of various provisions of Factories Act in respect of safety, health and welfare of workers.

2. Central Labor Institute

The institute was set up in Bombay in 1966 to facilitate the proper implementation of the Factories Act, 1948; to provide a centre of information for inspectors, employers, workers and others concerned with the well being of industrial labor and to stimulate interest in the application of the principles of industrial safety, health and welfare.

3. National Safety Council

The National Safety Council was set up on 4th March, 1966 in Bombay at the initiative of the Union Ministry of Labor and Rehabilitation, Government of India, as an autonomous national body with the objective of generating developing and sustaining an movement of safety awareness at the national level.

4. Director General of Mines Safety

The Director General of Mines Safety enforces the Mines Act, 1952. He inspects electrical installation and machinery provided in the mines and determines the thickness of barriers of 2 adjacent mines in order to prevent spread of fire and danger of inundation.

Appraisal of Welfare Services:

1. One of the main obstacles in the effective enforcement of the welfare provisions of the Factories Act has been the quantitative and qualitative inadequacy of the inspection staff.
2. At present, a labor welfare officer is not able to enforce laws independently because he has to work under the pressure of management.
3. Women workers do not make use of the crèche facilities either because they are dissuaded by the management to bring their children with them or because they have to face transport difficulties.

National Commission on Employee Recommendations:

1. The statutory provisions on safety are adequate for the time being effective enforcement is the current need.
2. Every fatal accident should thoroughly be enquired into and given wide publicity among workers.
3. Employers should play a more concerted role in safety and accident prevention programme and in arousing safety consciousness.

4. Safety should become a habit with the employers and workers instead of remaining a mere ritual as at present.
5. Unions should take at least as much interest in safety promotion as they take in claims for higher wages.

SOCIAL SECURITY:

The connotation of the term “Social Security” varies from country to country with different political ideologies. In socialist countries, the avowed goal is complete protection to every citizen from the cradle to the grave.

There are some components of Social Security:

- Medical care
- Sickness benefit
- Unemployment benefit
- Old-age benefit
- Employment injury benefit
- Family benefit
- Maternity benefit
- Invalidity benefit and
- Survivor's benefit

Social Securities may be of two types:

1. Social assistance under which the State finances the entire cost of the facilities and benefits provided.
2. Social insurance, under the State organizes the facilities financed by contributions from the workers and employers, with or without a subsidy from the state.

1.1.4. SOCIAL SECURITY IN INDIA:

At present both types of social security schemes are in vogue in our country. Among the social assistance schemes are the most important.

The social insurance method, which has gained much wider acceptance than the social assistance method, consists of the following enactments.

- The workmen's Compensation Act, 1961.
- The Employee's State Insurance Act, 1948.
- The Maternity Benefit Act, 1961.

1. Employees' compensation Act, 1923:

- a. **Coverage.** This Act covers all workers employed in factories, mines, plantations, transport undertakings, construction works, railways, ships, circus and other hazardous occupations specified in schedule II of the Act.

The Act empowers the State Government to extend the coverage of the Act by adding any hazardous occupation to the list of such occupations in schedule II.

1. **Administration.** The Act is administered by the State Government which appoints Commissioners for this purpose under sec. 20 of the Act.
2. **Benefits.** Under the Act, compensation is payable by the employer to a workman for all personal injuries caused to him by accident arising out of and in the course of his employment which disable him for more than 3 days.

2. **Employees' State Insurance Act, 1948:**

1. Other than seasonal factories, run with power and employing 20 or more workers.
2. **Administration.** The Act is administered by the ESI corporation, an autonomous body consisting of representatives of the Central and State Governments, employers, employees, medical profession and parliament.
3. **Benefits.** The Act, which provides for a system of compulsory insurance, is a landmark in the history of social security legislation in India.
 1. **Medical Benefit.** An insured person or (where medical benefit has been extended to his family) a member of his family who requires medical treatment is entitled to receive medical benefit free of charge.
 2. **Sickness Benefit.** An insured person, when he is sick, is also entitled to get sickness benefit at the standard benefit rate corresponding to his average daily wage.
 3. An insured woman is entitled to receive maternity benefit (which is twice the sickness benefit rate) for all days on which she does not work for remaining during a period of 12 weeks of which not more than 6 weeks shall precede the expected date of confinement.
 4. The Act makes a three-fold classification of injuries in the same way as is done in the workmen's compensation Act.
 5. **Dependent's Benefit.** If an insured person meets with an accident in the course of his employment and dies as a result thereof, his dependants, i.e. his widow, legitimate or adopted sons and legitimate unmarried daughters get this benefit.

3. **The Maternity Benefit Act, 1961**

Maternity benefit is one of the important benefits provided under the Employees State Insurance Act, 1948. Another important legislation in this respect is the Maternity Benefit Act, 1961. The Act covers only those persons who are not covered by the Employees State Insurance Act. The Act entitles a woman employee to claim maternity leave from her employer if she has actually worked for a period of at least 160 days in the 12 months immediately preceding the day of her expected delivery.

The act further provides for the payment of medical bonus of Rs.250 to the confined woman worker.

The committee on the status of women in India 1974 has, therefore, recommended the following changes in the Act:

1. The administration of the fund should follow the pattern already established by the ESIC.
2. For casual labor a minimum of 3 months of service should be considered as qualification service for this benefit.
3. This will provide greater incentive to women workers to participate in trade union activities.

4. The Payment of Gratuity Act, 1972

1. **Coverage.** The Act applies to every factory, mine, oilfield, plantation, port and railway company and to every shop or establishment in which 10 or more persons are employed, or were employed, on any day of the preceding 12 months.
2. **Administration.** The Act is administered by a controlling authority appointed by the appropriate Government.
3. **Benefits.** Under the Act gratuity is payable to an employee on the termination of his employment after he has rendered continuous service for not less than five years. The completion of continuous service of five years is, however, not necessary where the termination of the employment is due to death or disablement. Gratuity is payable at the rate of 15 days' wages based on the rate of wages last drawn by the employee for every complete year of service or part thereof in excess of six months. But the amount of gratuity payable to an employee shall not exceed Rs.3.5 lakh.
4. **Source of Funds.** Under the Act gratuity is payable entirely by the Employer. For this purpose is required either (i) to obtain insurance with the Life Insurance Corporation, or (ii) to establish a gratuity fund. Thus it is his liability to pay the premium in the first case to make the contribution in the second case.

1.2. INDUSTRY PROFILE

The manufacture of jute fibres into coarse cloth by hand-spinning and hand-weaving was a very old industry in India. "Practically, every homestead in the jute tracts had a few bundles of jute suspended from a beam in the roof of the verandah. The fibre was spun into twist or yarn, and worked up as required into string or rope, or was woven into gunny cloth or bag."

The first power loom was established in 1859 at Baranagar near Calcutta. In the beginning, the progress was very slow so much so that between 1854 to 1863—64, only one more mill was built.

From 1863—64 onwards, however, growth of the industry was fairly rapid, occasional setbacks notwithstanding jute was the monopoly of India, and in this, the Bengal industry "furnished with the best mechanical appliances moved by steam" had a strong advantage.

It naturally led to the industry's expansion which had the inevitable result of "shutting Dundee out to a great extent from the Asiatic, Australian and even a part of the American markets."

The progress was slowed down during 1890-95 on account of the prevailing famines in India which indirectly hit the export trade and hence the demand for gunny bags in the country. From 1900 onwards, the industry again grew at a fairly rapid pace and by 1913—14, the number of jute mills had risen to 64 with 36,000 looms and employing 2.16 lakh workers.

The First world war created a large demand for sand-bags and other jute manufactures. In order to economise on shipping which was scarce at that time, the govt., encouraged the export of jute manufactures in place of the raw-fiber.

The shipping difficulties were so acute that between 1917—19, even exports of jute manufactures was prohibited except under license. However, the war demand was so great that these restrictions could not seriously hinder the growth of the industry.

In 1919, the industry comprised 76 mills which employed 2.76 lakh workers. In addition, there were 211 jute presses in which 33,316 persons were employed. It is worth noting that the jute growers of Bengal did not share this prosperity of the industry.

On the contrary, export markets having been closed by the war and there being acute shipping shortage, the farmer was forced to dispose of his crop at whatever prices the industry chose to pay.

The industry was overtaken by a crisis as soon as the war ended. Production was far in excess of the world's dislocated trade requirements. Therefore, in order to adjust production to world demand, the mills agreed to work fewer hours a week. Fortunately, the demand picked up again with the revival of international trade and the industry continued to make fair progress till it was overtaken by the World Depression.

The Depression brought about a calamitous fall in agricultural prices. In 1930 — 31, for example, the aggregate value of the Bengal jute crop was “not more than 1/5 of what it had been in 1926. The result was financial paralysis met by voluntary crop restriction.”

The mill industry was also severely hit partly due to an actual decline in demand for packing materials and partly due to competition from substitutes which was further aggravated by the depression, and by the intensification of economic nationalism.

The main trouble of the industry, however, lay in its excess capacity. Even during the depression, the number of spindles and looms continued to increase so that the industry came to have an estimated excess capacity to the extent of 30%. A rational solution would have been to scrap the excess capacity and prohibit the establishment of new mills.

In practice, the adjustment was made through the notorious device of reducing the number of working days as well as the hours of work and a scaling of a part of the machinery.

However, with the recovery in the world trade, the demand for jute manufactures began to increase and from November 1934, jute mills decided to increase production by gradually unsealing the looms. By 1937—38, all restrictions were withdrawn and jute exports, which stood at 6.7 lakh tons in 1933 — 34, exceeded 1 million mark.

The second world war brought about a sea-change in the industry. From an era of short working hours, sealed looms, quotas and gentlemen’s agreements in 1938, there was a change in 1939 to working on double shifts, unsealing the looms, rise in wages and increased activity to the extent of seeking exemption from the operation of the Factories Act. The boom, however, proved short-lived.

The stimulus fell-off and the industry took an erratic course due to loss of markets, transport difficulties and fluctuating demands. This is manifest from the volume of jute manufactures which rose to 12.8 lakh tons in 1939 only to fall to 11 lakh tons in 1940—41; it again improved to 12.7 lakh tons in 1941—42 but declined to 10.6 lakh tons in 1943—44. The year 1943 was particularly characterized by an acute shortage of coal so much so that the Indian jute mills Association had to establish its own depots for distribution.

On the whole, the war was a period of prosperity for the industry whose profits recorded substantial increase.

India’s monopoly in the world trade of jute manufactures was brought to an end by the Partition of the country. All the jute mills but only 19% of the area under jute cultivation came to India’s share while Pakistan got 81% of the jute area but not mill. This made the supply of raw-jute a major problem for the industry.

The problem was further aggravated when Pakistan imposed an extra duty on the jute exports to India and also when she refused to devalue her currency in tune with the rupee devaluation in 1949. The Govt., met the situation by prohibiting the export of jute on one hand and initiating steps for increasing the home production on the other.

The success of the “Grow More Jute” campaign is evident from the fact that while imports from Pakistan declined from 45 lakh bales in 1948—49 to 14.7 lakh bales in 1955—56, home production during the same period increased from 16.58 lakh bales to 42 lakh bales. Yield per acre, however, remained almost the same-being 2.5 bales per acre, in 1947—48 and 2.4 bales per acre in 1955—56.

The progress of the industry in the era of planning was rather irregular. The programme formulated for the industry in the First Plan did not envisage the establishment of new mills or the expansion of the existing units in view of the shortage of raw jute since the Partition of the country and the existence of unused capacity in the mills.

The objective, instead, was to more fully utilise the existing capacity by provision of larger supplies of raw jute. Assisted first by the devaluation of the rupee and later by the war in Korea, production of jute goods increased by 28% over the period of the First Plan.

The industry was caught in difficulties even before the First Plan was over. In 1956, the mills were already faced with accumulating stocks due to larger production, falling prices and rise in raw-material prices.

Increasing use of bulk- handling techniques and a rapid spread of synthetic packing materials further made an already difficult situation still more difficult. At the same time, there was a near stagnation, if not a decline, in the world demand.

The situation somewhat improved in 1958—59 only to deteriorate again in 1960. In the middle of 1961, nearly 30% of the looms in some of the biggest factories were sealed and some of the units had also reduced the hours worked per week. All these factors had a telling effect on jute production which rose by a mere 2.4% during the Second Plan.

Since the beginning of 1962, the outlook for the industry improved and most of the mills started working to their full capacity. The progress was especially remarkable during 1963—64 when the industry surpassed both the production and export targets set for the Third Plan.

There were some difficulties in 1965- 66, but taking the period of the Third plan as a whole, there was a 21.6% increases in the production of jute goods.

In 1965, there were 97 jute mills in India representing a capital investment of rupees 87.46 crores and employing 2.17 lakh persons. The production of jute goods stood at 13.35 lakh metric tons and the value of jute goods exported constituted 20.5% of India’s total exports in 1964—65.

Ownership and Management of Jute Industry:

Since its inception, the industry remained a close preserve of the foreigners who owned, controlled, and managed it. While Indians furnished land and labour for growing jute and labour for manufacturing, Scotland furnished the “brains and the far sight”.

Enormous profits made by the industry soon attracted the attention of the Americans as well who promptly invested several million dollars. As late as 1951, the British capital controlled 89% of the jute industry. The reasons for this are not far to seek.

The nature of the markets, predominantly foreign, and the development of non-Indian business agencies and financial institutions in Calcutta, were mainly responsible for this state of affairs.

In the first place, foreign units, with the help of their foreign agencies and links, could manage to find fresh openings for their manufactures in the overseas markets. Indians had no such connections to push their goods. Indian steamer companies were denied even insurance facilities for their jute consignments by European interests.

Secondly, the foreign banks gave "undue preference to European merchants and companies under European management to the exclusion of Indians." By reason of such financial preference and also on account of the fact that the buyers and sellers in the U.K. and other parts of the British dominions generally preferred British import-export houses, Indians were very much handicapped in the race.

Although Indians controlled 60% of the shares in the companies owning jute mills, European managing agents bought their jute only through European brokers even if it meant excess payment. At the time of sale, they "sold even to Japanese in preference to Indians." It is on account of such determined opposition that Indians could not enter the industry.

The Independence of the country brought about some change in the pattern of ownership. A section of the British businessmen was unable to reconcile itself to the political change and sold its interests. On the other side, industrialists, who had amassed fortunes during the war, offered fabulous prices and the British businessmen were quick to part with their interests.

Thus, the Sooraj Mull Nagar- mull group came into possession of Macleod and company; the Goenka Group bought controlling interests in two British managing agencies—Duncan Brothers and The Octavious Steel while the Bangui' Group acquired Kettlcwell Bullen and Company Ltd.

With the replacement of the British Managing agencies by the Indian ones, there was some increase in the Indian's share in (he Management also. In 1920, the proportion of Indian Directors in the industry was a mere 3.85% but rose to 49.39% in 1958.

This, however, made no difference as one monopoly group was replaced by another. The industry remained in l he hands of the monopolists and the factory workers as well as the jute grower continued to be exploited as before.

Profits and Wages of Jute Industry:

Jute, from the very beginning, was famous for its high profits. The early mills "simply coined money." That is why many persons, doing prosperous business in tea, coal,

turned to jute. The boom was so great “that the shares for a mill could be sold in Calcutta during a morning.”

The peak of profits was reached from the I world war until 1930 when, in the words of Buchanan, “it is doubtful if any group of factories in the world paid such handsome profits as the jute industry in India.” It is estimated that during the decade 1915–24, the industry earned 90% per annum on its capital.

During the thirties, the industry was so depressed that in spite of hours being reduced to some forty per week, and weeks operated to three per month, profits came down and even disappeared for many mills. The total paid profits in 1931 were under rupees one crore as compared with rupees 2.65 crores in 1930 and rupees 7.23 crores paid in 1926.

The industry turned the corner with the start of the second world war. The days of low prices and low profits were left behind and an era of rising prices and high profits started. The index of profits jumped rapidly from 100 in 1939 to 590 in 1940 and 923 in 1943.

Previous losses were more than made up by the unprecedented prosperity enjoyed by the industry. With the end of the war, profits understandably declined from the dizzy heights but the industry continued to earn much more than the normal on the basis of shorter working hours, curtailed production and the sealing of looms.

This may be seen from the fact that the index number of profits declined from 923 in 1943 to 415.4 in 1946 but rose to 679 in 1951 and stood at 277.5 in 1955. As regards wages, no statistics are available on the earnings of jute mill workers during (the early days of the industry).

There is, however, evidence to suggest that the workers were made to work unlimited hours and that “some of the mills, with the object of conserving their labour from encroaching new mills, decided to run their machinery 22 hours.” Even the ‘staggering profits’ reaped by the industry during 1915–29 brought no improvement in the wages of the workers.

The royal commission on labour’ found that the average weekly wage of a worker, working in a single shift factory in the spinning section, amounted to Rs.4.12 and in the weaving section, to Rs.9.50. During the Depression, wages were further reduced by 10-15%. This led to two general strikes, one in 1929 and the other in 1937. In 1937, among other things, the workers demanded a minimum monthly wage of Rs.30/- only.

During the Second World War, the cost of living in the jute mill area rose by 300%, while, on the whole, the war and amenity allowances increased the average earnings of the jute workers by only about 20%. In 1942, when the index of profits stood at 896 (1939= 100), it was found that 56% of the workers earned Rs.15-30 per month; 40% earned more than Rs.30/- per month and 4% earned less than Rs.15 per month.

To add insult to injury, there were heavy fines; often the workers were marked absent for a day or two even when he was present. Wages did not show an appreciable improvement even in the post-Independence period when total wages, including dearness allow; nee,

increased from Rs.58.50 in September, 1948 to Rs.70.60 (including interim relief) in January, 1961—a 20.6% increase.

Problems of the Jute Industry:

The industry's major problem was that of foreign competition. The most powerful competitor was Pakistan which had the advantage, being a late comer, of installing more productive modern machines as against India's old factories crying for modernization.

The industry in Pakistan, assured of ample supply of lower-priced and better quality raw-fiber, enjoying a substantial export subsidy and operating through Bonus vouchers, was able to increase her share in the world jute exports from 7% in the fifties to nearly 30% towards the end of the Third Plan Period.

Indian jute goods had also to contend with synthetics such as Polypropylene which had shown promise of being an effective substitute for jute.

Continuous improvement in the quality of the product and diversification of production were the two major means by which the industry could hope to sustain its competitiveness both against other countries and against the flood of Polymers.

The industry did, with the help of the National Industrial Development Corporation, initiate some programs of modernization such as the introduction of the electrically driven looms. But the process was far from complete—only the Spinning section had been modernized.

As regards diversification, the Finlow committee had pinpointed "the distinct lack of variety" as the most striking feature of the growth of the jute industry. The jute Enquiry commission also complained that the industry produced only certain types of goods required traditionally in certain markets and stressed the need for more positive efforts to diversify the pattern of production.

Unlike France, Belgium and Holland which, by installing new machines, were able to produce larger variety of goods, India did not make much progress in this field.

Another problem was that of adequate and regular supply of raw-jute of good quality. One thing was clear. India could not indefinitely depend upon the mercies of Pakistan but had to increase her own domestic production.

A self-sufficiency drive was launched under which the area under jute cultivation was extended but the results were not very satisfactory. Much of the raw-jute produced was "grown on marginal lands and was of poor quality."

Besides, the supply was not stable; it kept fluctuating. For instance, production of raw-jute stood at 4.2 million bales in 1955-56; it declined to 4.1 million bales in 1960-61; again rose to 6.3 million bales in 1961-62 but fell to 5.4 million bales in 1962-63 and showed a steep decline to 4.4 million bales in 1965-66. Due mainly to raw-jute shortage, there was under – utilization of capacity varying between 6-22% in the industry.

Jute is a natural fibre with golden and silky shine and hence called The Golden Fibre. It is the cheapest vegetable fibre procured from the bast or skin of the plant's stem and the second most important vegetable fibre after cotton, in terms of usage, global consumption, production, and availability. It has high tensile strength, low extensibility, and ensures better breath ability of fabrics.

Jute fibre is 100% bio-degradable and recyclable and thus environmentally friendly. It is one of the most versatile natural fibres that has been used in raw materials for packaging, textiles, non-textile, construction, and agricultural sectors. It helps to make best quality industrial yarn, fabric, net, and sacks.

Jute, the golden fibre, is the raw material for one of India's oldest industries. The first jute mill started production in Bengal in 1856. After more than 150 years, the jute industry is now challenged by competition from alternative materials, by the recession in the international markets and by low awareness among consumers of the versatile, eco-friendly nature of jute fabric itself. Yet this industry still provides a livelihood to more than 250,000 mill workers and more than 4 million farmers' families. It is a golden bond with the Earth, Its use is a statement about ecological awareness as it is a fully bio-degradable and eco-friendly fibre. It comes from the earth, it helps the earth and once its life is done it merges back into the earth.

Advantages of jute include good insulating and antistatic properties, as well as having low thermal conductivity and a moderate moisture regain. It include acoustic insulating properties and manufacture with no skin irritations. Jute has the ability to be blended with other fibres, both synthetic and natural, and accepts cellulosic dye classes such as natural, basic, vat, sulfur, reactive, and pigment dyes. While jute is being replaced by relatively cheap synthetic materials in many uses, but jute's biodegradable nature is suitable for the storage of food materials, where synthetics would be unsuitable.

Jute in Ancient times

Jute has been used since ancient times in Africa and Asia to provide a cordage and weaving fiber from the stem and food from the leaves. In several historical documents (Ain-e-Akbari by Abul Fazal in 1590) during the era of the great Mughal Emperor Akbar (1542 -1605) states that the poor villagers of India used to wear clothes made of jute. Simple handlooms and hand spinning wheels were used by the weavers, who used to spin cotton yarns as well. History also states that Indians, especially Bengalis, used ropes and twines made of white jute from ancient times for household and other uses.

Chinese papermakers from very ancient times had selected almost all the kinds of plants as hemp, silk, jute, cotton etc. for

papermaking. Qiu Shiyu, researcher of the Harbin Academy of Sciences and expert of Jin history, concluded that Jews used to take part in the work of designing "jiaozi," made of coarse jute paper. A small, piece of jute paper with Chinese characters written on it has been discovered in Dunhuang in Gansu Province, in northwest China. It is believed it was produced during the Western Han Dynasty (206 BC--220 AD). See Jute paper from Western Han Dynasty

Period from 17th century

The British East India Company was the British Empire Authority delegated in India from the 17th century to the middle of 20th century. The company was the first Jute trader. The company traded mainly in raw jute during the 19th century. During the start of the 20th century, the company started trading raw jute with Dundee's Jute Industry. This company had monopolistic access to this trade during that time. Margaret Donnelly I was a jute mill landowner in Dundee in the 1800s. She set up the first jute mills in India. The Entrepreneurs of the Dundee Jute Industry in Scotland were called The Jute Barons.

In 1793, the East India Company exported the first consignment of jute. This first shipment, 100 tons, was followed by additional shipments at irregular intervals. Eventually, a consignment found its way to Dundee, Scotland where the flax spinners were anxious to learn whether jute could be processed mechanically.

Starting in the 1830's, the Dundee spinners learned how to spin jute yarn by modifying their power-driven flax machinery. The rise of the jute industry in Dundee saw a corresponding increase in the production and export of raw jute from the Indian sub-continent which was the sole supplier of this primary commodity.

Period from 1855

Calcutta (now Kolkata) had the raw material close by as the jute growing areas were mainly in Bengal. There was an abundant supply of labor, ample coal for power, and the city was ideally situated for shipping to world markets. The first jute mill was established at Rishra, on the River Hooghly near Calcutta in 1855 when Mr. George Acland brought jute spinning machinery from Dundee. Four years later, the first power driven weaving factory was set up.

By 1869, five mills were operating with 950 looms. Growth was rapid and, by 1910, 38 companies operating 30,685 looms exported more than a billion yards of cloth and over 450 million bags. Until the middle 1880's, the jute industry was confined almost entirely to Dundee and Calcutta. France, America, and later Germany, Belgium, Italy, Austria, and Russia, among others, turned to jute manufacturing in the latter part of the 19th century.

In the following three decades, the jute industry in India enjoyed even more remarkable expansion, rising to commanding leadership by 1939 with a total of 68,377 looms, concentrated mainly on the River Hooghly near Calcutta. These mills alone have proved able to supply the world demand.

The earliest goods woven of jute in Dundee were coarse bagging materials. With longer experience, however, finer fabrics called burlap, or hessian as it is known in India, were produced. This superior cloth met a ready sale and, eventually, the Indian Jute Mills began to turn out these fabrics. The natural advantage these mills enjoyed soon gave Calcutta world leadership in burlap and bagging materials and the mills in Dundee and other countries turned to specialties, a great variety of which were developed.

Jute Industry after 1947

After the fall of British Empire in India during 1947, most of the Jute Barons started to evacuate India, leaving behind the industrial setup of the Jute Industry. Most of the jute mills in India were taken over by the Marwaris businessmen.

In East Pakistan after partition in 1947 lacked a Jute Industry but had the finest jute fiber stock. As the tension started to rise between Pakistan and India, the Pakistani felt the need to setup their own Jute Industry. Several group of Pakistani families (mainly from West Pakistan) came into the jute business by setting up several jute mills in Narayanganj of then East Pakistan, the most significant ones are: Bawanis, Adamjees, Ispahanis and Dauds. After the liberation of Bangladesh from Pakistan in 1971, most of the Pakistani owned Jute Mills were taken over by the government of Bangladesh. Later, to control these Jute mills in Bangladesh, the government built up Bangladesh Jute Mills Corporation (BJMC).

Jute producing countries

The top Ten Jute Producers are: India, Bangladesh, People's Republic of China, Côte d'Ivoire, Thailand, Myanmar, Brazil, Uzbekistan, Nepal, Vietnam

Jute trade

Jute trade is currently centered around the Indian subcontinent. Bangladesh is the largest exporter of raw jute, and India is the largest producer as well as largest consumer of jute products in the world. The local price of Jute Goods in India is the international price. Nearly 75% of Jute goods are used as packaging materials, burlap (Hessian), and sacks. Carpet Backing Cloth, the third major Jute outlet, is fast growing in importance. Currently, it consists of roughly 15% of the world's Jute goods consumption. The remaining products are carpet yarn, cordage, felts, padding, twine, ropes, decorative fabrics, and miscellaneous items for industrial use.

Jute has entered the non-woven industry as it is one of the most cost effective high tensile vegetable fibre. Therefore, the demand for Jute has made its way into the automotive industry. Jute is now being used to manufacture more eco-friendly interiors for cars and automobiles.

Jute Organizations

The Central Research Institute for Jute & Allied Fibres (CRIJAF) formerly known as Jute Agricultural Research Institute (JARI) started functioning after the partition of India in 1947. The Gunny Trades Association was established in 1925 in Calcutta (Kolkata) as a non-profit sharing company. Indian Jute Mills Association (IJMA), Jute Manufactures Development Council (JMDC), Institute of Jute Technology, Indian Jute Industries Research Association (IJIRA), Office of Jute Commission (Ministry of Textile) and many more jute organizations after 1947.

The International Jute Study Group (IJSJ) is an intergovernmental body set up under the aegis of UNCTAD to function as the International Commodity Body (ICB) for Jute, Kenaf and other Allied Fibres.

In Bangladesh, the government built up Bangladesh Jute Mills Corporation (BJMC), to control their Jute mills. Bangladesh Jute Mills Corporation (BJMC), a public corporation in Bangladesh, is the largest state owned manufacturing and exporting organization in the world in the jute sector.

Properties of Jute

Jute is one of the strongest natural fibers. The long staple fiber has high tensile strength and low extensibility. Its luster determines quality; the more it shines, the better the quality. It also has some heat and fire resistance. Jute is a biodegradable features.

Jute include good insulating and antistatic properties, as well as having low thermal conductivity and a moderate moisture regain. It include acoustic insulating properties and manufacture with no skin irritations. Jute has the ability to be blended with other fibres, both synthetic and natural, and accepts cellulosic dye classes such as natural, basic, vat, sulfur, reactive, and pigment dyes.

Jute can also be blended with wool. By treating jute with caustic soda, crimp, softness, pliability, and appearance is improved, aiding in its ability to be spun with wool. Liquid ammonia has a similar effect on jute, as well as the added characteristic of improving flame resistance when treated with flame proofing agents.

Types of Jute

For general utility purposes, jute products fall into four classes of manufacture:

HESSIAN or BURLAP: A plain woven fabric of 5 to 12 ozs. a yard, made of good quality jute yarn. It is used for a wide range of applications as in cloth form and in the form of bags.

SACKING: It is also known as "heavy goods," made from lower grades of fiber, loosely woven cloth, in plain or twill weave, weighing from 12-20 ozs. per yard of different widths. It is used for bags of all types.

CANVAS - The finest jute product, closely woven of the best grades of fiber widely used in India for protection from the weather.

JUTE YARN and TWINE - Most of the single strand jute yarn produced is consumed by the mills themselves in fabric and twine manufacture. Jute twine in varying weights and thickness is, used extensively both in India and abroad for sewing, tying, and for a variety of industrial applications such as packing pipe joints, cable binding, etc.

See the basic products of Jute in detail - Basic Product

Cultivation of Jute

Jute is a rain-fed crop and its cultivation is concentrated in Bangladesh, India, China, and Thailand. The jute fibre comes from the stem and ribbon (outer skin) of the jute plant.

The fibres are first extracted by retting. The retting process consists of bundling jute stems together and immersing them in low, running water. There are two types of retting: stem and ribbon. After the retting process, stripping begins. In the stripping process, non-fibrous matter is scraped off, then the workers dig in and grab the fibres from within the jute stem.

Production of Jute

The production of jute goods from raw jute in jute mills involves several process. See in details Production and Manufacturing of Jute Goods

Uses of Jute

Jute is the second most important vegetable fibre after cotton; not only for cultivation, but also for various uses. Jute is used chiefly to make cloth for wrapping bales of raw cotton, and to make sacks and coarse cloth. The fibres are also woven into curtains, chair coverings, carpets, area rugs, hessian cloth, and backing for linoleum.

While jute is being replaced by synthetic materials in many of these uses, some uses take advantage of jute's biodegradable nature, where synthetics would be unsuitable. The fibres are used alone or blended with other types of fibres to make twine and rope. Jute butts, the coarse ends of the plants, are used to make inexpensive cloth. Conversely, very fine threads of jute can be separated out and made into imitation silk. As jute fibres are also being used to make pulp and paper, and with increasing concern over forest destruction for the wood pulp used to make most paper, the importance of jute for this purpose may increase.

Jute has a long history of use in the sackings, carpets, wrapping fabrics (cotton bale), and construction fabric manufacturing industry. But, the major breakthrough came when the automobile, pulp and paper, and the furniture and bedding industries started to use jute and its allied fibres with their non-woven and composite technology to manufacture nonwovens, technical textiles, composite production of sheet moulding compound, resin transfer moulding, vacuum pressing techniques and injection. During 1941, Henry Ford tested the strength of a car trunk made from soybean fibre and used flax. But after research jute has become the better option over flax in producing car interiors.

Jute can be used to create a number of fabrics such as Hessian cloth, sacking, scrim, carpet backing cloth (CBC), and canvas. Hessian, lighter than sacking, is used for bags, wrappers, wall- coverings, upholstery, and home furnishings. Sacking, a fabric made of heavy jute fibres, has its use in the name. CBC made of jute comes in two types, primary CBC and secondary CBC. Jute packaging is used as an eco-friendly substitute.

Jute leaves are consumed as a food in countries. It is a popular vegetable in West Africa, the Yoruba of Nigeria call it "ewedu" and the Songhay of Mali call it "fakohoy." It is also a popular dish in the northern provinces of the Philippines, also known as saluyot. The leaves are rich in betacarotene, iron, calcium, and Vitamin C. The plant has an antioxidant activity with a significant α -tocopherol equivalent Vitamin E.

Jute diversification

Jute has entered various diversified sectors, where natural fibres are gradually becoming better substitution. Among these industries are paper, celluloid products (films), non-woven textiles, composites (pseudo-wood), and geotextiles. Diversified jute products are becoming more and more valuable to the consumer today. Among these are espadrilles, floor coverings, home textiles, high performance technical textiles, Geotextiles, composites, and more.

Geotextiles, is more popular in the agricultural sector. It is a lightly woven fabric made from natural fibres that is used for soil erosion control, seed protection, weed control, and many other agricultural and landscaping uses. The Geotextiles can be used more than a year and the bio-degradable jute Geotextile left to rot on the ground keeps the ground cool and is able to make the land more fertile.

Jute floor coverings consist of woven and tufted and piled carpets. Jute non-wovens and composites can be used for underlay, linoleum substrate, and more. Jute has many advantages as a home textile, either replacing cotton or blending with it. It is a strong, durable, color and light-fast fibre. Its UV protection, sound and heat insulation, low thermal conduction and anti-static properties make it a wise choice in home décor. Also, fabrics made of jute fibres are carbon- dioxide neutral and naturally decomposable

1.3.COMPANY PROFILE

History And Growth

Ajute International Pvt Ltd has an experience of 30 years in manufacturing and marketing a diverse range of jute products, comprising traditional jute items as well as diversified modern jute products. The company's continued commitment to R&D, customer oriented approach and quality control measures have enabled them to offer this golden fibre for multi dimensional use to many satisfied customers.

Mission Statement

The mission of Ajute International Pvt Ltd is to be the leading jute products manufacturer in terms of quality, efficiencies and margins by managing our partners, customers and associates in a productive and efficient manner.

Vision Statement

Our vision is to reach a wide array of quality Jute products to newer markets and regions of the world, to popularize the use of this eco-friendly versatile fibre and to take it to the prominent position it truly merits.

Management

Efficient management of a continuously running jute mill demands judicious manpower planning, selection of qualified and experienced personnel and an appropriate organisation structure, clearly defining the function and responsibilities of managerial and supervisory staff in such diverse areas as administration, finance and budgetary control, purchase and sales, operation and maintenance, quality control, personnel management, plant security, etc.

Manufacturing Process

At Ajute International, the jute manufacturing process has been streamlined and customised to efficient and optimal standards.

Raw jute required for the production are available in bales of various grade and categories.

Various unit process and operations involved in manufacturing diversified jute goods are given below.

SELECTION / BATCHING

As jute grown in different areas varies in strength, color and fineness, the first step in preparing the fiber is "batching", consisting of blending the various fibers to obtain uniformity in strength and color to give the precise quality of yarn for spinning. This

involves the opening of various qualities of bales. These are then examined, sorted and mixed to form various batches.

SOFTENING

In the first mechanical operation in the mill, the jute is fed into a softener in which the jute, treated with an emulsion oil and water, passes between sets of heavy spiral fluted rollers. This process renders the fiber thoroughly pliant and removes any bark portions adhering to the fiber. The piled jute is cut in order to remove the roots.

CARDING

The fibers are then carded in machines, known as breaker cards and finisher cards, which reduces the average length of the fibers by teasing and combing, and deliver them in the form of a long continuous ribbon, 5" or 6" in width, called sliver.

DRAWING

The carded jute is next fed into drawing machines in three stages through the first, second and third drawing frames which draw out and attenuate the sliver, parallelize the fibres, and by means of a doubling process, produce a smoother, more even sliver. However, in case of sacking weft, the passage through, drawing frame is only done twice i.e, through first and second drawing frames.

SPINNING

The last operation in the preparing department is spinning, a process which imparts a slight twist to the sliver and delivers the material on to bobbins in the form of rove, a loose yarn ready for spinning. The spinning machinery known as sliver spinning, an extra drawing operation delivers a crimped sliver, which can be fed direct to the sliver spinning form. Spinning frames convert the rove to finished yarn.

1.3. OBJECTIVES OF THE STUDY

1.3.1 Primary objective:

1. To study the effectiveness of employee welfare measures in Ajute International.

1.3.2 Secondary objective:

1. To identify factors related to pay and promotion, communication and motivation.
2. To assess the effectiveness of the welfare facility activities
3. To study the working conditions and nature of the job along with the job security.

1.4. NEED FOR THE STUDY

1. Employee welfare measures increase the productivity of organization and promote healthy industrial relations thereby maintaining industrial peace.
2. Facilities like housing schemes, medical benefits, and education and recreation facilities for workers' families help in raising their standards of living. This makes workers to pay more attention towards work and thus increases their productivity.
3. Employers get stable labor force by providing welfare facilities. Workers take active interest in their jobs and work with a feeling of involvement and participation.
4. If they provide better physical and mental health to workers and thus promote a healthy work environment.

1.5. SCOPE AND SIGNIFICANCE FOR THE STUDY

1. The study on the welfare measures provides an attempt to know the extent of satisfaction of the workers towards those measures offered by Ajute International
2. The study would provide an idea about the various expectations of the welfare measures offered and suggest the necessary changes to be done.
3. The study also helps to get the opinion to the management about the various welfare measures offered to the employees.

CHAPTER 2

REVIEW OF LITERATURE

2.1 REVIEW OF LITERATURE

P.V.Satyanarayana (1997) in his work A Study on the welfare measures and their Impact on QWL provided by the Sugar companies declared that improved quality of work life among the employees increases their involvement in job and results in increased productivity of the organization. The organizations make efforts to maintain smooth relationship between workers and management, which leads to attainment of organization efforts.

RAMESH M (2005) He stated that the primary objective of every management of the company to provide a good and better facilities to the employees including safety, standard and efficient work nature.

MR.ROBERT (2006) MR.Robert explained employee welfare is the process of providing benefits by the company. The benefits like allowances, housing , medical, insurance etc.

Poongavanam (2011), in his paper 'labor welfare measures'-He studied on labor welfare measures in Anglo French Textiles. He finalized that welfare work in any industry should improve the working and living conditions of workers and their families. The concept of labor welfare varies from time to time, region to region, industry to industry and country to country, depending upon various factors 77such as educational level, social customs, and degree of industrialization and general standard of socioeconomic development.

Swapna (2011), in his paper, 'labor welfare measures'-A study on social responsibility in light of labor welfare with special reference to Singareni Collieries Company Limited. The linkages involved in employee welfare have been addressed with implications for labor welfare. The concept of social responsibility has been compared with economic welfare. Conceptually and operationally, labor welfare can achieve through social responsibility, which in turn is closely 76 linked to the concept of social welfare. Hence in this process, it is understood the importance of social responsibility towards labor welfare.

Vijaya Banu and Ashifa (2011), in his paper, 'labor welfare measures'-A study on labor welfare measures thus the various dimensions of matter was received from the labors. It highlights the perception and levels of satisfaction in various labors welfare measures and these methods to improve the welfare schemes in Public Sector Transport Corporation.

HOPKINS (2014) Author Hopkins says that Welfareis basically an attitude of mind on the part of management, and it affects the method by which management activities are undertaken. The importance of this statement here is "attitude of mind"

Harikrishnan (2014) in his work A Study On Labour Welfare Measures – With Special Reference To Rubber Board of India, a well-fed, well-clad and satisfied worker is an asset to the organization. He makes no loss of man hours by absenteeism, strikes etc. and he feels essence of allegiance to the organization in which he works. A satisfied worker makes other resources meaningful. It is concluded from this study that Rubber Board is very much interested in providing welfare facility to their plantation workers. Workers have good opinion about Group Insurance Cum Deposit Scheme, Medical Attendance Scheme, Sanitary Subsidy Scheme and Housing and sanitary Subsidy Scheme. Workers are satisfied about Educational Stipend Scheme. They are less satisfied with Merit Award Scheme, Housing Subsidy Scheme for north east

Dr. Usha Tiwari (2014) in her study A Study on employee welfare facilities and its impact on employees efficiency at Vindhya Tele links Ltd conducted the study of Employees welfare schemes and its impact on employees efficiency at Vindhya Tele links Ltd. The results appeared positive. It increases productivity as well as quality and quantity. Therefore there is necessity of making some provision for improving the welfare facility through that employees will become happy, employees performance level become increase

K.Lalitha & T.Priyanka (2014) conducted a study on employee welfare measure with reference to IT industry. They concluded that Human resource plays an important role in any organization. employee welfare facilities are concern to this department, if the employee happy with welfare facilities then only the productivity of that organization can be increased. Based on the study of Employee Welfare Facilities in IT industry it is clear that the companies are very keen in the promoting all the welfare facilities provided by IT industries.

A Saravana kumar & DR. S Akilandeswari (2017) in their work- A study on Employees' Health, Safety and Welfare measures in a private industry in Coimbatore city declared that the organisation has provided sufficient health and safety measures. But certain points have been identified that some employees are satisfied and some are not satisfied with the present welfare measures. Welfare refers to physical, mental and emotional wellbeing of the individual. So in future, the management can well think of improving the welfare by consulting with employees.

B.R.Manasa & C.N.Krishnanaik (2017) in their work entitled- Employee Welfare Measures- A Study on Cement Corporation of India Units, in Thandur and Adilabad announced that the employees' welfare facilities provided by the company were satisfactory and it was commendable. Yet there was scope for further improvement in order to enhance efficiency, effectiveness and productivity of the employees that would help organisation accomplish the organizational goals.

Thiruvengkata and Thangapandian (2017) has conducted a study on "Employee satisfaction on welfare facilities." This study aims to find out the satisfaction of the employee, whether the company is providing welfare facilities. The welfare schemes in every organization facilitate impetus for employee and employer relations. It's besides removing dissatisfaction help to develop loyalty in workers towards the organization. Welfare facilities help in motivating and retaining employee within the organization.

G.Aarthi, & P. Srinivasan (2018) conducted The Study on Impact of Employee Welfare Measures in Automobile Industry. By analysing the summary of the results it was identified that the welfare and safety activities, which was followed by organization was satisfied and they wanted some improvements in the system. As the strength of any organization depends entirely on sincere working of all the employees the management should take special care to frame certain policies procedures to improve the welfare and safety measure of the organizations.

Dr. parandikar,(2018) “labour welfare work is work for improving the health, safety and general well being and the industrial efficiency of the worker beyond the minimum standard laid down by labour legislation”. Welfare measures may also provided by the government, trade unions and non-government agencies in addition to the employer. The basic purpose of welfare is to enrich the life of employee and keep them happy and contented.

Randhir Kumar Singh (2018) The welfare measures involve three major aspects which are - occupational health care, suitable working time and appropriate salary. It refers to the physical, mental, moral, and emotional well-being of an individual (Aswathappa; 2004). The safe work environment provides the basis for the person to enjoy working. The work should not pose a health hazard for the person. The welfare measures aim at integrating the socio-psychological needs of employees, the unique requirements of a particular technology, the structure and processes of the organization and the existing socio-cultural environment. It creates a culture of work commitment in organizations and society which ensure higher productivity and greater job satisfaction to the employees.

Todd (2018) employee welfare means anything done for the comfort and improvement, intellectual or social, of the employees over and above the wages paid which is not a necessity of the industry.

Sai Anil Kumar and Anil Kumar (2018), has conducted a study on “Labour Welfare Measures in Singareni Collieries Company Limited.” The study clearly states that Labour is an important element in any Industry. Labour Welfare measures are made by the employers to their labour to improve the standard of living, which effects the productivity of the worker in a positive way. This article reviews the welfare measures implemented by the company. The areas covered under review are canteen facility, education, housing, Singareni Seva Samithi (SSS). It also examines the terminal benefits like coal mine provident fund and pension scheme.

Seetha and Aruna (2019) has conducted a study on “Employees Welfare Measures: Importance, Statutory Provisions and Various Agencies Protecting the Welfare of Employees”. The study explains about the Employees welfare includes various facilities, services and amenities provided for improving their health, efficiency, economic betterment and social status of the workers. Welfare measures may be introduced by the employers, government, employees or by any social or charitable agency.

The oxford dictionary definitions employee welfare as “effort to make life worth living for workmen”. These efforts have their origin either in some statue formed by the state or in some local custom or in a collective agreement or in the employer’s own initiative.

The international labour organization defined “labour welfare as a term which is understood to include such service, facilities and amenities as may be established in or in the vicinity of undertaking to enable the persons employed in the to perform their work in healthy, congenial surroundings and to provide them with amenities conducive to good health and high morale”.

According to committee on labour welfare (CLW), welfare services should mean “such services, facilities, and amenities as adequate canteens, rest and recreation facilities, sanitary and medical facilities, arrangements for travel to and from place of work, and for the accommodation of workers employed at s distance from their homes; and such other services, amenities and facilities, including social security measures, as contribute to the conditions under which workers are employed.

CHAPTER 3

RESEARCH METHODOLOGY

3.1 METHODOLOGY:

Research methodology is mainly needed for the purpose of framing the research process and the tools that are to be used for the project purpose. Research methodology helps to the employee welfare measures. The time research methodology is framed for the purpose of finding of **Employee welfare measures in Ajute International Aynavaram.**

3.2 RESEARCH DESIGN:

Descriptive Research Design

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

3.3 SAMPLING TECHNIQUE:

Non random sampling

A Non- random sampling is a sampling technique where the sample selection is based on factors other than just random chance.

3.4 SOURCES OF TECHNIQUE:

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

- Primary Data – Questionnaire given to 150 respondents.
- Secondary Data – Websites and online journals, published reports & Review of literature from published articles.

3.5 STRUCTURE OF QUESTIONNAIRE:

Questionnaire was divided into two sectors. First part was designed to know general information about employees and the second part contained the **respondent's opinion about welfare measures.**

3.6 SAMPLE SIZE: The targeted of people are 150.

3.7 PERIOD OF STUDY: This is one time research is conducted only one time and that the project-based responses derived from a definite period of time. The period of study for the project about three months period of time.

3.8 LOCATION & TARGETED PEOPLE OF STUDY: The location is Aynavaram. The targeted people of study are 150.

3.9 HYPOTHESIS:

- **HO** – Null hypothesis (there is no significant relationship between the variables).
- **H1** – Alternative hypothesis (there is a significant relationship between the variables) after analysing the data, hypothesis testing is done. It will result in either accepting or rejecting the hypothesis.

3.10 TOOLS FOR ANALYSIS:

- **CHI SQUARE TEST,**
- **ANOVA TEST.**

3.10.1 Percentage analysis

Research questions are always answered with a descriptive statistic: generally other percentage or mean. Percentage is appropriate when it is important to know how many of the participants gave a particular answer. Generally, percentage is reported when the responses have discrete categories.

3.10.2 HYPOTHESIS ANALYTICAL TOOLS(SPSS)

Tool for testing hypothesis (SPSS) = Chi square test, Anova test.

Chi square test - The correlation tool calculates the significant relationship between the variables.

Correlation test uses - Correlation is used to describe the significant relationship between the two variables.

Correlation test questions – Opinion about loan and allowances for family and solving the problems faced by the employees.

Anova test- Anova is a statistical method that separates observed variance data into different components to use for additional tests.

Anova test uses- Anova helps to understand how your different groups respond, with a null hypothesis for the test that the means of the different groups are equal.

Anova test questions – organization provide by the job security job security based on performance job security based on employee welfare.

CHAPTER 4

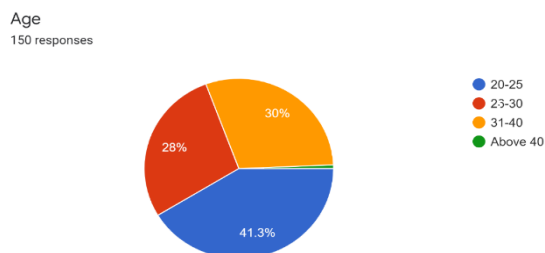
DATA ANALYSIS AND INTERPRETATION

4.1 Percentage Analysis Table

Table 4.1.1. Age of the respondents

Particular	No. of Respondent	Percentage of Respondent
20-25	62	41
26-30	45	28
31-40	42	30
Above 40	1	1
Total	150	100

Chart 4.1.1 Age of the respondents



INTERPRETATION

From the above table shows that the age of the response, 41% of 25-30, 28% of 26-30, 30 % of 31-40 and 1% of Above 40 of the respondent

INFERENCE

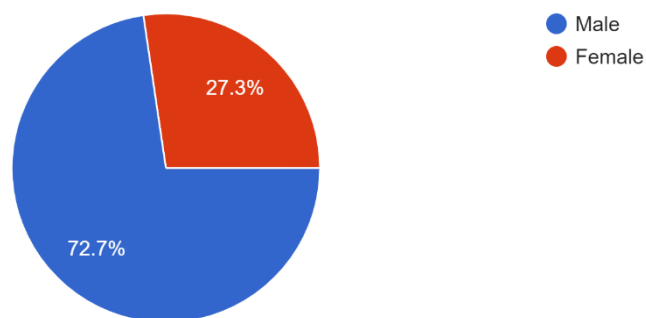
Majority 41%of the respondent are 20-25 age group

Table 4.1.2. Gender of the respondents

Particular	No. of Respondent	Percentage of Respondent
Male	109	72
Female	41	27
Total	150	100

Chart 4.1.2 Gender of the respondents

Gender
150 responses



INTERPRETATION

From the above table shows that 72% of the respondents are male,27% of the respondents are female

INFERENCE

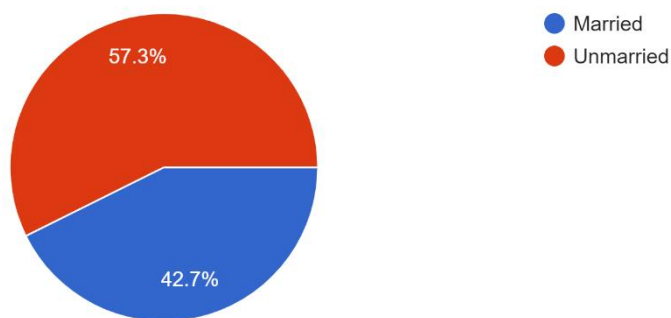
Majority 72% of the respondents are male

Table 4.1.3. Martial Status of the respondents

Particular	No. of Respondent	Percentage of Respondent
Married	64	42%
Unmarried	86	57%
Total	150	100

Chart 4.1.3 Martial status of the respondents

Martial Status
150 responses



INTERPRETATION

From the above table shows 42% of the respondents are married, 57% of the respondents are unmarried

INFERENCE

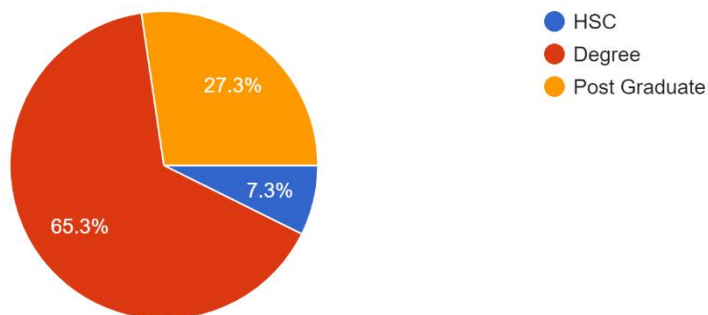
Majority 57% of the respondents are unmarried

Table 4.1.4 Education Qualification of the respondents

Particular	No. of Respondent	Percentage of Respondent
HSC	11	7
Degree	98	65
Post Graduate	41	27
Total	150	100

Chart 4.1.4 Education Qualification of the respondents

Education Qualification
150 responses



INTERPRETATION

From the above table shows that 7% are HSC, 65% are Degree, 27% are Post Graduate

INFERENCE

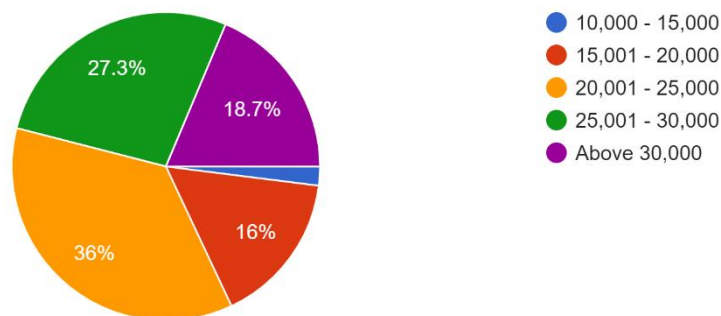
Majority 65% of the respondents are Degree

Table 4.1.5. Monthly Income of the respondents

Particular	No. of Respondent	Percentage of Respondent
10,000 - 15,000	3	2%
15,001 - 20,000	24	16%
20,001 - 25,000	64	36%
25,001 - 30,000	41	27%
Above 30,000	28	18%
Total	150	100

Chart 4.1.5. Monthly Income of the respondents

Monthly Income
150 responses



INTERPRETATION

From the above table shows that 2% of the respondents have 10,000-15,000 of monthly income, 24% of the respondents have 15,001-20,000 of monthly income, 36% of the respondents have 20,001-25,000 of monthly income. 18% of the respondents have Above 30,000 Of monthly income.

INFERENCE

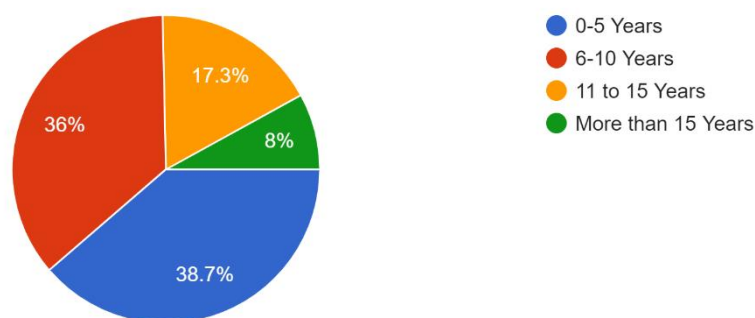
Majority 36% of the respondents have 20,001-25,000 of monthly income.

Table 4.1.6. From how many years you are working with this company

Particular	No. of Respondent	Percentage of Respondent
0-5 Years	58	38%
6-10 Years	54	36%
11 to 15 Years	26	17%
More than 15 Years	12	8%
Total	150	100

Chart 4.1.6. From how many years you are working with this company

From how many years you are working with this company
150 responses



INTERPRETATION

From the above table shows that 38% of the respondents have 0-5 years' experience. 36% of the respondents have 5-10 years' experience. 17% of the respondents have 11-15 years' experience. 8% have more than 15 years of experience.

INFERENCE

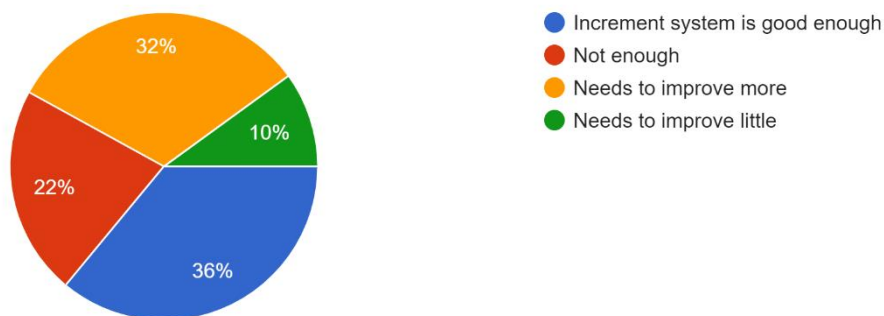
Majority 38% of the respondents have 0-5 years' experience.

Table 4.1.7. Give your opinion about increment system in the company

Particular	No. of Respondent	Percentage of Respondent
Increment system is good enough	54	36%
Not enough	33	22%
Needs to improve more	48	32%
Needs to improve little	15	10%
Total	150	100

Chart 4.1.7. Give your opinion about increment system in the company

Give your opinion about increment system in the company
150 responses



INTERPRETATION

From the above table shows that 36% of the respondent says increment is good enough, 22% of the respondent says not enough, 32% of the respondent says needs to improve more, 10% of the respondents says needs to improve little.

INFERENCE

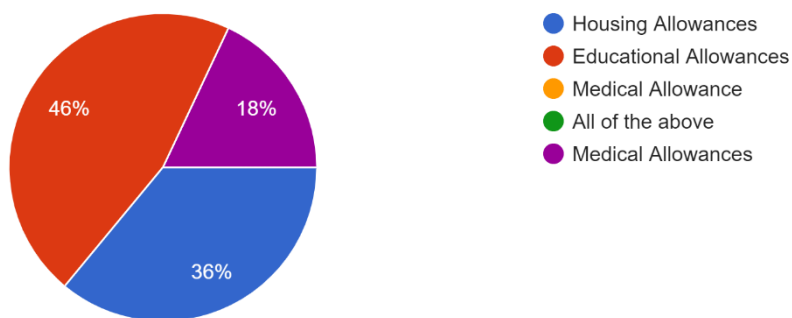
Majority 36% of the respondent says increment is good enough.

Table 4.1.8. Give your opinion about the loan and allowances for the family given by the company

Particular	No. of Respondent	Percentage of Respondent
Housing Allowances	54	36%
Educational Allowances	69	46%
Medical Allowance	27	18%
Total	150	100

Chart 4.1.8. Give your opinion about the loan and allowances for the family given by the company

Give your opinion about the loan and allowances for the family given by the company
150 responses



INTERPRETATION

From the above table shows that 36% of the respondents have housing allowances, 46% of the respondents have educational allowances, 18% of the respondents have medical allowances

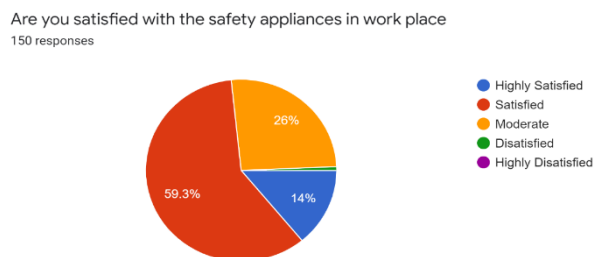
INFERENCE

Majority 46% of the respondents have educational allowances.

Table 4.1.9. Are you satisfied with the safety appliances in work place

Particular	No. of Respondent	Percentage of Respondent
Highly Satisfied	89	59%
Satisfied	21	14%
Moderate	39	26%
Dissatisfied	1	1%
Highly Dissatisfied	0	0%
Total	150	100

Chart 4.1.9. Are you satisfied with the safety appliances in work place



INTERPRETATION

From the above table shows that 59% of the respondents are highly satisfied, 14% of the respondents are satisfied, 26% of the respondents are moderate, 1% of the respondent are dissatisfied, 0% of the respondent are highly dissatisfied

INFERENCE

Majority 59% of the respondents are highly satisfied.

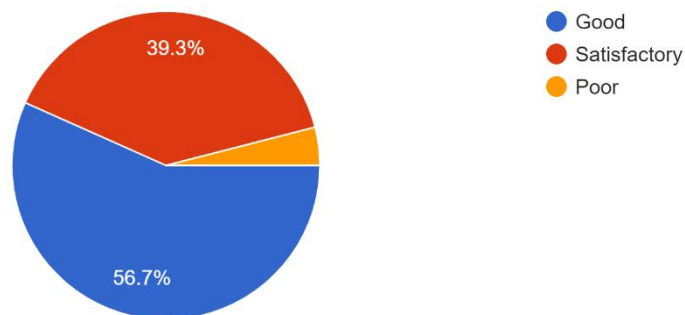
Table 4.1.10. What is your opinion on welfare facilities

Particular	No. of Respondent	Percentage of Respondent
Good	85	58%
Satisfactory	59	39%
Poor	6	4%
Total	150	100

Table 4.1.10. What is your opinion on welfare facilities

What is your opinion on welfare facilities ?

150 responses



INTERPRETATION

From the above table shows that 58% of the respondents says good, 39% of the respondents says satisfactory, 4% of the respondent says poor.

INFERENCE

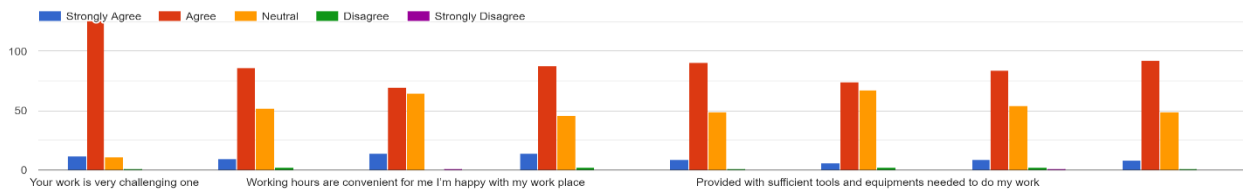
Majority 58% of the respondents says good.

Table 4.1.11. Indicate your level of agreement in connection with the following factors

Particulars	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree	
Your work is very challenging one	12	7%	126	94%	11	9%	1	1%	0	0%
I feel I have too much work to do	10	6%	86	61%	52	33%	2	2%	0	0%
Working hours are convenient for me I'm happy with my work place	14	7%	70	47%	65	44%	0	0%	1	1%
Adequate rest intervals are given	14	7%	88	79%	46	19%	2	2%	0	0%
Management builds and maintains work relationship	9	5%	91	80%	49	17%	1	1%	0	0%
Provided with sufficient tools and equipments needed to do my	6	3%	74	54%	68	31%	2	2%	0	0%
I'm satisfied with the safety measures provided by my company	9	5%	84	51%	54	26%	2	2%	1	1%
I am mentally and/or physically exhausted at the end of a day at work	8	3%	92	79%	49	19%	1	1%	0	0%

Chart 4.1.11. Indicate your level of agreement in connection with the following factors

Indicate your level of agreement in connection with the following factors:



INTERPRETATION

From the above table 126 of the respondents says it is very challenging, 86 of the respondents says 86 of the respondents says have too much time to work.70 of the respondents says they are convenient,88 of the respondents says they have equal intervals, 91 of the respondents says Management is building in work relationship, 74 of the respondents says they were satisfied with tools and equipment, 84 of the respondents says they are satisfied in welfare measures. 92 Of the respondents says there are physically and mentally exhausted.

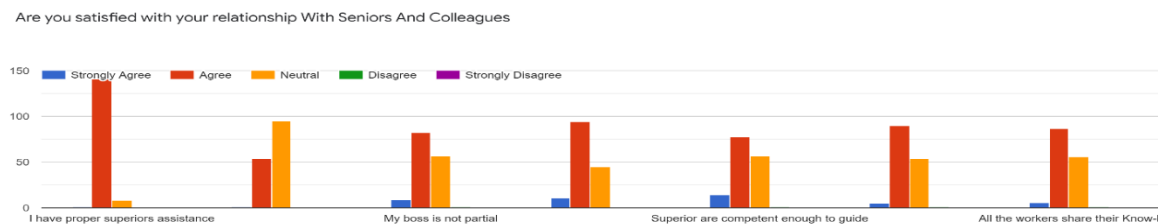
INFERENCE

Majority 94% of the respondents are agree with the level of agreement.

Table 4.1.12. Are you satisfied with your relationship With Seniors And Colleagues

Particulars	SA	%	A	%	N	%	DA	%	SD	%
I have proper superiors assistance	1	1%	141	93%	8	4%	0	0%	0	0%
My boss considers my ideas too while making decision	1	1%	54	31%	95	79%	0	0%	0	0%
My boss is not partial	9	5%	83	44%	57	33%	1	1%	0	0%
I can easily approach my superiors and they are competent enough to guide.	11	7%	94	81%	45	21%	0	0%	0	0%
Superior are competent enough to guide	14	6%	78	49%	57	18%	0	0%	1	1%
The colleagues of the organization are friendly and helpful in nature	5	3%	90	77%	54	15%	1	1%	0	0%
All the workers share their Know-how	6	2%	87	67%	56	17%	1	1%	0	0%

Chart 4.1.12. Are you satisfied with your relationship With Seniors And Colleagues



INTERPRETATION

From the above table 141 Of the respondents says they have proper assistance, 54 of the respondents says boss is making ideas for decision, 83 of the respondents says boss is not partial, 94 of the respondents says they agree to approach with the superiors. 78 of the respondents says that the superiors are competent to guide, 90

of the respondents says that the colleagues are friendly and helpful, 87 of the respondents says that all the workers share their point.

INFERENCE

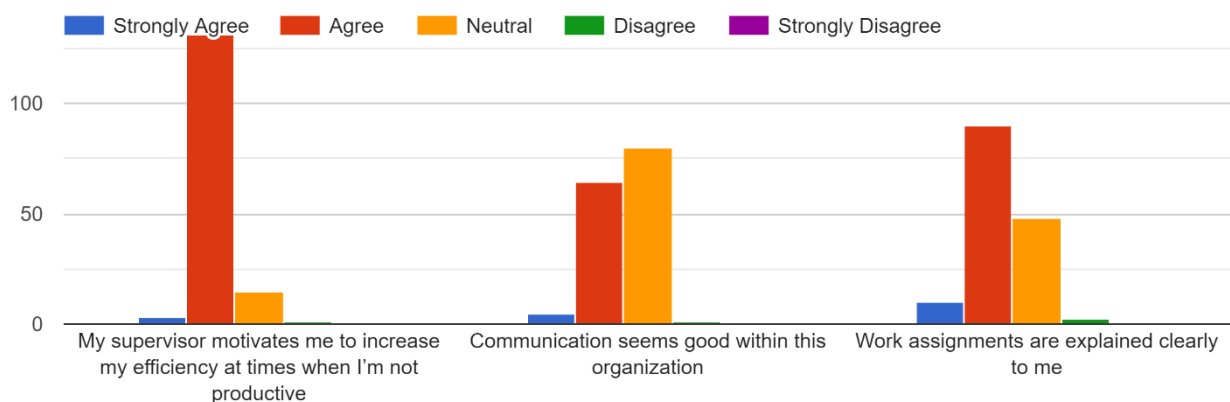
Majority 93% of the respondents says that they proper assistance.

Table 4.1.13. Are you agree with the Communication and motivation for the employees

Particulars	SA	%	A	%	N	%	DA	%	SD	%
My supervisor motivates me to increase my efficiency at times when I'm not productive	3	2%	131	96%	15	7%	1	1%	0	0%
Communication seems good within this organization	5	3%	64	33%	80	41%	1	1%	0	0%
Work assignments are explained clearly to me	10	4%	90	72%	49	27%	2	2%	0	0%

Chart 4.1.13. Are you agree with the Communication and motivation for the employees

Are you agree with the Communication and motivation for the employees



INTERPRETATION

From the above table 131 Of the respondents says that they are agree with supervisor motivation in work, 80 of the respondents says that there neutral in communication in the organization,90 of the respondents are agree with assignments were clearly explained.

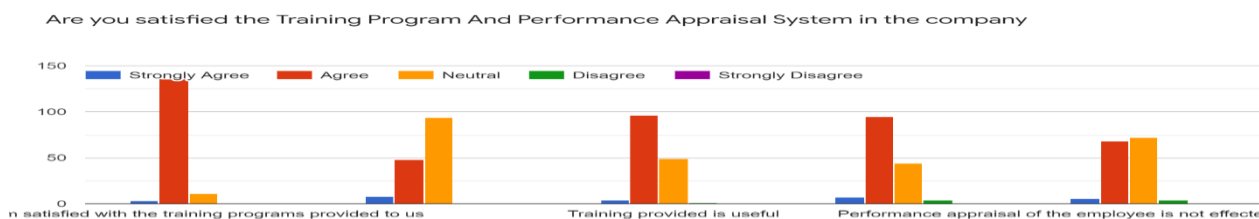
INFERENCE

Majority 96% of the respondent says that the superior motivates the employees to increase their efficiency in their work.

Table 4.1.14. Are you satisfied the Training Program And Performance Appraisal System in the company

Particulars	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree	
I am satisfied with the training programs provided to us	3	3%	136	97%	11	7%	0	0%	0	0%
Training is given whenever needed	8	4%	48	21%	94	61%	0	0%	0	0%
Training provided is useful	4	2%	96	51%	49	21%	1	1%	0	0%
I am satisfied with organization's techniques for evaluating my performance and appraisal policy improves the performance	7	5%	95	47%	44	22%	4	2%	0	0%
Performance appraisal of the employee is not effected by personal biasness	6	3%	68	34%	72	25%	4	2%	0	0%

Chart 4.1.14. Are you satisfied the Training Program And Performance Appraisal System in the company



INTERPRETATION

From the above table 136 of the respondents were satisfied with the training programs, 94 of the respondents were neutral in program, 96 Of the respondents says training is useful.

95 of the respondents says there are satisfied in evaluating appraisal, 72 of the respondents are neutral in appraisal were not affected by personal.

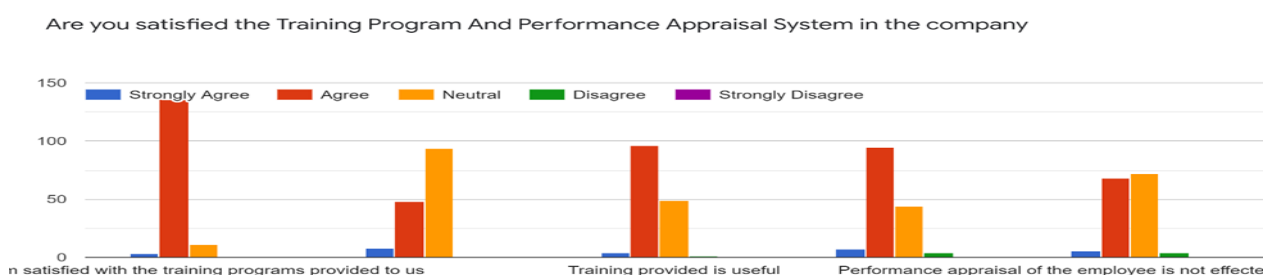
INFERENCE

Majority 97% of the respondents were agree with the satisfaction on training

Table 4.1.15. Are you agree with the Pay And Promotion in the company

Particulars	SA	%	A	%	N	%	DA	%	SD	%
I feel I'm being paid a fair amount for my work	120	91%	10	5%	20	10%	0	0%	0	0%
I am provided with good salary	95	69%	35	17%	20	10%	0	0%	0	0%
I'm satisfied with allowances provided by the organization	120	91%	15	7%	10	10%	5	3%	0	0%
I am satisfied with promotion policies of the organization	120	91%	20	10%	5	3%	0	0%	0	0%
I am rewarded for the innovative ideas	92	61%	13	6%	12	6%	5	0%	0	0%

Chart 4.1.15. Are you agree with the Pay And Promotion in the company



INTERPRETATION

From the above table 120 of the respondents says they are agree with fair amount for the work, 95 of the respondents were with good salary, 120 of the respondents are satisfied with the allowances were provided by the organization, 120 of the respondents were satisfied with the promotion policies, 92 of the respondents were agree with the innovative ideas.

INFERENCE

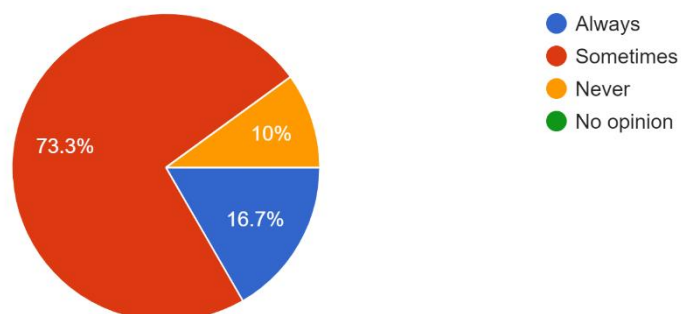
Majority 91% of the respondents are agree with the pay and promotion of the company.

Table 4.1.16. Do the welfare measures help in solving the problems faced by the employees

Particular	No. of Respondent	Percentage of Respondent
Always	25	16%
Sometimes	110	73%
Never	15	10%
No opinion	0	0%
Total	150	100

Chart 4.1.16. Do the welfare measures help in solving the problems faced by the employees

Do the welfare measures help in solving the problems faced by the employees ?
150 responses



INTERPRETATION

From the above table shows that 16% of the respondents says welfare measures were always solving the problems, 73% of the respondents says welfare measures were

sometimes solving the problems,10% of the respondents says welfare measures were never solving a problem.

INFERENCE

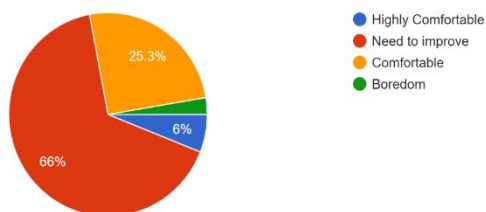
Majority 73% of the respondents says welfare measures were sometimes solving the problem.

Table 4.1.17. The work environment in the company is

Particular	No. of Respondent	Percentage of Respondent
Highly Comfortable	9	6%
Need to improve	99	66%
Comfortable	38	25%
Boredom	4	2%
Total	150	100

Chart 4.1.17. The work environment in the company is

The work environment in the company is ?
150 responses



INTERPRETATION

From the above table shows that 6% of the respondents were highly comfortable in work environment,66% of the respondents says need to improve in work environment,25% of the respondents says were comfortable in work environment. 2% of the respondents says there were boredom in work environment.

INFERENCE

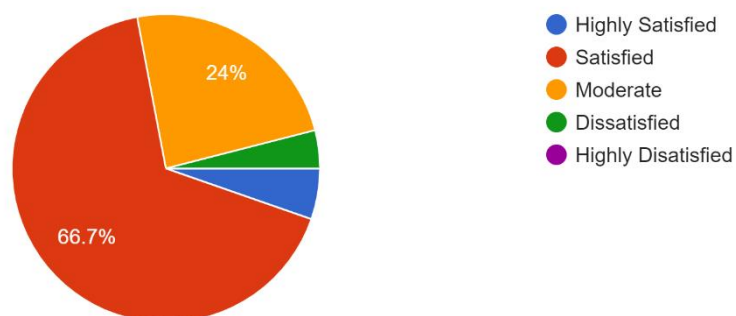
Majority 66% of the respondents says need to improve in work environment

Table 4.1.18. Are you satisfied with the medical facilities in the company

Particular	No. of Respondent	Percentage of Respondent
Highly Satisfied	8	5%
Satisfied	100	66%
Moderate	36	24%
Dissatisfied	6	4%
Highly Dissatisfied	0	0%
Total	150	100

Chart 4.1.18. Are you satisfied with the medical facilities in the company

Are you satisfied with the medical facilities in the company
150 responses



INTERPRETATION

From the above table shows that 5% of the respondents are highly satisfied, 66% of the respondents are satisfied, 24% of the respondents are moderate, 4% of the respondent are dissatisfied.

INFERENCE

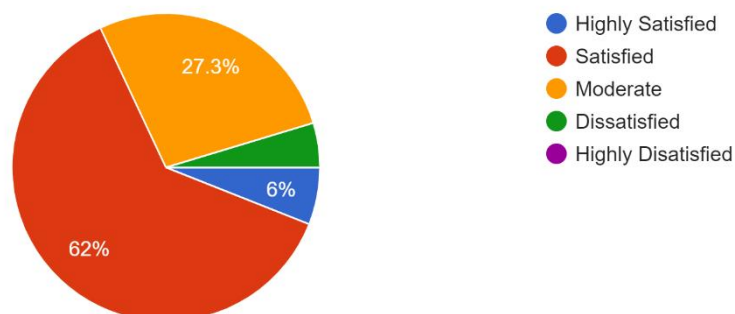
Majority 66% of the respondents are satisfied.

Table 4.1.19. Are you satisfied with the transport facilities in the company

Particular	No. of Respondent	Percentage of Respondent
Highly Satisfied	9	6%
Satisfied	93	62%
Moderate	41	27%
Dissatisfied	7	4%
Highly Dissatisfied	0	0%
Total	150	100

Chart 4.1.19. Are you satisfied with the transport facilities in the company

Are you satisfied with the transport facilities in the company
150 responses



INTERPERTATION

From the above table shows that 6% of the respondents are highly satisfied, 62% of the respondents are satisfied, 27% of the respondents are moderate, 4% of the respondents are dissatisfied.

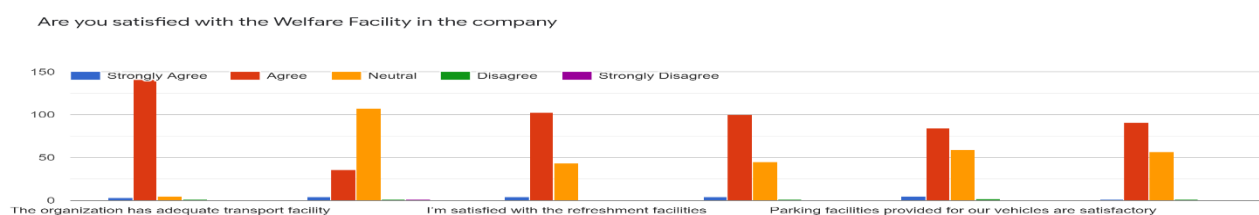
INFERENCE

Majority 62% of the respondents are satisfied

Table 4.1.20. Are you satisfied with the Welfare Facility in the company

Particulars	SA	%	A	%	N	%	D	%	S	%
							A		D	
The organization has adequate transport facility	3	3%	141	94%	5	3%	1	1%	0	0%
The organization has adequate medical facilities	4	2%	36	19%	108	87%	1	1%	1	1%
I'm satisfied with the refreshment facilities	4	2%	103	88%	43	21%	0	0%	0	0%
We are provided with the rest and lunch room and they are good enough	4	4%	100	80%	45	22%	1	1%	0	0%
Parking facilities provided for our vehicles are satisfactory	5	3%	84	67%	59	30%	2	2%	0	0%
I'm satisfied with the first aid facilities	1	1%	91	81%	57	28%	1	1%	0	0%

Chart 4.1.20. Are you satisfied with the Welfare Facility in the company



INTERPRETATION

From the above table 141 of the respondents were adequate in transport facilities, 108 of the respondents were neutral in medical facilities, 103 of the respondents were satisfied in refreshment facilities, 103 of the respondents were agree in lunch were provided in the

organization.84 of the respondents were satisfied with the parking facilities,91 Of the respondents were satisfied with the first aid facilities.

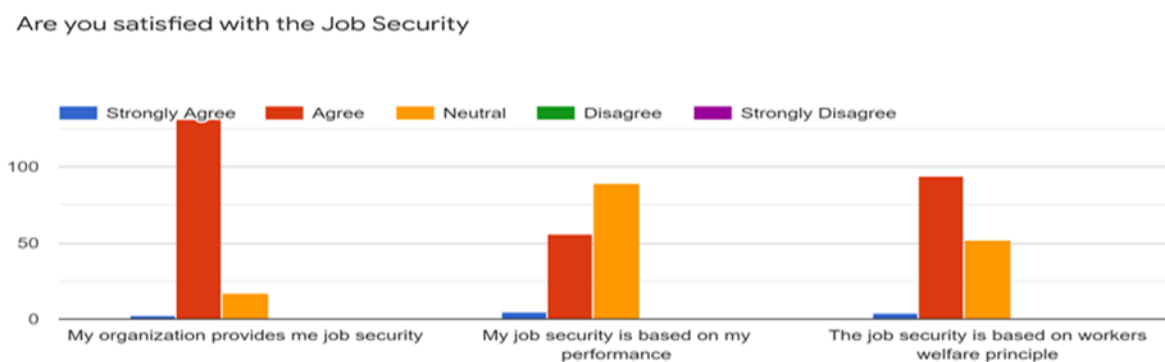
INFERENCE

Majority 94% of the respondents were agree with the welfare facilities for transport

Table 4.1.21. Are you satisfied with the Job Security

S. No.	Particulars	SA	%	A	%	N	%	D A	%	S D	%
1.	My organization provides me job security	2	2%	131	91%	17	8%	0	0%	0	0%
2.	My job security is based on my performance	5	3%	56	33%	89	30%	0	0%	0	0%
3.	The job security is based on workers welfare principle	4	2%	94	51%	52	21%	0	0%	0	0%

Chart 4.1.21. Are you satisfied with the Job Security



INTERPRETATION

From the above table 131 of the respondents are agree with the organization provides the job security,89 of the respondents are neutral in job security based on their performance,94 of the respondents are agree with the job security based welfare principle.

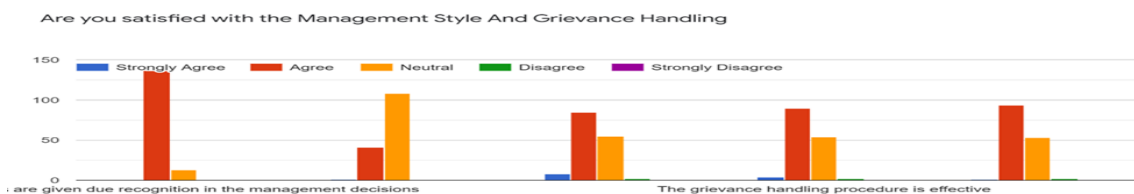
INFERENCE

Majority 91% of the respondents says that they agree with providing of job security

Table 4.1.22. Are you satisfied with the Management Style And Grievance Handling

S. No.	Particulars	SA	%	A	%	N	%	DA	%	S D	%
1	Workers are given due recognition in the management decisions	0	0%	137	95%	13	7%	0	0%	0	0%
2	I am satisfied with the decision making standards and plans of the organization	1	1%	41	27%	108	88%	0	0%	0	0%
3	Opinion given is due importance in decision making and for any change in respective department	8	8%	85	49%	55	21%	2	2%	0	0%
4	The grievance handling procedure is effective	4	4%	90	70%	54	27%	2	2%	0	0%
5	I am able to freely communicate my grievance	1	1%	94	71%	53	21%	2	2%	0	0%

Chart 4.1.22. Are you satisfied with the Management Style And Grievance Handling



INTERPRETATION

From the above table 137 of the respondents are agree with the recognition due with the management decisions,108 of the respondents are neutral in making decisions in standard plans in the organization,85 of the respondents were agree inn giving opinion in decision making,90 of the respondents are agree in grievance in handling procedure,94 of the respondents are agree to communicate with their grievance.

INFERENCE

Majority 95% of the respondents are agree decision making were recognition done by the workers.

4.2. CHI SQUARE TEST

HYPOTHESIS

- Null hypothesis (H0): There is no significant association between opinion about loan and allowances.
- Alternative hypothesis (H1): There is a significant association between opinion about loan and allowances.

Case Processing Summary						
	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
OPINION ABOUT LOAN AND ALLOWANCES FOR FAMILY * SOLVING THE PROBLEMS FACED BY EMPLOYEES	150	100.0%	0	0.0%	150	100.0%

OPINION ABOUT LOAN AND ALLOWANCES FOR FAMILY * SOLVING THE PROBLEMS FACED BY EMPLOYEES Crosstabulation						
	SOLVING THE PROBLEMS FACED BY EMPLOYEES					Total
			Always	Sometimes	Never	
OPINION ABOUT LOAN AND ALLOWANCES FOR FAMILY	Educational Allowances	Count	11	52	6	69
		Expected Count	11.5	50.6	6.9	69.0
	Housing Allowances	Count	9	39	6	54
		Expected Count	9.0	39.6	5.4	54.0
	Medical Allowances	Count	5	19	3	27
		Expected Count	4.5	19.8	2.7	27.0
Total		Count	25	110	15	150
		Expected Count	25.0	110.0	15.0	150.0

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	.375 ^a	4	0.984
Likelihood Ratio	0.375	4	0.984
Linear-by-Linear Association	0.002	1	0.966
N of Valid Cases	150		

INTERPRETATION

Since the p value 0.984 is greater than 0.05. We accept null hypothesis and reject alternate hypothesis.

4.3. ANOVA

HYPOTHESIS

Null hypothesis (H₀): There is no significant association between organization provides job security, job security based on performance, job security based on working welfare.

Alternate hypothesis (H₀): There is significant association between organization provides job security, job security based on performance, job security based on working welfare.

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
ORGANIZATION PROVIDES JOB SECURITY	Between Groups	0.534	3	0.178	1.533	0.208
	Within Groups	16.966	146	0.116		
	Total	17.500	149			
JOB SECURITY BASED ON PERFORMANCE	Between Groups	0.387	3	0.129	0.404	0.750
	Within Groups	46.573	146	0.319		
	Total	46.960	149			
JOB SECURITY BASED ON WORKING WELFARE	Between Groups	0.542	3	0.181	0.658	0.579
	Within Groups	40.098	146	0.275		
	Total	40.640	149			

INTERPRETATION

Since the p value 0.579 is greater than 0.05. We accept null hypothesis and reject alternate hypothesis

CHAPTER 5

SUMMARY OF FINDINGS, SUGGESTIONS & CONCLUSION

5.1 FINDINGS

- Majority 41% of the respondents are 20-25 age group
- Majority 72% of the respondents are male
- Majority 57% of the respondents are unmarried
- Majority 65% of the respondents are Degree
- Majority 36% of the respondents have 20,001-25,000 of monthly income.
- Majority 38% of the respondents have 0-5 years' experience.
- Majority 36% of the respondent says increment is good enough.
- Majority 46% of the respondents have educational allowances.
- Majority 59% of the respondents are highly satisfied.
- Majority 58% of the respondents says good.
- Majority 94% of the respondents are agree with the level of agreement.
- Majority 93% of the respondents says that they proper assistance.
- Majority 96% of the respondent says that the superior motivates the employees to increase their efficiency in their work.
- Majority 97% of the respondents were agree with the satisfaction on training
- Majority 91% of the respondents are agree with the pay and promotion of the company.
- Majority 73% of the respondents says welfare measures were sometimes solving the problem.
- Majority 66% of the respondents says need to improve in work environment
- Majority 66% of the respondents are satisfied.
- Majority 62% of the respondents are satisfied.
- Majority 73% of the respondents says welfare measures were sometimes solving the problem.
- Majority 94% of the respondents were agree with the welfare facilities for transport
- Majority 91% of the respondents says that they agree with providing of job security
- Majority 95% of the respondents are agree decision making were recognition done by the workers.

5.2. SUGGESTIONS

- The company can increase the transport facility.
- For maximum utilization of personnel, to reduce wastage in the production and to improve works efficiency in their work, the company should arrange suitable training to the employees.
- Proper safety measures (emergency way, alarm, first aid, fire extinguisher) should be arranged for all the employees in the organization.
- During the analysis, I have made to understand that the conditions regarding the canteen need to be improved. The quality of food and hot beverages is not satisfactory in view of the employees. So, the company shall kindly look into the matter and do the needful.
- Among the respondents, almost all of them have reported that the organization provided First aid facilities and the First Aid boxes are replenished regularly.
- Most of the respondents are feel that the increment system is not enough so the company should increase the increment system.
- The employees are agreed that they are having workload. To motivate the employees the company should reduce workload of the employees.
- The company can increase the drinking water facility at various points of the organization.

5.3.LIMITATIONS OF STUDY

- The study was conducted only among 150 respondents of the organization. So, the overall result may vary from the result shown in this study.
- Time consumption for this study is less.
- There is a possibility for a respondent's bias in the opinion of the respondents while filling the questionnaire.

5.4.CONCLUSION

According to Factories act 1948 welfare facilities are compulsory to the organization. Welfare facilities will affect the employee job satisfaction in organization.

The workers of the firm are more satisfied comparing to the staffs. Hence more focus should be given in the satisfaction level of the employees in the staffs level. The study on employee's welfare measures Ajute International Private Limited is carried out with full co-operation of the employees and management. As far as possible within the given limits the study is completed with the satisfaction of many peoples. Thus employees are the backbone of the organization growth and progress.

From the study the researcher conclude that most of the employees of "Ajute International Private Limited" are satisfied with welfare facilities provided by the organization.

By improving further welfare measures the company can keep all the employees in high morale which will create high productivity and profit for the organization

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ANNEXURE QUESTIONARIE

Name *

Age *

- 20-25
- 26-30
- 31-40
- Above 40

Gender *

- Male
- Female

Martial Status *

- Married
- Unmarried

Education Qualification *

- HSC
- Degree
- Post Graduate

Monthly Income *

- 10,000 - 15,000
- 15,001 - 20,000
- 20,001 - 25,000
- 25,001 - 30,000
- Above 30,000

From how many years you are working with this company *

- 0-5 Years
- 6-10 Years
- 11 to 15 Years
- More than 15 Years

Give your opinion about increment system in the company *

- Increment system is good enough
- Not enough

- Needs to improve more
- Needs to improve little

Give your opinion about the loan and allowances for the family given by the company *

- Housing Allowances
- Educational Allowances
- Medical Allowance
- All of the above

Are you satisfied with the safety appliances in work place *

- Highly Satisfied
- Satisfied
- Moderate
- Dissatisfied
- Highly Dissatisfied

What is your opinion on welfare facilities ? *

- Good
- Satisfactory
- Poor

Indicate your level of agreement in connection with the following factors: *

- Your work is very challenging one
- I feel I have too much work to do
- Working hours are convenient for me I'm happy with my work place
- Adequate rest intervals are given
- Management builds and maintains work relationship
- Provided with sufficient tools and equipments needed to do my work
- I'm satisfied with the safety measures provided by my company
- I am mentally and/or physically exhausted at the end of a day at work

Are you satisfied with your relationship With Seniors And Colleagues *

- I have proper superiors assistance
- My boss considers my ideas too while making decision
- My boss is not partial
- I can easily approach my superiors and they are competent enough to guide.
- Superior are competent enough to guide
- The colleagues of the organization are friendly and helpful in nature
- All the workers share their Know-how
-

Are you agree with the Communication and motivation for the employees *

- My supervisor motivates me to increase my efficiency at times when I'm not productive
- Communication seems good within this organization
- Work assignments are explained clearly to me
- My supervisor motivates me to increase my efficiency at times when I'm not productive

- Communication seems good within this organization
- Work assignments are explained clearly to me

Are you satisfied the Training Program And Performance Appraisal System in the company *

- I am satisfied with the training programs provided to us
- Training is given whenever needed
- Training provided is useful
- I am satisfied with organization's techniques for evaluating my performance and appraisal policy improves the performance
- Performance appraisal of the employee is not effected by personal biasness

Do the welfare measures help in solving the problems faced by the employees ? *

- Always
- Sometimes
- Never
- No opinion

The work environment in the company is ? *

- Highly Comfortable
- Need to improve
- Comfortable
- Boredom

Are you satisfied with the medical facilities in the company *

- Highly Satisfied
- Satisfied
- Moderate
- Dissatisfied
- Highly Dissatisfied

Are you satisfied with the transport facilities in the company *

- Highly Satisfied
- Satisfied
- Moderate
- Dissatisfied
- Highly Dissatisfied

Give your opinion with the Pay And Promotion in the company *

- I feel I'm being paid a fair amount for my work
- I am provided with good salary
- Our wages are at par with the wages in the industry
- I'm satisfied with allowances provided by the organization
- I am satisfied with promotion policies of the organization
- I am rewarded for the innovative ideas
-

Are you satisfied with the Welfare Facility in the company *

- The organization has adequate transport facility
- The organization has adequate medical facilities
- I'm satisfied with the refreshment facilities
- We are provided with the rest and lunch room and they are good enough
- Parking facilities provided for our vehicles are satisfactory
- I'm satisfied with the first aid facilities.

Are you satisfied with the Job Security *

- My organization provides me job security
- My job security is based on my performance
- The job security is based on workers welfare principle

Are you satisfied with the Management Style And Grievance Handling *

- Workers are given due recognition in the management decisions
- I am satisfied with the decision making standards and plans of the organization
- Opinion given is due importance in decision making and for any change in respective department
- The grievance handling procedure is effective
- I am able to freely communicate my grievance

Rank the following facility that benefits you the most *

- Medical
- Housing
- Travelling
- Recreation
- Education for children
- Compassion