

“A STUDY ON EMPLOYEE PERCEPTION TOWARDS PASSION AT WORK PLACE IN VASAN HEALTHCARE PRIVATE LIMITED”

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

by

SHARMILA .R
Register No.40410164



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**

APRIL 2022



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Jeppiaar Nagar, Rajiv Gandhi Salai, Chennai – 600 119

www.sathyabama.ac.in

SCHOOL OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **SHARMILA.R 40410164** who carried out the project entitled “**A Study on Employee Perception Towards Passion At Workplace Provided in Vasan Healthcare Private Limited**”

” Under my supervision from January 2022 to March 2022.

DR.M. VELUMONI
Internal guide

External Guide

Dr. BHUVANESWARI. G
Dean – School of Management Studies

Submitted for Viva voce Examination held on _____

Internal Examiner

External Examiner

DECLARATION

I **SHARMILA R (40410164)** hereby declare that the Project Report entitled **“A Study on Employee Perception Towards Passion at Workplace Provided in Vasan Healthcare Private Limited”** done by me under the guidance of **DR.M. VELUMONI** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE:

PLACE:

SHARMILA.R

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SHARMILA.R

ABSTRACT

Health is defined both as cause and effect of economic development. Therefore, the pharmaceutical industry is specifically recognized in the UN Millennium Development Goals, as an actor that can contribute to economic development. In addition, the pharmaceutical industry provides significant socio-economic benefits to the society through creation of jobs, supply chains, and through community development. The industry also plays an important role in technological innovation, which may reduce costs of economic activity elsewhere in the economy. There are expectations, however, by some stakeholders that pharmaceutical industry should contribute more to economic development, through their own activities and indirectly, through improvements in healthcare infrastructure and capacity. This reflects the complex role of companies in healthcare, as well as the special obligation inherent in a sector whose products and services are needed by people when they are most vulnerable.

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1.1 General Introduction:-

Health is defined both as cause and effect of economic development. Therefore, the pharmaceutical industry is specifically recognized in the UN Millennium Development Goals, as an actor that can contribute to economic development. In addition, the pharmaceutical industry provides significant socio-economic benefits to the society through creation of jobs, supply chains, and through community development. The industry also plays an important role in technological innovation, which may reduce costs of economic activity elsewhere in the economy. There are expectations, however, by some stakeholders that pharmaceutical industry should contribute more to economic development, through their own activities and indirectly, through improvements in healthcare infrastructure and capacity. This reflects the complex role of companies in healthcare, as well as the special obligation inherent in a sector whose products and services are needed by people when they are most vulnerable.

Players in the pharmaceutical industry include: branded drug manufacturers, generic drug manufacturers, firms developing biopharmaceutical products, nonprescription drug manufacturers, and firms undertaking contract research. In addition, there are also enablers of the industry such as universities, hospitals and research centers that play a role in R&D activities. Indian pharmaceutical industry is one of the high performing knowledge based segments of the manufacturing sector. The industry has achieved a global status through firm level strategies, industry initiatives and also with appropriate policy support.

At present, Indian pharmaceutical industry meets around 95% of the country's domestic demand for medicines. In addition to catering to the needs of the domestic demand, the pharmaceutical industry is also engaged in contract manufacturing, contract research, clinical trials, contract R&D, and direct exports to develop and developing country markets. Various policies of the Government of India have helped the Indian pharmaceutical industry to consolidate their position in a competitive environment.

The soft patent regime, prior to 2005, provided opportunities for this industry to witness significant growth, particularly in generics production and exports. During this time, the industry prepared itself to surge ahead in the global competitive environment by adopting strategies such as increasing R&D activities, patent filings, inorganic growth strategy, contract manufacturing, contract research, co marketing and co-licensing arrangements, and diversification of markets.

Indian pharmaceutical industry is entering an era in which it is not only going to play a pivotal role in providing generics medicine to the world but also in the process of becoming a global hub for R&D activities, which may be in the area of new drug discovery or different stages of clinical trials.

The industry is gaining momentum to face the challenges of new patent regime and increasing competition from low cost manufacturing and R&D destinations like China. Such challenges are helping the industry to modify the business strategies and thereby to retain its competitive position. Many Indian pharmaceutical companies have adopted the strategy of inorganic growth through mergers and acquisitions (M&A). Such M&A are being concluded with the objective of complementing the strengths of two entities to get market access, new technologies as also new products.

Indian pharmaceutical industry has also been increasing the R&D expenditure significantly in the recent years. Another noticeable trend in the Indian pharmaceutical industry is that, it has emerged as an attractive destination for sourcing contract research, particularly clinical trials, as also contract manufacturing by many large firms from the developed countries. A well-developed manufacturing base, low cost R&D, large pool of skilled man-power are some of the factors for success of Indian pharmaceutical industry in these segments of business.

1.2 Industrial Background:-

1.2.1 The origin of the Industry:-

The Origins Of the pharmaceutical industry can be traced back to the chemical industries (of the late nineteenth century) in the upper Rhine Valley of Switzerland. These industries were producing dye stuffs. When Dyestuffs Were found to have Antiseptic properties, a number of these industries turned into Pharmaceutical industries.

Another Origin is the Drug store. The first known drug store was opened by Arabian pharmacists in Baghdad in 754, and many more soon began operating throughout the Islamic world and Europe. By the 19Th Century, Many of the drug stores In Europe and North America Had Developed into larger pharmaceutical companies.

Most of today's major pharmaceutical companies were founded in the late 19th and early 20th centuries. Key discoveries of the 1920s and 1930s, such as Insulin and penicillin became mass-manufactured and distributed. Switzerland, Germany, Italy, UK, US, Belgium and Netherlands, had strong industries.

As a result of introduction and Success of penicillin in the early forties and the relative success of other Innovative drugs, Research and development (R&D) became a Major thrust area Of the pharmaceutical industry. The industry expanded rapidly in the sixties, benefiting from new discoveries.

In the 1960s Attempts were made by the U.S. Food and drug Administration (FDA) to increase Regulation of pharmaceutical industries and to limit financial links between companies and prescribing physicians.

In 1964, after the Thalidomide Tragedy (in which the use of a new tranquilizer in pregnant women caused severe birth defects in the new born child), the World Medical Association set standards for clinical research.

The new regulations revoked permanent patents and established fixed periods on patent protection for branded products. As a result industries flourished by producing Generic

products and they started earning huge profits, because generic manufacturers do not incur the cost of drug discovery. (A generic drug is a drug on which patent has expired).

From 1978, India took over as the primary center of pharmaceutical production of bulk drugs and products without patent protection. The industry remained relatively small scale until the 1970s when it began to expand at a greater rate. Drugs for Heart disease and for AIDS Were a feature of the 1980s, and the US FDA Started Approving Such drugs Quickly Keeping in view the nature of the disease.

1.2.2 Present status of the Industry:-

India's pharmaceutical industry is now the third largest in the world in terms of volume and stands 14th in terms of value. According to data published by the Department of Pharmaceuticals, Ministry of Chemicals and Fertilizers, the total turnover of India's pharmaceuticals industry between September 2011 and September 2012 was US\$ 26.04 billion. Of this the domestic market was worth US\$ 15.26 billion.

The Indian pharmaceuticals market is expected to reach US\$ 55 billion in 2020 from US\$ 26.04 billion in 2012. The market has the further potential to reach US\$ 70 billion by 2020 in an aggressive growth scenario.

Moreover, the increasing population of the higher-income group in the country will open a potential US\$ 8 billion market for multinational companies selling costly drugs by 2015. Besides, the domestic Pharmaceutical market is estimated to touch US\$ 20 billion by 2015, making India a lucrative destination for clinical trials for global giants. Further estimates the healthcare market in India to reach US\$ 31.59 billion by 2020.

1.2.3 Future of the Industry:-

The future of Indian pharmaceutical sector is very bright because of the following factors:

- Clinical trials in India cost US\$ 25 million each, whereas in US they cost between US\$ 300-350 million each.
- Indian pharmaceutical companies are spending 30-50% less on custom synthesis services as compared to its global costs.
- In India investigational new drug stage costs around US\$ 10-15 million, which is almost 1/10th of its cost in US (US\$ 100-150million).

India is among the most significant emerging markets for the global pharma industry, given that it will feature among the world's top 10 sales markets by 2020. Currently, it is regarded as one of the fastest-growing Pharmaceutical industries globally, primarily driven by a large population, evolving patient demographics, increasing health care expenditure, growing urbanization, rising life expectancy, and active private-sector participation.

The Indian Pharmaceutical industry has been able to claim a share in the global market by leveraging its strengths and enhancing its regulatory and technical maturity. Formulations manufactured in India constitute 20 per cent of the global generics market by value, and the overall share of Indian manufactured formulations is as high as 46 per cent in the generics segment in the emerging markets. However, with the onset of the patent regime, the traditional reverse engineering capabilities of Indian Pharmaceutical companies are no longer helpful, as they would not be able to replicate the patented product and launch it in the domestic market. Hence, going forward, India would be required to leverage its strengths in supply of low cost medicines across the world and invest in newer areas to drive growth.

2.1 Review of Literature

Passion at Work Place:-

Passion (from the Latin verb *pati* meaning to suffer) is a term applied to a very strong feeling about a person or thing. Passion is an intense emotion compelling, enthusiasm, or desire for anything. The term is also often applied to a lively or eager interest in or admiration for a proposal, cause, or activity or love – to a feeling of unusual excitement, enthusiasm or compelling emotion, a positive affinity or love, towards a subject

Passion is strong emotion, strong enthusiasm for a thing, for doing, (The Australian Concise Oxford Dictionary). In the workplace, passion is being very enthusiastic about what you are doing.

However passion without self-control, discipline and determination results in failure. Why? Because in the workplace enthusiasm needs to be focused on meeting performance requirements on a day to day basis. And it is at this point that passion can deteriorate into job dissatisfaction and conflict.

How to Find a Passion for Work:-

Doing a job and being passionate about the work that you do are two different things. Many people struggle to find passion for their jobs or their work and worry that they're not happy in their careers. Learn how to find a passion for work to fully satisfy your passion at your job every day. There are various steps they are:-

➤ **Ask yourself what you're good at:-**

Consider the job you're working now and making a list of all the skills in your job that you're good at. Ask yourself if what makes you be passionate about your job is the interaction with clients, the brainstorming time when you come up with creative solutions to problems, or if it's when you use your education to solve issues and make the data work.

➤ **Figure out what you enjoy it:-**

Make a list of the top 10 things you like to do in your spare time. Don't include necessary household duties like grocery shopping. Make the list all about your

favorite things, like reading, walking un the park or painting. Having an understanding of the types of activities that you enjoy will help you incorporate them and find a job you're passionate about.

➤ **Limit outside opinion:-**

Avoiding discussion your options with too many outside sources. While the input of trusted loved ones could be helpful, asking too many people could also cause you to doubt yourself and not find your passion at work.

➤ **Know your life goal:-**

Your perfect job should be one that helps you reach your life goals and the plans that you have for yourself over the long term. This may be financial security, publishing your work or becoming a partner at the firm. Renew your familiarity with your overall life goals and assess whether your job will help you reach them.

➤ **Determine if your assets are being properly utilized:-**

Ask yourself if your education, work experience and job skill are being fully utilized at your job. If not, brainstorm the kind of job that would incorporate these entire element and let you use them to the fullest of your abilities.

➤ **Define your dream job:-**

Write down what you would love to do for work regardless of money, location or education limitations. Having a dream job definition will help you work toward the job you're passionate about.

➤ **Think about what you love to do:-**

To find your passion, you should first take a look at your own life and see if you're already doing something that you love -- but just not doing it very often. Figuring out what you really love to do and channeling it in a productive way that turns it into a passion can help you explore your heart's desires.

3.1 Research Methodology:-

Research methodology is a way to systematically solve the research problem in the process of conducting the study. The researcher has followed the following methodology to collect and analyze the necessary data and to draw useful inference.

Research design is descriptive research. In the descriptive researcher analyses the present situation of the any problem. Here the researcher was done the analysis about the employee perception towards passion at work place provided in Vasan Healthcare private limited.

3.1.1 Method of Survey:-

Method of survey in the research is census survey. Here the researcher is using the census survey because the employee's sizes are known.

3.1.2 Area:-

Vasan Healthcare private limited, Trichy.

3.1.3 Population Size:-

The population size in the Vasan Healthcare Private Limited is 80.

3.2 Source of Data:-

Both the primary data and the secondary data are taken into account for the purpose of the study.

3.2 (a) Primary Data:-

The primary data is collected through a well designed interview schedule.

3.2 (b) Secondary Data:-

Secondary data are extracted from web site, books and records maintained by the organization.

3.3 Period of the study:-

The survey has been conducted for 45 days starting from the month of January, 2022 to March, 2022.

3.4 Tools used for Data Collection:-

The primary data are collected through interview schedule. The survey belongs to the worker of various departments who are all in the organization. The interview schedule is designed to collect the information regarding age, qualification, sex, grade/ designation, etc. and his responses to various factors about the Passion at Work place.

3.5 Data Analysis:-

The statistical tool used for analysis of data is weighted average, percentage. The collected data have been suitably arranged in table for the purpose of effective analysis and interpretation.

3.6 Objective of the Study:-

- ❖ To know the employee perception level about the passion at work place in Vasan Healthcare private limited.
- ❖ To know how to develop their better passion level in the organization

3.7. Scope of the Study:-

- The analysis will be carried based on the employee perception towards the passion level of the organization.
- To estimate the passion level of the company and it will lead to know the strengths and weakness of the organization.

3.8 Limitation of the Study:

- The period of coverage of the study is restricted to 45 days.
- The time duration provided was not sufficient enough to conduct in-depth study.
- The present study is concerned at Vasan Healthcare Private Limited, Trichy branch only.

General Introduction:-

Vasan Healthcare Group ventured into the Healthcare business by taking over a small medical shop in Trichy, Tamil Nadu. It had a 60-year old reputation of being a trustworthy and very reliable Pharmacy for sourcing of medicines and medical supplies. From that very day in 1999 to this day, each foot I have put forward and each path I choose to tread have been with the support, courage and motivation of my team.

Vasan Healthcare Group is one of health care groups in India. Founded by A. M. Arun, the group is based in Trichy and has more than 170 eye care hospitals and 30 dental care Hospitals across India, including two multi-specialty hospitals in Trichy. Vasan Eye Care Hospitals are day-care centres for treating eye ailments. The corporate office of the hospital is located in Chennai.

Origin of the Organization:-

Vasan Medical Centre, a drug store, was established in Trichy in 1947. Dr.A. M. Arun, the founder of Vasan Healthcare Group, took over the shop in 1991, established a diagnostic centre and laboratory and later founded two multi-specialty hospitals in Trichy. Dr.A. M. Arun started the group's first eye care hospital in 2002 in Trichy.

A young entrepreneur and a clinician by profession, he is the smiling face behind India's largest chain of eye care hospitals – Vasan Health Care Group. Over the last 10 years he has channeled his energy to provide world-class healthcare to the remotest corners of the country.

May 14, 2012

“I wanted to make a difference in the lives of the people in India by providing world-class eye care at affordable cost”...expresses Dr A M Arun, Chairman, Vasan Health Care Group. A young entrepreneur and a clinician by profession, he is the smiling face behind India's largest chain of eye care hospitals – Vasan Health Care Group. Over the last 10 years he has channeled his energy to provide world-class healthcare to the remotest corners of the country.

It would be wrong to say that it was an easy road to walk. I have faced real challenges in various forms through this journey. Vasan Medicals was a brand started by Dr A M Arun's grandfather in 1947, with an aim to cater to the medical needs of people across South Tamil Nadu. Later, my father, Late Murugaiah Pillai, took over the business. Further, in 1991, I took over the business and decided to diversify further. I set up the pharmaceutical retailing business and ventured into diagnostic centres and multi-specialty hospitals.

In 2001, I spotted an opportunity in the day care service model with a focus on ophthalmology. At that time, ophthalmology was a fragmented and neglected market in the region, and so I ventured into this area to provide quality eye care and world-class facilities that every individual could afford. In 2002, I set up the very first eye hospital in Trichy, which also happens to be my home town.

Setting up the hospital was a great challenge in itself, as it was difficult to convince doctors to join Vasan and make them believe that this service model was a viable and workable one. Nevertheless, we managed to overcome the challenges, which encouraged me to venture into another hospital in Salem. Later, I moved on to Calicut. From there, it took me six years to scale up to 25 eye care hospitals in various towns of South India. In 2009, Sequoia Capital, a PE firm, believed in my vision and the services provided by Vasan Health Care and invested \$ 50 million. In March 2012, the Government of Singapore Investment Corporation (GIC) also invested \$100 million in the hospital. The funds received will be used to expand our eye care as well as the dental business to 165 and 35 centres, respectively, and also venture into other specialties of day care such as in vitro fertilization (IVF), skin care, urology and more. Today, it feels good to see Vasan Health Care Group as one of the fastest growing healthcare chains in the country with more than 50 pharmacy outlets, 100 eye care hospitals, 15 dental care hospitals, 2 multi-specialty hospitals and 10 multi-specialty diagnostic centres. Although the journey was tough and with many hurdles, it has been quite enriching and fruitful.

In 2011 the company announced plans to add up to 45 new eye clinics and 15 dental clinics to the 80 it had at the time, through the investment of over 400 crore.

Present Status of the Organization:-

Dr. A. M. Arun

Chairman & Managing Director

Today, our family is growing bigger and stronger. Working across the four southern states in India are over 500 ophthalmologists and Doctors and a 5000 plus CARE team. Each trained to give exemplary care to everyone, without discrimination.

Since its humble beginning 60 year ago, Vasana Healthcare Group has come a long way. Vasana Healthcare Group is today synonymous with World-Class Day care Hospitals i.e., Eye Care, Dental Care and expertise in the respective segments.

“They say a humble beginning goes a long way...”

We constantly strive to excel and are committed to serve every individual who walks through the doors of Vasana Centres spread across India.

I attribute the credit for the overwhelming growth of Vasana Healthcare Group to my team. For they have always shared responsibilities equally, celebrated every achievement and extended a firm helping hand at the time of crisis. In fact, they are the people who have helped me overcome all the challenges during my journey till date.

Together, I'm certain; we can grow towards being the world's largest day care provider.

Future of the Organization:-

We run a hospital in Paramakudi, near Madurai – a small town in Tamil Nadu with a population of one lakh. Likewise, there are thousands of Paramakudi's in India. Hence, in the near future, we plan to set up a few more hospitals. We are also in the process of setting up a research institute to focus primarily on ophthalmology drug, research and development.

Vasan Dental Care is a part of the Vasan Healthcare group, one of the premier healthcare providers in India. With its initial installation at Trichi in 2010, Vasan Dental Care Hospitals have evolved into a popular dental healthcare brand across South India. Our state of the art technology and treatment modes, along with impeccable customer service have endeared us to thousands of our patients.

Currently we are a network of 27 Dental Hospitals across 4 States in India, still in the process of network expansion. The driving force behind our technological advances is our desire at Vasan dental care to provide the leading edge in dental treatment that can be performed in a more efficient, effective, and comfortable manner. It is our expert team of Dental Specialists along with our technological capabilities that have defined Vasan Dental Care, as a world class organization.

Vasan Healthcare Group - the flagship company, one of the fastest growing healthcare companies in India. Established in 1947, the company has been offering quality services to the citizens of India for over 60 years now. Has under its wing,

“Vasan Healthcare is one of the fastest growing healthcare companies in India today.”

- Vasan Eye Care Hospital - World's largest network of eye care hospitals
- Vasan Dental Care Hospitals - World Class dental care centers
- Vasan Medicals - a network of 40 pharmacy outlets across South Tamil Nadu
- Vasan Medical Centers - 15 specialty labs
- Day care diagnostics centers
- 2 multi-specialty hospitals

Vasan Healthcare Group began its journey with a single pharmacy in Trichy over 6 decades ago. In 2002, the groups setup its first eye care hospital in Trichy. In 2012 the Vasan Eye Care network having 125 functional hospitals in India and other parts of the world.

The Vasan Eye Care network is a premier institution of eye care hospitals in the country that has been making a difference to over 6 million patients every year, making it a household name in South India today.

A network of over 140+ hospitals spread across Tamil Nadu, Karnataka, Andhra Pradesh, Kerala, Puducherry, Punjab, Delhi, Maharashtra, Madhya Pradesh, Gujarat & West Bengal. Vasan Eye Care is a household name in the Southern states of India. Our first hospital was established in 2002 in Trichy. Towards its vision to bring quality eye care within the reach of every Indian, the network has been expanding rapidly. We aim to have 125 hospitals in all by the end of 2012.

The Vasan Eye Care network currently has 600+ ophthalmologists and Doctors, over 7500+ CARE team to provide individual attention and care to all our patients.

Vasan Foundations

A CSR initiative to provide education and research opportunities to create a talented medical pool and offer subsidized medical treatment to students and senior citizens.

Values

- Concern, Compassion, care, and understanding for each other and for our patients.
- Creating a positive Dental experience for all.
- Prioritizing Patient care & safety
- Promoting Patient Education and Oral Health awareness within the community.
- Knowledge and excellence are the way forward.
- Treating everyone with utmost respect, dignity, integrity and honor.
- To create more smiles with Care.

CSR Responsibility of the organization:-

As a part of our social responsibility & oral health awareness campaign, we are conducting dental screening camps and oral health awareness presentations, in schools, colleges, and for employees of companies and organizations. This is to help impart general oral health awareness and respective oral health needs. So far Vasan Dental Care has

conducted screening camps in about 200 Schools and 155 organizations across all network locations. Close to our hearts is conducting Dental Screening Camps for the benefit of less privileged communities, old age homes and orphanages. Our commitment to creating oral health awareness amongst our communities is something that we take very seriously.

“Oral Health Awareness for all by 2020 is what we aim for, with passion.”

Vision of the organization:-

We aim to redefine oral healthcare delivery with a network of the finest dental care hospitals that stand for impeccable expertise, infrastructure, technology and patient care.

Mission of the organization

- To create a sustainable oral healthcare delivery system, that sets the highest standards for quality of care.
- To make a positive difference in people's lives by offering the best dental care in a safe and hygienic atmosphere.
- To provide a comprehensive dental care.
- To promote and integrate oral health consciousness in the local community.

4.1 ANALYSIS AND INTERPRETATIONS:-

This chapter deals with the analysis interpretation of the collected data. The statistical technique that used for analysis is percentage analysis, weighted average analysis. As each question has alternate answer Highly Agree, Agree, Neutral, Disagree and Highly disagree.

Demographic characteristics

The following are the demographic characteristics of the employees in Vasana Healthcare private Limited.

4.1 (a) Percentage Analysis:-

Percentage refers to a special kind of ratio. Percentage is used in making comparison between two or more series of data. Percentages are used to describe relationships.

$\text{Percentage} = \frac{\text{No. of respondents}}{\text{Total respondents}} \times 100$

4.1 (b) Weight Age for Calculating Weighted Average Analysis:-

$$\text{Weighted average} = \frac{\sum wx}{\sum w}$$

Scale	Weight age
Highly Agree	5
Agree	4
Neutral	3
Disagree	2
Highly Disagree	1

Table – 4.1.1

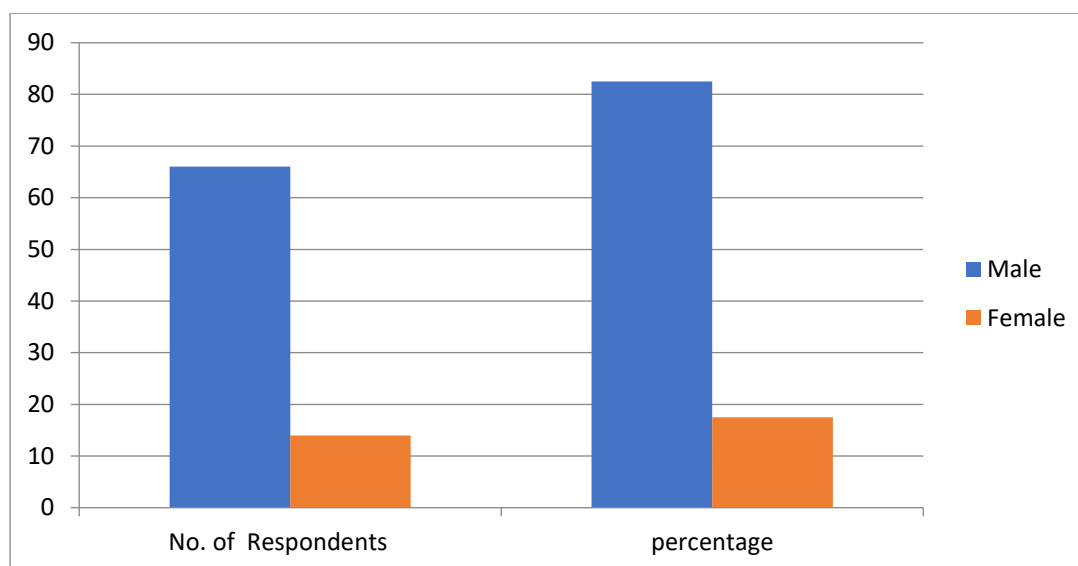
This table includes the gender of employees in the Vasan healthcare Private limited.

Gender of the respondents

S.No	Gender	No. of Respondents	Percentage
1	Male	66	82.5
2	Female	14	17.5
	Total	80	100

Chart 4.1.1

Gender of the respondents



Interpretation

In that population 80 males are 82.5%. Rest of the 17.5% of the respondents is females.

Table – 4.1.2

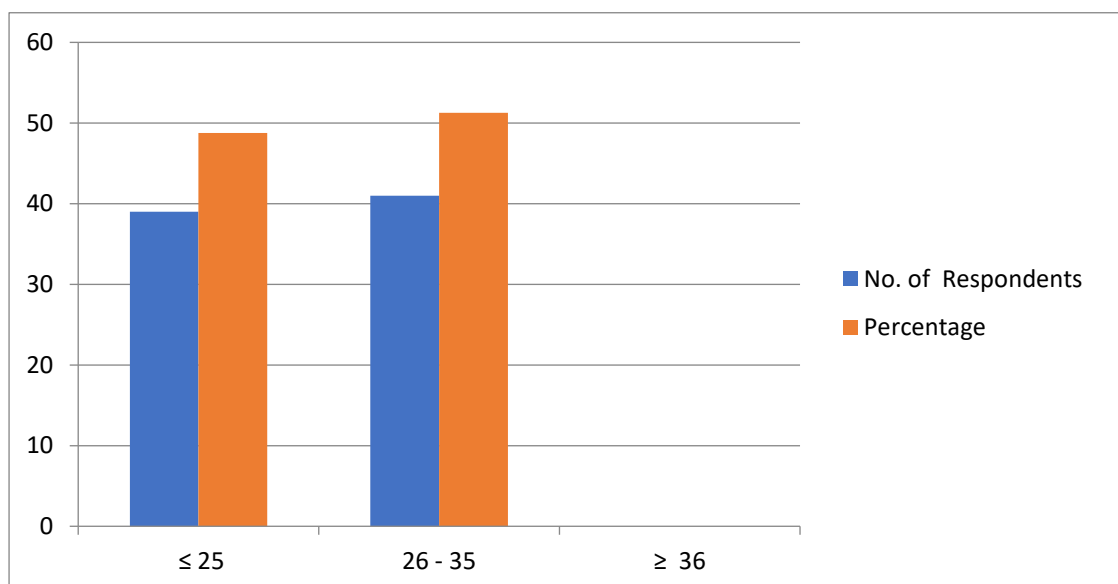
This table includes the age of employees in the Vasan healthcare Private limited

Age of the respondents

S.No	Age	No. of Respondents	Percentage
1	≤ 25	39	48.75
2	26 – 35	41	51.25
3	≥ 36	0	0
	Total	80	100

Chart – 4.1.2

Age of the respondents



Interpretation

In Vasan Healthcare Private Limited, from the 80 respondents, 48.75% of the respondents are age ≤ 25 yrs, and 51.25% are age between 26 to 35 yrs.

Table – 4.1.3

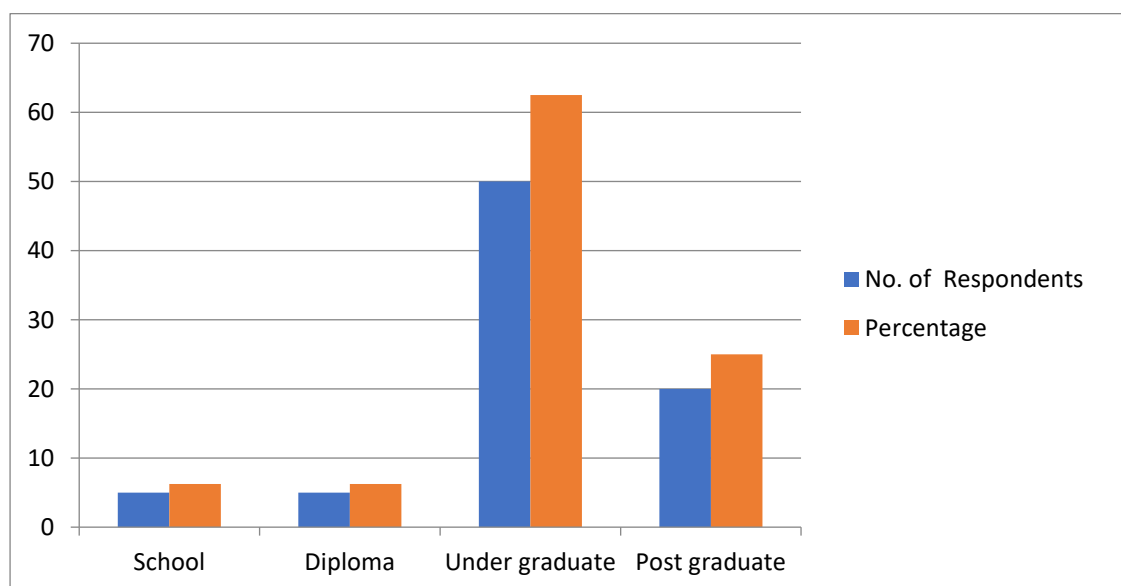
This table includes the Education qualification of employees in the Vasan healthcare Private limited

Educational qualification of the respondents

S.No	Education	No. of Respondents	Percentage
1	School	5	6.25
2	Diploma	5	6.25
3	Under graduate	50	62.5
4	Post graduate	20	25
	Total	80	100

Chart – 4.1.3

Educational qualification of the respondents



Interpretation

In Vasan Healthcare Private Limited, from the 80 respondents, 6.25% of employees are in school level, 6.25% of employees are in Diploma level, 62.5% of employees are in under graduate level, 20% of employees are in post graduate level.

Table – 4.1.4

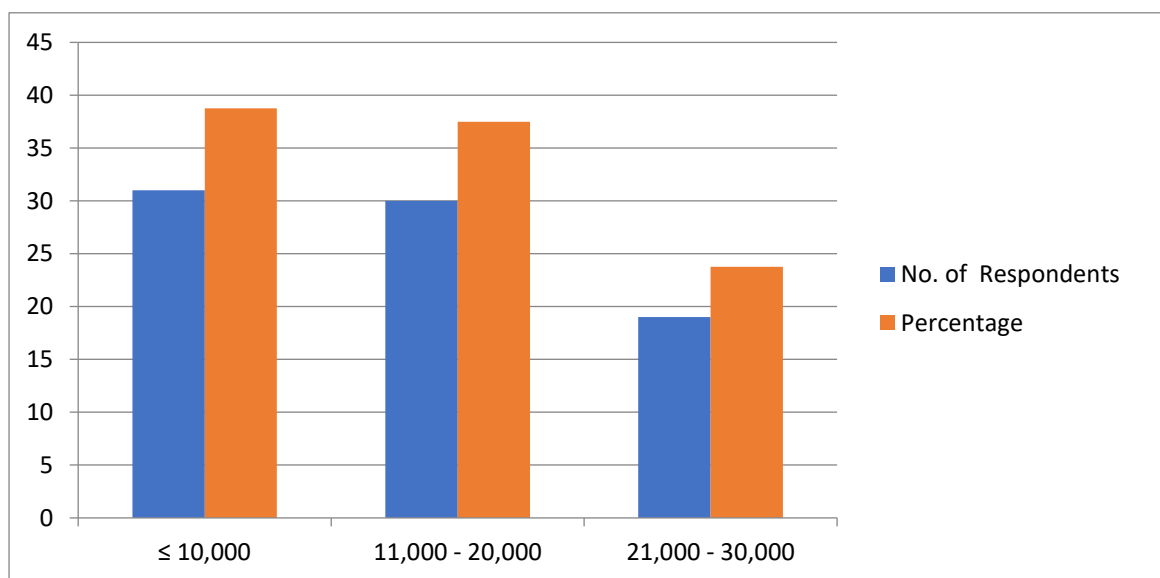
This table includes the salary details of employees in the Vasan healthcare Private limited

Salary of the respondents

S.No	Salary	No. of Respondents	Percentage
1	≤ 10,000	31	38.75
2	11,000 - 20,000	30	37.5
3	21,000 - 30,000	19	23.75
	Total	80	100

Chart – 4.1.4

Salary of the respondents



Interpretation

In Vasan Healthcare Private Limited, from the 80 respondents, 38.75% of employees are in less than or equal to 10,000 salary level, 37.5% of employees are in between level of 11,000 to 20,000 salary level, 23.75% of employees are in between level of 21,000 – 30,000 salary level.

Table – 4.1.5

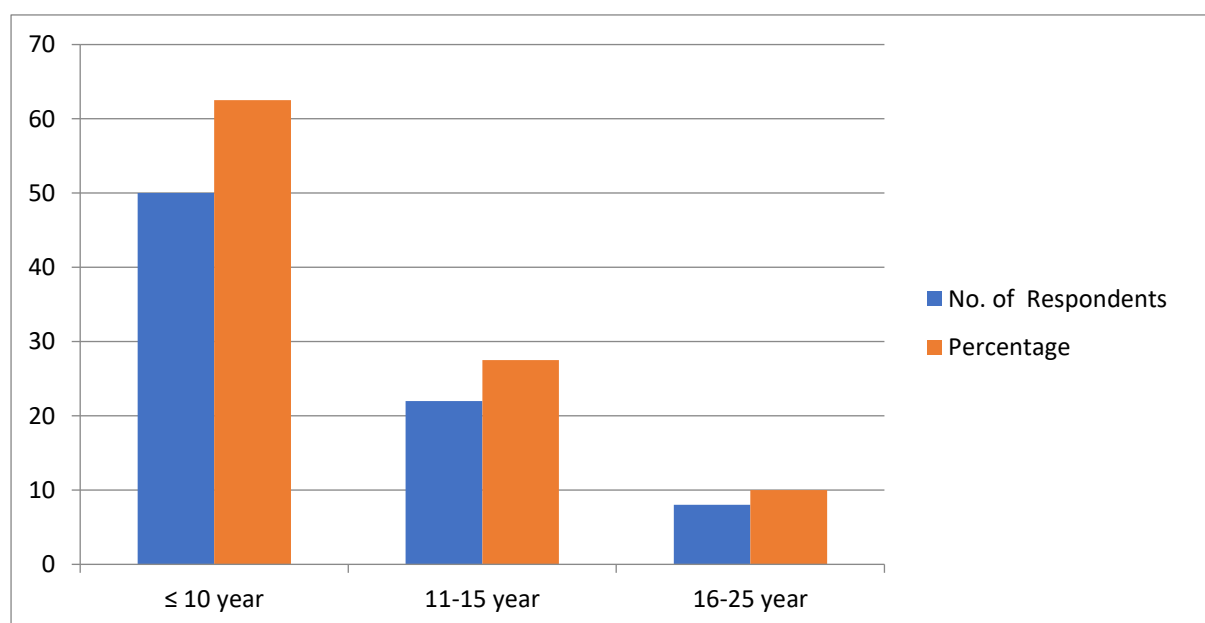
This table includes the Year of Experiences of employees in the Vasan healthcare Private limited.

Year of Experiences of the respondents

S.No	Year of experience	No. of Respondents	Percentage
1	≤ 10 year	50	62.5
2	11-15 year	22	27.5
3	16-25 year	8	10
	Total	80	100

Chart – 4.1.5

Year of Experiences of the respondents



Interpretation

In Vasan Healthcare Private Limited, from the 80 respondents, 62.5% of employees are in less than or equal to 10 years of experience level, 27.5% of employees are in between level of 11 years to 15 years of experience level, 10% of employees are in between level of 16 years – 25years of experience level.

Table – 4.1.6

This table includes the data of employees whether the given uniform is Agreed by them or not.

Uniform is comfortable:

Sl. No	Opinion	Numerical Value (x)	No. of Respondents (w)	Wx
1.	Highly Agree	5	29	145
2.	Agree	4	32	128
3.	Neutral	3	14	42
4.	Disagree	2	5	10
5.	Highly Disagree	1	0	0
	Total		$\sum w = 80$	$\sum wx = 325$

$$\begin{aligned}\text{Weighted average} &= \frac{\sum wx}{\sum w} \\ &= 325/80 = 4.06\end{aligned}$$

Interpretation

Weighted average is 4.06, respondents they agree level. Most of the respondents agree that the uniform is comfortable to them.

Table – 4.1.7

This table includes the data of the Work Environment is satisfies the employees in Vasana Healthcare private limited.

Work Environment is Comfortable

Sl. No	Opinion	Numerical Value (x)	No. of Respondents (w)	Wx
1.	Highly Agree	5	26	130
2.	Agree	4	36	144
3.	Neutral	3	18	54
4.	Disagree	2	0	0
5.	Highly Disagree	1	0	0
	Total		$\sum w = 80$	$\sum wx = 328$

$$\begin{aligned}\text{Weighted average} &= \frac{\sum wx}{\sum w} \\ &= 328/80 = 4.10\end{aligned}$$

Interpretation:

The weighted average is 4.10, respondents they agree level. Most of the respondents are agree that the Work environment is comfortable to them.

Table – 4.1.8

This table includes the data of the Worker's training facility is comfortable to the employees in Vasan Healthcare private limited.

Worker's training facility is comfortable:

Sl. No	Opinion	Numerical Value (x)	No. of Respondents (w)	Wx
1.	Highly Agree	5	20	100
2.	Agree	4	25	100
3.	Neutral	3	28	84
4.	Disagree	2	3	6
5.	Highly Disagree	1	4	4
	Total		$\sum w = 80$	$\sum wx = 294$

$$\begin{aligned}\text{Weighted average} &= \frac{\sum wx}{\sum w} \\ &= 294/80 = 3.67\end{aligned}$$

Interpretation

The Weighted average is 3.67 means that the most of respondents are in neutral level that the sufficient study materials are provided during the worker's training programme.

Table – 4.1.9

This table includes the data of the Time In & Time Out of the Organization is satisfies the employees in Vasan Healthcare private limited

Time In & Time Out of the Organization is Satisfied

Sl. No	Opinion	Numerical Value (x)	No. of Respondents (w)	Wx
1.	Highly Agree	5	27	135
2.	Agree	4	30	120
3.	Neutral	3	18	54
4.	Disagree	2	5	10
5.	Highly Disagree	1	0	0
	Total		$\sum w = 80$	$\sum wx = 319$

$$\begin{aligned}\text{Weighted average} &= \frac{\sum wx}{\sum w} \\ &= 319/80 = 3.98\end{aligned}$$

Interpretation

The Weighted average is 3.98 respondents they agree level so most of the respondents are agree that the Time In & Time Out of the Organization is satisfied.

Table – 4.1.10

This table includes the data of the company Transport facilities in this Organization is Satisfies the employees.

Company Transport facilities

Sl. No	Opinion	Numerical Value (x)	No. of Respondents (w)	Wx
1.	Highly Agree	5	23	115
2.	Agree	4	26	104
3.	Neutral	3	29	87
4.	Disagree	2	2	4
5.	Highly Disagree	1	0	0
	Total		$\sum w = 80$	$\sum wx = 310$

$$\begin{aligned}\text{Weighted average} &= \frac{\sum wx}{\sum w} \\ &= 310/80 = 3.87\end{aligned}$$

Interpretation

The Weighted average is 3.87 represents the neutral level. It shows that most of respondents are agree in the Neutral, so they must concentration on their transport facility to become good.

Table – 4.1.11

This table includes the data of the Fringe benefit facilities in this Organization is satisfies the employees.

Fringe benefit.

S. No	Opinion	Numerical Value (x)	No. of Respondents (w)	Wx
1.	Highly Agree	5	22	110
2.	Agree	4	33	132
3.	Neutral	3	23	69
4.	Disagree	2	2	4
5.	Highly Disagree	1	0	0
	Total		$\sum w = 80$	$\sum wx = 315$

$$\begin{aligned}\text{Weighted average} &= \frac{\sum wx}{\sum w} \\ &= 315/80 = 3.93\end{aligned}$$

Interpretation

The Weighted average is 3.93 respondents they agree level. It shows that, most of the respondents are agree that the Fringe Benefit is appreciated.

Table – 4.1.12

This table includes the data of the Fair distribution of work/ provision for rest hours/ breaks facilities in this Organization is satisfies the employees

Fair distribution of work/ provision for rest hours/ breaks

Sl. No	Opinion	Numerical Value (x)	No. of Respondents (w)	Wx
1.	Highly Agree	5	22	110
2.	Agree	4	36	144
3.	Neutral	3	18	54
4.	Disagree	2	4	8
5.	Highly Disagree	1	0	0
	Total		$\sum w = 80$	$\sum wx = 316$

$$\begin{aligned}\text{Weighted average} &= \frac{\sum wx}{\sum w} \\ &= 316/80 = 3.95\end{aligned}$$

Interpretation

The Weighted average is 3.95 respondents they agree level. It means the most of the respondents are agree that the Fair distribution of work/ provision for rest hours/ breaks.

Table – 4.1.13

This table includes the data of the Canteen facilities in this Organization is satisfies the employees.

Canteen facilities

Sl. No	Opinion	Numerical Value (x)	No. of Respondents (w)	Wx
1.	Highly Agree	5	31	155
2.	Agree	4	30	120
3.	Neutral	3	19	57
4.	Disagree	2	0	0
5.	Highly Disagree	1	0	0
	Total		$\sum w = 80$	$\sum wx = 332$

$$\begin{aligned}\text{Weighted average} &= \frac{\sum wx}{\sum w} \\ &= 332/80 = 4.15\end{aligned}$$

Interpretation

The Weighted average is 4.15 respondents they highly agree level. It means the most of the respondents are agree that the company canteen facility is satisfies.

Table – 4.1.14

This table includes the data of the drinking water facility and sanitation facilities in this Organization are satisfies the employees or not.

Drinking water facility and sanitation

Sl. No	Opinion	Numerical Value (x)	No. of Respondents (w)	Wx
1.	Highly Agree	5	32	160
2.	Agree	4	30	120
3.	Neutral	3	17	51
4.	Disagree	2	1	2
5.	Highly Disagree	1	0	0
	Total		$\sum w = 80$	$\sum wx = 333$

$$\begin{aligned}\text{Weighted average} &= \frac{\sum wx}{\sum w} \\ &= 333/80 = 4.16\end{aligned}$$

Interpretation

The Weighted average is 4.16 respondents they highly agree level. It means the most of the respondents are highly agreed that the company drinking water facility and sanitation facilities are satisfies them.

Table – 4.1.15

This table includes the data of the Medical benefit to individual facilities in this organization are satisfies the employees or not.

Medical benefit to individual

Sl. No	Opinion	Numerical Value (x)	No. of Respondents (w)	Wx
1.	Highly Agree	5	39	195
2.	Agree	4	26	104
3.	Neutral	3	14	42
4.	Disagree	2	1	2
5.	Highly Disagree	1	0	0
	Total		$\sum w = 80$	$\sum wx = 343$

$$\begin{aligned}\text{Weighted average} &= \frac{\sum wx}{\sum w} \\ &= 343/80 = 4.28\end{aligned}$$

Interpretation

The Weighted average is 4.28 respondents they highly agree level. It means the most of the respondents are Highly Agree that the Medical benefit to individual facilities is satisfies them.

Table – 4.1.16

This table includes the data of the shift given in this organization are satisfies the employees or not.

Shift given in the organization

Sl. No	Opinion	Numerical Value (x)	No. of Respondents (w)	Wx
1.	Highly Agree	5	31	155
2.	Agree	4	25	100
3.	Neutral	3	18	54
4.	Disagree	2	6	12
5.	Highly Disagree	1	0	0
	Total		$\sum w = 80$	$\sum wx = 321$

$$\begin{aligned}\text{Weighted average} &= \frac{\sum wx}{\sum w} \\ &= 321/80 = 4.01\end{aligned}$$

Interpretation

The Weighted average is 4.01 respondents they agree level. It shows that the most of the respondents are agree that the shift given in this organization is satisfies them.

Table – 4.1.17

This table includes the data of the satisfying level of Working in to your organization or not.

Working in to your organization

Sl. No	Opinion	Numerical Value (x)	No. of Respondents (w)	Wx
1.	Highly Agree	5	26	130
2.	Agree	4	30	120
3.	Neutral	3	22	66
4.	Disagree	2	2	4
5.	Highly Disagree	1	0	0
	Total		$\sum w = 80$	$\sum wx = 320$

$$\begin{aligned}\text{Weighted average} &= \frac{\sum wx}{\sum w} \\ &= 320/80 = 4.00\end{aligned}$$

Interpretation

From the above table the weighted average is 4.00 respondents they agree level. It shows that the most of the respondents are agree that the working in this organization is satisfies them.

Table – 4.1.18

This table includes the data of the employee perception towards whether the given work in the organization satisfies the employees or not.

Satisfied with the given work

Sl. No	Opinion	Numerical Value (x)	No. of Respondents (w)	Wx
1.	Highly Agree	5	29	145
2.	Agree	4	31	124
3.	Neutral	3	19	57
4.	Disagree	2	1	2
5.	Highly Disagree	1	0	0
	Total		$\sum w = 80$	$\sum wx = 328$

$$\begin{aligned}\text{Weighted average} &= \frac{\sum wx}{\sum w} \\ &= 328 / 80 = 4.10\end{aligned}$$

Interpretation

The Weighted average is 4.10 respondents they agree level. It shows that the most of the respondents are Agree that they satisfy the given work to them.

Table – 4.1.19

This table includes the data of the Promotion policy facilities in this organization are satisfies the employees or not.

Promotion policy in this organization

Sl. No	Opinion	Numerical Value (x)	No. of Respondents (w)	Wx
1.	Highly Agree	5	24	120
2.	Agree	4	25	100
3.	Neutral	3	20	60
4.	Disagree	2	9	18
5.	Highly Disagree	1	2	2
	Total		$\sum w = 80$	$\sum wx = 300$

$$\begin{aligned}\text{Weighted average} &= \frac{\sum wx}{\sum w} \\ &= 300 / 80 = 3.75\end{aligned}$$

Interpretation

From the above table the weighted average is 3.75 respondents they agree level. It means the respondents are agreeing that the Promotion policy satisfies them.

Table – 4.1.20

This table includes the data of the employee perception towards the relationship with the high level employees in this organization are satisfies the employees or not.

Interaction between high level employees

Sl. No	Opinion	Numerical Value (x)	No. of Respondents (w)	Wx
1.	Highly Agree	5	24	120
2.	Agree	4	12	48
3.	Neutral	3	21	63
4.	Disagree	2	19	38
5.	Highly Disagree	1	4	4
	Total		$\sum w = 80$	$\sum wx = 273$

$$\begin{aligned}\text{Weighted average} &= \frac{\sum wx}{\sum w} \\ &= 273 / 80 = 3.41\end{aligned}$$

Interpretation

The Weighted average is 3.41 respondents they highly agree level. It means the respondents are agreeing that the interaction between the high level employees highly satisfies them.

Table – 4.1.21

This table includes the data of the employee perception towards the passion in this organization is satisfies or not.

Passion in this organization level

Sl. No	Opinion	Numerical Value (x)	No. of Respondents (w)	Wx
1.	Highly Agree	5	37	185
2.	Agree	4	25	100
3.	Neutral	3	18	54
4.	Disagree	2	0	0
5.	Highly Disagree	1	0	0
	Total		$\sum w = 80$	$\sum wx = 339$

$$\begin{aligned}\text{Weighted average} &= \frac{\sum wx}{\sum w} \\ &= 339/80 = 4.23\end{aligned}$$

Interpretation

The Weighted average is 4.23 respondents they highly agree level. It means most of the respondents are said highly agree level that the passion will helps them to work according to their work life.

Table – 4.1.22

This table includes the data of the employee perception towards the stress Management program in this organization are satisfies the employees or not.

Stress management Program satisfies

Sl. No	Opinion	Numerical Value (x)	No. of Respondents (w)	Wx
1.	Highly Agree	5	25	125
2.	Agree	4	28	112
3.	Neutral	3	17	51
4.	Disagree	2	9	18
5.	Highly Disagree	1	1	1
	Total		$\sum w = 80$	$\sum wx = 307$

$$\begin{aligned}\text{Weighted average} &= \frac{\sum wx}{\sum w} \\ &= 307/80 = 3.83\end{aligned}$$

Interpretation

The Weighted average is 3.83 respondents they agree level. It means most of the respondents are agree level that the stress management program satisfies them.

Table – 4.1.23

This table includes the data of the employee perception towards the Motivation Program in this organization are satisfies the employees or not.

Motivation given by the organization

Sl. No	Opinion	Numerical Value (x)	No. of Respondents (w)	Wx
1.	Highly Agree	5	27	135
2.	Agree	4	22	88
3.	Neutral	3	30	90
4.	Disagree	2	0	0
5.	Highly Disagree	1	1	1
	Total		$\Sigma w = 80$	$\Sigma wx = 314$

$$\begin{aligned}\text{Weighted average} &= \frac{\sum wx}{\sum w} \\ &= 314/80 = 3.92\end{aligned}$$

Interpretation

The Weighted average is 3.92 respondents they Neutral level. It means that the company must concentrate in the motivation program so that it will increase the employees work towards the organization.

Table – 4.1.24

This table includes the data of the employee perception towards the comfort zone level of the organization whether satisfies the employees or not.

Comfort zone satisfies

Sl. No	Opinion	Numerical Value (x)	No. of Respondents (w)	Wx
1.	Highly Agree	5	25	125
2.	Agree	4	29	116
3.	Neutral	3	17	51
4.	Disagree	2	9	18
5.	Highly Disagree	1	0	0
	Total		$\sum w = 80$	$\sum wx = 310$

$$\begin{aligned}\text{Weighted average} &= \frac{\sum wx}{\sum w} \\ &= 310/80 = 3.87\end{aligned}$$

Interpretation

The Weighted average is 3.87 respondents they agree level. It means most of the respondents are agree level that the Comfort Zone satisfies them in this organization.

Table – 4.1.25

This table includes the data of the employee perception towards the relationship with the high level employees in this organization are satisfies the employees or not.

Initiating new things to your team

Sl. No	Opinion	Numerical Value (x)	No. of Respondents (w)	Wx
1.	Highly Agree	5	24	120
2.	Agree	4	28	112
3.	Neutral	3	24	72
4.	Disagree	2	1	2
5.	Highly Disagree	1	3	3
	Total		$\sum w = 80$	$\sum wx = 309$

$$\begin{aligned}\text{Weighted average} &= \frac{\sum wx}{\sum w} \\ &= 309/80 = 3.86\end{aligned}$$

Interpretation

The Weighted average is 3.86 respondents they agree level. It means most of the respondents are agreeing level that the organization initiating new things to do so that will improve their technical skill and knowledge.

Table – 4.1.26

This table includes the data of the employee perception towards the organization whether they give importance to the physical fitness to the employees or not.

Physical fitness of an employee

Sl. No	Opinion	Numerical Value (x)	No. of Respondents (w)	Wx
1.	Highly Agree	5	26	130
2.	Agree	4	22	88
3.	Neutral	3	30	90
4.	Disagree	2	2	4
5.	Highly Disagree	1	0	0
	Total		$\sum w = 80$	$\sum wx = 312$

$$\begin{aligned}\text{Weighted average} &= \frac{\sum wx}{\sum w} \\ &= 312/80 = 3.90\end{aligned}$$

Interpretation

The Weighted average is 3.90 respondents they Neutral level. It means most of the respondents are in neutral level so that the organization must concentrate in their employee physical fitness for reducing the absentees in the organization.

WEIGHTED AVERAGE TEST FOR SATISFACTION LEVEL OF THE RESPONDENTS

Table: 4.1.27

This table includes the data of weighted average test for satisfaction level of the respondents data for the environment of the organization

WEIGHTED AVERAGE TEST FOR SATISFACTION LEVEL OF THE RESPONDENTS FOR THE ENVIRONMENT OF THE ORGANIZATION

S.NO	TITLE	Wx
1	Work environment is comfortable.	4.10
2	Medical benefit to individual.	4.28
3	Satisfied working in to your organization.	4.00
4	Employees satisfied with the given work.	4.10
5	Promotion policy in this organization satisfies.	3.75
6	Interaction between high level employees with you.	3.41
7	Passion in this organization level.	4.23
Total		27.87

$$\text{Weighted average} = \frac{\sum wx}{\sum w}$$

$$= 27.87 / 7 = 3.98$$

Interpretation

The Weighted average is 3.98 respondents they agree level. It means most of the respondents are satisfied level that the organization providing them clean and hygienic environment to the employees, so that will improve their work in the organization.

Table: 4.1.28

This table includes the data of weighted average test for satisfaction level of the respondents data for the Health & Safety of the organization

**WEIGHTED AVERAGE TEST FOR SATISFACTION LEVEL OF THE
RESPONDENTS ON THE HEALTH & SAFETY OF THE ORGANIZATION**

S.NO	TITLE	W _x
1	Company Transport facilities	3.87
2	Fringe benefit. (Tea, Snacks, etc.)	3.93
3	Canteen facilities.	4.15
4	Drinking water facility and sanitation.	4.16
5	Comfort zone satisfies your work	3.87
6	Initiating new things to your team	3.86
7	Physical fitness of an employee	3.90
Total		27.74

$$\text{Weighted average} = \frac{\sum wx}{\sum w}$$
$$= 27.74 / 7 = 3.962$$

Interpretation

The Weighted average is 3.96 respondents they agree level. It means most of the respondents are satisfied level that the organization take for their Health and safety to the employees.

Table: 4.1.29

This table includes the data of weighted average test for satisfaction level of the respondents data on the efficiency of work in the organization

**WEIGHTED AVERAGE TEST FOR SATISFACTION LEVEL OF THE
RESPONDENTS ON THE EFFICIENCY OF WORK IN THE ORGANIZATION**

S.NO	TITLE	Wx
1	Comfortable with Uniforms	4.06
2	Worker's training facility is comfortable	3.67
3	Time In & Time Out of the Organization is Satisfied	3.98
4	Fair distribution of work/ provision for rest hours/ breaks	3.95
5	Shift given in the organization is satisfied	4.01
6	Stress management Program satisfies you	3.83
7	Motivation given by the organization	3.92
Total		27.42

$$\begin{aligned}\text{Weighted average} &= \frac{\sum wx}{\sum w} \\ &= 27.42 / 7 = 3.91\end{aligned}$$

Interpretation

The Weighted average is 3.91 respondents they agree level. It means most of the respondents are satisfied level so they providing efficiency of the work in the organization. So that will improve their work in the organization.

5.1 Finding:-

- Most of respondents agree that the uniform is comfortable to them.
- Most of respondent agree that the Work environment is comfortable to them.
- Most of respondents are in neutral level of the worker's training program.
- Most of respondents agree level that the Time In & Time Out of the Organization is satisfied.
- Most of respondents are in neutral level of the transport facility.
- Most of respondents agree level that the Fringe Benefit is comfortable to them.
- Most of respondents agree level that the Fair distribution of work/ provision for rest hours/ breaks is suitable to them.
- Most of respondents highly agree level that the company canteen facility is satisfies.
- Most of respondents highly agree level that the company drinking water facility and sanitation facilities is satisfies them.
- Most of respondents highly agree level that the Medical benefit to individual facilities is satisfies them.
- Most of respondents agree level that the shift given in this organization is satisfies them.
- Most of respondents agree level that the working in this organization is satisfies them.
- Most of respondents agree level that they satisfy in the given work to them.
- Most of respondents agree level that the Promotion policy satisfies them.
- Most of respondents highly agree level that the interaction between the high level employees highly satisfies them.

- Most of respondents highly agree level that the passion level of the organization satisfies them.
- Most of respondents agree level that the stress management program satisfies them.
- Most of respondents agree in neutral level for the motivation program given by the organization.
- Most of respondents agree level that the Comfort Zone satisfies them.
- Most of respondents agree level that the organization initiating new things to do that satisfies them.
- Most of respondents neutral level for the organization employee physical fitness the employees.

5.2 Suggestion:-

- The company may increase the interest of employees about the training by using new way of worker's training program.
- The company must concentrate towards the employee like what are the facilities want to them. That will change employee perception about the organization.

5.3 Conclusion:-

The study revealed that the Passion at work place of the workers in Vasan Healthcare Private Limited, Trichy. Most of the respondents have the positive opinion about the passion at work place. They agree that the passion at work place helps them to feel their work place as like good environment

BIBLIOGRAPHY:-

While undergoing the project for collecting various information's and details I have referred the following: -

WEBSITES:-

- <http://www.vasaneye.in/index.asp>
- <http://www.Businesstandard.in>
- [http://www.vasan healthcare. in](http://www.vasanhealthcare.in)

ANNEXURE

“A study on Employee perception towards Passion at Work place provided in Vasan Healthcare Private Limited”

The purpose of collecting such information is to know the level of satisfaction among the employees of Vasan HealthCare Private limited. Further it will also help to know the various job related and personal factors and their extent to which they affect the satisfaction level of employees, so that meaningful conclusions and suggestions could be made in order to make the human resource policies and practices of the company more effective and efficient.

Dear Respondent,

Your Co-operation in the context shall go a long way helping me to draw conclusive inferences for which I shall be grateful.

Note: Following are the questions that are to be duly filled up by the candidate. It is being strongly assured that secrecy shall be maintained at all the levels of this research and the identity of respondent will not be revealed. It is simply a part of research project which is to be submitted to Madras University in the partial fulfillment of the requirements for the award of the degree of Master of Business Administration.

Part – A (General Information)

Name of the employee (Optional) : _____
Employee code (Optional) : _____
Designation : _____
Name of the department : _____

Please tick (✓) at the appropriate place.

1. Gender : Male ☐ Female ☐
2. Marital status : Married ☐ Single ☐
3. Age. 4. Educational qualification.

≤ 25 Age	
26-35 Age	
≥ 36 Age	

School level	
Diploma	
Under Graduate	
Post Graduate	

5. Years of experience.

≤ 10 Years	
11 – 15 Years	
16 – 25 Years	

6. Monthly salary.

≤ 10,000	
11,000 – 20,000	
21,000 – 29,000	

Part – B (Research Questions)

Please indicate your level of agreement in connection with the following factors:

1= Highly Agree, 2= Agree, 3= Neutral, 4= Disagree, 5= Highly Disagree.

S. No	QUESTIONS	1	2	3	4	5
1	Are you Comfortable with Uniforms?					
2	Work environment Is comfortable to you?					
3	Thus Worker’s training facility is comfortable to you?					
4	Time In & Time Out of the Organization is Satisfied to you?					
5	Are you satisfied with company Transport facilities?					
6	Fringe benefit. (Tea, Snacks,etc.)					
7	Fair distribution of work/ provision for rest hours/ breaks.					
8	Canteen facilities.					
9	Drinking water facility and sanitation.					
10	Medical benefit to individual.					
11	Shift given in the organization is satisfied?					
12	Are you satisfied working in to your organization?					
13	Are you satisfied with the given work?					
14	Whether the promotion policy in this organization satisfies you?					
15	How is the interaction between high level employees with you?					
16	Passion in this organization level?					
17	Stress management Program satisfies you?					
18	What do you feel about the motivation given by the organization?					
19	Your comfort zone satisfies your work?					
20	Are you initiating new things to your team?					
21	Does the organization give importance to physical fitness of an employee?					

Any Suggestion:

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Date:

Signature