

**A STUDY ON EMPLOYEE BENEFITS
AT AUTOKSHI ENGINEERS PRIVATE LIMITED, CHENNAI.**

Submitted in partial fulfillment of the requirements for the award of

Master of Business Administration

by

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SCHOOL OF BUSINESS ADMINISTRATION

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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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **BARATHAN.P 40410031** who carried out the project entitled “**A STUDY ON EMPLOYEE BENEFITS**” under our supervision from January 2022 to March 2022.

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Submitted for Viva voce Examination held on _____

Internal Examiner

External Examiner

DECLARATION

I **BARATHAN.P (40410031)** hereby declare that the Project Report entitled **A STUDY ON EMPLOYEE BENEFITS** done by me under the guidance of **Dr.RANI J** at SATHYABAMA INSTITUTE OF SCIENCE AND TECHNOLOGY,CHENNAI) is submitted in partial fulfilment of the requirements for the award of Master of Business Administration degree .

DATE:

BARATHAN.P

PLACE: Chennai

ACKNOWLEDGEMENT

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

I convey my thanks to **Dr. G. Bhuvaneswari, MBA., Ph.D., Dean - School of Business Administration** and **Dr. A. Palani, M.Com., M.Phil., M.B.A., Ph.D., Head , School of Business Administration** for providing me necessary support and details at the right time during the progressive reviews.

I would like to express my sincere and deep sense of gratitude to my Project Guide **Dr. RANI J**, Faculty, School of Business Administration for her valuable guidance, suggestions and constant encouragement paved way for the successful completion of my project work.

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

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ABSTRACT

The automobile industry, one of the core sectors, has undergone metamorphosis with the advent of new business and manufacturing practices in the light of liberalization and globalization. The sector seems to be optimistic of posting strong sales in the couple of years in the view of a reasonable surge in demand.

The company that we have chosen to focus on for our analysis is Autokshi Engineers. This report will take a look at the marketing environment by which Autokshi Engineers is surrounded; will attempt to identify key strengths and opportunities that Autokshi Engineers may wish to capitalize on; and will find and warn against glaring weaknesses and hidden threats that Autokshi Engineers needs to guard against.

The purpose of this project is to learn about Human Resource department in the company and to analyze the fact. It needs to determine about all the information of Employees of the company. Then the information is classified as actual facts. The functions of Human Resource department are studied & analyzed.

The main aim is to study the Employees benefits of Autokshi Engineers, to study its life cycle initial stage, growth and maturity and to study various promotional strategies and know about the current Strategies keeping in mind the cut throat competition and arrival of Autokshi Engineers. To provides all the crucial information on Autokshi Engineers required for Owners and Employees as intelligence needs and this study also Contains a study of the major internal and external factors affecting Autokshi Engineers.

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CHAPTER: 1

INTRODUCTION

1.1 INTRODUCTION TO THE STUDY

Employee benefits are the various forms of compensation provided to employees in addition to their normal salary. Today as companies compete globally for the best talent, employee benefits form a fundamental part of any organization's reward strategy.

Employee benefits can cover a broad spectrum. These range from financial benefits, such as a workplace pension and mortgage advice, to health and wellbeing benefits, such as private medical insurance and gym memberships.

India is a developing country. Nowadays many people are interested to invest in financial markets especially on equities to get high returns, and to save tax in honest way. Equities are playing a major role in contribution of capital to the business from the beginning.

The Indian automobile market is gearing towards international standards to meet the needs of the global automobile giants and become a global hub.

A detailed analysis of Automobile industry has been covered in respect of past growth and performance. Under this project to better understand the Industry I have used Fundamental tools to make it more authentic and meaningful.

Many organizations choose to offer a combination of core and flexible benefits, as a means of engaging employees in their employee benefits offering. Some companies use spending accounts to give employees more control over their choices while still controlling. The Industry Analysis has been done with the help of employee benefits and industry life cycle. For Company Analysis as a part of Fundamental tool we have undergone with the analysis of Authorship Engineers.

The fundamental aspect consists of employee benefits of the companies. Employee benefits can be made available to employees in a variety of ways. Core benefits are those that are provided to employees regardless of whether they have chosen them. Flexible benefits are those that give employees flexibility over what they choose.

EMPLOYEE BENEFITS:

Performance

Bonus:

- Quarterly bonuses paid to the technical track
- The height of the bonus comes from the internal point system (attendance, quality of work, approach to work)

Contribution to Life Insurance

- Possibility to use favorable conditions for savings
- Regular monthly contribution of the employer

Training of the Employees

- Entry course for new employees
- Organizing of various training programs

- Specialized trainings - welding, crane and binder courses, courses of programming of CNC machinery etc.
- A possibility for career growth
- Evaluation system of the employee work accomplishments

Motivating Salary

- Above average salary in the production sector
- Regular salary growth based on the evaluation of the job performance
- Extra pay for working overtime, weekend, night shifts and national holidays

1.2 INDUSTRY PROFILE:

The Indian auto-components industry has experienced healthy growth over the last few years. Some of the factors attributable to this include: a buoyant end-user market, improved consumer sentiment and return of adequate liquidity in the financial system.

The auto-components industry accounts for almost seven per cent of India's Gross Domestic Product (GDP) and employs as many as 19 million people, both directly and indirectly. A stable government framework, increased purchasing power, large domestic market, and an ever increasing development in infrastructure have made India a favorable destination for investment.

The Automotive industry in India is one of the largest in the world and one of the fastest growing globally. India manufactures over 11 million vehicles (including 2 wheeled and 4 wheeled) and exports about 1.5 million every year. It is the world's second largest manufacturer of motorcycles, with annual sales exceeding 8.5 million in 2009. India's passenger car and commercial vehicle manufacturing industry is the seventh largest in the world, with an annual production of more than 2.6 million units in 2009. In 2009, India emerged as Asia's fourth largest exporter of passenger cars, behind Japan, South Korea, and Thailand.

As of 2009, India is home to 40 million passenger vehicles and more than 2.6 million cars were sold in India in 2009 (an increase of 26%), making the country the second fastest growing automobile market in the world. According to the Society of Indian Automobile Manufacturers, annual car sales are projected to increase up to 5 million vehicles by 2015 and more than 9 million by 2020. By 2050, the country is expected to top the world in car volumes with approximately 611 million vehicles on the nation's roads.

A chunk of India's car manufacturing industry is based in and around Chennai, also known as the "Detroit of India" with the India operations of BMW, Ford, Hyundai and Nissan headquartered in the city. Chennai accounts for 60 per cent of the country's automotive exports. Gurgaon and Manesar near New Delhi are hubs where all of the Maruti Suzuki cars in

India are manufactured. The Chakan corridor near Pune, Maharashtra is another vehicular production hub with companies like General Motors, Volkswagen, Skoda, Mahindra and Mahindra, Tata Motors, Mercedes Benz, Fiat and Force Motors having assembly plants in the area. Ahmedabad with the Tata Nano plant, Halol with General Motors in Gujarat, Aurangabad with Audi in Maharashtra and Kolkatta with Hindustan Motors in West Bengal are some of the other automotive manufacturing regions around the country.



Automakers/Vehicle Manufacturers/Original Equipment Manufacturers (OEMs): After researching consumers' wants and needs, automakers begin designing models which are tailored to consumers' demands. The design process normally takes five years. These companies have manufacturing units where engines are manufactured and parts supplied by first tier suppliers and second tier suppliers are assembled. Automakers are the key to the supply chain of the automotive industry. Examples of these companies are Tata Motors, Maruti Suzuki, Toyota, and Honda. Innovation, design capability and branding are the main focus of these companies.

Dealers: Once the vehicles are ready they are shipped to the regional branch and from there, to the authorized dealers of the companies. The dealers then sell the vehicles to the end customers.

Parts and Accessory: These companies provide products like tires, windshields, and air bags etc. to automakers and dealers or directly to customers.

Service Providers: Some of the services to the customers include servicing of vehicles, repairing parts, or financing of vehicles. Many dealers provide these services but, customers can also choose to go to independent service providers.

The world market for forklift and materials handling spare parts has grown exponentially in recent years. Giants have emerged, small players have broken in, and the growth of the internet as a business tool has broken down international borders and created a truly global business.

A spare part, spare, service part, repair part, or replacement part, is an interchangeable part that is kept in an inventory and used for the repair or replacement of failed parts. Spare parts are an important feature of logistics management and supply chain management, often comprising dedicated spare parts management systems.

Capital spares are spare parts although acknowledged to have a long life or a small chance of failure would cause shutdown of equipment for a prolonged period because of the long delivery of their replacement.

Spare parts are an outgrowth of the industrial development of interchangeable parts and mass production.

"However, according to internal calculations, we dare to estimate the total annual market for forklift spare parts to be between EUR3.5 billion (USD4.3 billion) and EUR4 billion (USD4.9 billion)," he said.

"This number is roughly calculated; making assumptions on parameters like the number of new trucks sold every year (between 550,000 and 600,000), the market in second-hand trucks and the expected sales of forklift parts per truck."

Mr Valcke said TVH did not use those numbers as a reference, as some sectors of the market were difficult to quantify. "For example, there are still a lot of Balancer trucks in Eastern Europe and Russia (and) there are practical limitations on whether a product is marketable in a country (due to distance, market presence of manufacturers, competition, etc)."

Manufacturing is critically important to the UK's economic vitality and sustainability. According to the Department of Trade and Industry (DTI), manufacturing accounts for about 15 per cent of gross domestic product (GDP) and employs just under 4 million people. This constitutes around 14% of everyone working in UK, although this sector is nowhere near the employment figures of the service industries where over 20 million are employed.

According to the Confederation of British Industry (CBI), over 2.4 million jobs in service industries depend on manufacturing. Manufacturing revolves around the production of goods to meet design specifications, quality controls and customer requirements.

Within manufacturing, the top four industries in the UK measured by production value are food and drink, chemicals, motor vehicles and machinery. Manufacturing stability is heavily dependent on the economy. Decades of economic instability, coupled with under investment, high interest rates and over-regulation have left manufacturing reeling. One by one manufacturing industries have contracted or disappeared. Coal production has all but ceased and the steel industry is currently in crisis, with swinging job cuts being implemented.

Economic factors have a direct impact on the success or otherwise of the sector. Recently, the strong pound has made British exports more expensive than other international goods. Economic wisdom says that joining the single currency could help the sector enormously. Cheaper labor and operating costs abroad, the cost of dealing with new environmental legislation and the global collapse of the telecom and technology sector in 2001 have also had an effect.

External factors also take their toll. For example, the war against Iraq in 2003 caused a slowdown, which was shared by the manufacturing industry across the world. Manufacturing firms were squeezed by a combination of falling demand and higher input prices caused by the spiraling cost of oil. Companies were running down stocks in an attempt to protect profit margins. The general uncertainty affecting the global economic outlook was felt by all.

The automotive industry is set for major disruption in 2017. Alternative fuels, new lightweight materials and innovative technology are transforming the manufacturing process as well as the cars we drive.

1.3 COMPANY PROFILE:

Established in the 1997, Autokshi Engineers Pvt Ltd is into the manufacturing of auto parts for two wheeler and other commercial vehicles in India. India being the one among the low cost countries, yet which is fast developing, benefits the clients through minimum investment and maximum output. The wide range of our products includes commercial vehicle components, main stand and side stand, backing plates, gear shift lever, heavy duty stamp and tubular components and more. All the product developments are done using latest technology and high quality materials.

Being ISO/TS 16949-2009 certified company, Autokshi Engineers Pvt Ltd follows the latest and advanced technology that helps in the faster product development while also providing better support for our clients. A combination over 2 decades of experience and expertise in the industry enables us to deliver superior quality customized products.

We have the state of the art infrastructure and cutting edge technology with which the product development is made faster and accurate. We have manufacturing unit in Tamilnadu that comprise of separate design office for offering customized designing of components for the clients, with a separate lab where all the products are tested. The team follows the next generation technology and techniques for testing the manufactured products; with this we ensure superior quality of all our products.

Most of our product development processes and even the administration processes are automated to ensure maximum accuracy, perfection and productivity. We have implemented SAP for the administration process. For the successful and accurate completion of product development process, we have implemented the well-known TPM. This concept ensures maximum productivity through cost saving and time saving throughout the production line. Our implementation of robotic line for various manufacturing processes assures faster and perfect product outputs. Robotic lines are used for pick and place of sheets, so that there is only a minimum human interference in such difficult processes which avoids accidents and human

errors. Through automation of product development, we can ascertain predictable quality as well as quantity of products.

Autokshi Engineers Pvt Ltd not only concentrates on its own growth, but also contributes to developing the capabilities of the region. With the association of various organizations, we strive in creating a better development of the company as well as the region and with this motto in mind contribute towards the cause continuously.

With the cutting edge infrastructure and manufacturing capacity, we can cater to the needs and requirements of larger companies as well as smaller companies. Our components are supplied to various companies. We take pride in our association with these leading auto manufacturers and look towards associating with more esteemed names from all over the world.

A company analysis includes basic information about the company such as the mission statement and vision as well as the values and goals. During a company analysis, an investor also looks at the history of the company, focusing on events that have shaped the company.

A company analysis looks into what goods or services the company sells. If the company is a manufacturing company, an analysis studies what products the company makes, and analyzes the quality and the demand of these products. If it's a service business, the investor studies the services offered.

CHAPTER: 2

REVIEW OF LITERATURE

Aon, 2018

Employers reacted to cost increases by significantly increasing employee contributions, shifting costs of accessed care through increased co-payments, decreasing or eliminating health care. Employers reacted to cost increases by significantly increasing employee contributions, shifting costs of accessed care through increased co-payments, decreasing or eliminating health care.

Henderson, 2017

With the 1970s came the prevalent use of indemnity plans that were designed to have employees share in the cost of health Care they used.

Davis & Rorem, 2016

Due to outcomes of union negotiations (and the interests of Nonunionized employers looking to avoid unionization), employer-sponsored sickness programs became more prevalent in the 2016.

Hewitt, 2015

This terminology reflected a shift in the employers' responsibility from providing protection from Financial ruin due to catastrophic health care expenses (i.e., “sickness insurance”) to providing insulation from the costs of maintaining and enhancing the health and welfare of employees. The second shift was that employers provided health benefits not only to the employee, but also the employee's dependents (e.g. Spouse, children under age 21). With this change, benefit analysts examined not only the number of employees covered and the number of “lives” covered (employees and their dependents). This norm of providing coverage to employees and their eligible Dependents increased the average number of lives covered by a factor of 2.8 and health care costs by a factor of 3.2.

Allen & Sullivan, 2014

Although HMOs effectively curtailed Rising health care costs to some extent, they also desensitized individuals to the true cost of their medical expenses.

Hewitt, 2013

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Henderson, 2012

With the 2002 came the prevalent use of indemnity plans that were designed to have employees share in the cost of health Care they used. Also during this decade, Health Maintenance Organizations (HMOs) were instituted that Contracted with networks of physicians, hospitals, and other medical providers, negotiated reduced rates for providers, Encouraged providers to use treatment protocols such as primary care gatekeepers, and encouraged individuals to seek preventative care by charging modest or no fees for such services

Gaynor, Haas-Wilson, & Vogt, 2011

Thus, the managed care plans that had been able to contain health care costs by influencing how medical care is supplied ultimately led to sharp increases in the health care services that individuals were Demanding. During the 1990s, health care inflation rates far outpaced general inflation rates, with companies enduring double-digit inflation and spiraling costs for many consecutive years (Early health care plans emerged in the 1920s and were termed “sickness insurance” programs given that they provided coverage only for hospitalizations.

Falk, Rorem 2010

As such, a change in terminology emerged as these benefits began to be called “health benefits” rather than “sickness Insurance”.

Sofia, 2009

Also during this decade, Health Maintenance Organizations (HMOs) were instituted that

Contracted with networks of physicians, hospitals, and other medical providers, negotiated reduced rates for providers,
Encouraged providers to use treatment protocols such as primary care gatekeepers, and encouraged individuals to seek
Preventative care by charging modest or no fees for such services.

Faulkner, 2008

The 1960s were a turning point when the scope of coverage shifted dramatically in two ways in response to the passage of Medicare and Medicaid legislation in 1965 and union negotiations. First, whereas earlier health care policies covered
Hospitalization and insured individuals against catastrophic expenses, policies also began to provide full-coverage of less expensive health-related products.

Richard, 2007

The 1960s were a turning point when the scope of coverage shifted dramatically in two ways in response to the passage of Medicare and Medicaid legislation in 1965 and union negotiations. First, whereas earlier health care policies covered
Hospitalization and insured individuals against catastrophic expenses, policies also began to provide full-coverage (100%Payment) of less expensive health-related products (e.g., prescriptions) and services (e.g., physician office visits)

Davis & Rorem, 2006

Due to outcomes of union negotiations and the interests of
Nonunionized employers looking to avoid unionization employer-sponsored sickness programs became more prevalent in the 1930

CHAPTER: 3

RESEARCH METHODOLOGY

Business research is a systematic enquiry that provides Information to guide business decisions and aimed to solve managerial problems. Business research is of recent origin and it is largely supported by business organizations that hope to achieve competitive advantages.

Research methodology is a way to systematically solve the research problems. It may be understood as a science of studying how research is done scientifically. It includes the overall research design, the sampling procedure, data collection method and analysis

3.1 NEED FOR THE STUDY

- To examine the Employee Benefits of the employees in the training program.
- To suggest the suitable measures for the training program in the organization.
- To assess the employee's perception towards training program in the organization.
- To examine the effectiveness of training in overall development of skills of workforce.
- To examine the impacts of training on the workers.

3.2 SCOPE AND SIGNIFINANCE:

The study undertaken in Chennai was helpful to understand the employees' benefits level and satisfaction level with respect to measures of the organization. These provisions also require the occupiers or managers to maintain and to make provision for maintaining properly. To find out the gaps between the problems faced and probable solutions to the problems faced by working employee . The study can yield results that can help us in better understanding the problems and challenges faced by working . To improve the existing status and security of the employees

3.3 OBJECTIVES OF THE STUDY:

PRIMARY OBJECTIVE:

To conduct a “**STUDY ON EMPLOYEE BENEFITS**” at Autokshi Engineers

SECONDARY OBJECTIVES:

- To fulfill the needs of the employees which he himself cannot provide such as protection against accidents and hazards in Autokshi Engineers
- To study its life cycle initial stage, growth and maturity.
- To attract and retain the best employees in the organization Autokshi Engineers.
- The benefit by way of spending on the training and development of the employees and for improving the working conditions are provided in Autokshi Engineers.

3.4 RESEARCH DESIGN:

The research design stands for advance planning of the method to be adopted for collection the relevant data and the techniques to be used in adopted for collecting the relevant data and the techniques to be used in analysis, keeping the view the objectives of the research and availability time.

In general, research design is the conceptual structure within which research is conducted: it constitutes the blue print for the collection, measurement and analysis of data.

The Research Design undertaken for the study is **Descriptive Research Design**. A study, which wants to portray the characteristics of a group or individuals or situation, is known as **Descriptive study**. It is mostly qualitative in nature.

3.5 SOURCE OF DATA

3.5.1 Primary Data:

Data which is collected for the first time is called **Primary Data**. Well Structured Questionnaires has been prepared for collection of primary data. Most of the questions are consist of multiple choices. The structured Questionnaire method was undertaken. Proper care was taken to frame the Questionnaire in such a manner it should be easily understood in view of educational level of the employees. Generally 30 questions are prepared and asked to the employees of the Autokshi Engineers Pvt Ltd.

3.5.2 Secondary Data:

Secondary data was collected from Internets, various books, Company Records and various websites.

3.6 POPULATION

The Population or Universe can be Finite or infinite. The population is said to be finite if it consist of a fixed number of elements so that it is possible to enumerate it in its totality. So In this projects consist of finite population.

3.7 SAMPLE SIZE

Sample size means the number of sampling units selected from the population for investigation. It helps to achieve the objective of research. The sample size taken for the study is 155.

3.8 SAMPLING TECHNIQUE

Sampling is the process of selecting the sufficient number of elements from the population (the items selected technically are called as Sampling). Here this study adopted the technique of Non probability Sampling of Convenience sampling method.

Convenience sampling: The researcher selects the easiest population members from whom the information is going to be obtained.

3.9 STRUCTURE OF QUESTIONNAIRE

A Linear scale is commonly used to measure attitudes, knowledge, perceptions, values and behavioral changes. A Likert-type scale involves a series of statements that respondents may choose from in order to rate their responses to evaluative questions (Vogt, 1999).

The following variables are used to construct the questionnaire

- ✓ Strongly agree
- ✓ Agree
- ✓ Neutral
- ✓ Disagree
- ✓ Strongly disagree

3.10 ANALYTICAL TOOLS:

- ❖ Percentage method.
- ❖ Chi-square test.
- ❖ Weighted average method.

PERCENTAGE METHOD:

In this project Percentage method test was used. The percentage method is used to know the accurate percentages of the data we took, it is easy to graph out through the percentages. The following are the formula

$$\text{Percentage of Respondent} = \frac{\text{No of Respondent}}{\text{Total no. of Respondents}} \times 100$$

From the above formula, we can get percentages of the data given by the respondents.

CHI-SQUARE TEST:

In this project chi-square test was used. This is an analysis of technique which analyzed the stated data in the project. It analysis the assumed data and calculated in the study. The Chi-square test is an important test amongst the several tests of significant developed by statistical. Chi-square, symbolically written as χ^2 is a statistical measure used in the context of sampling analysis for comparing a variance to a theoretical variance.

Formula:

$$\chi^2 = \sum \frac{(O_i - E_i)^2}{E_i}$$

Where, O_i = Observed frequency, E_i = Expected frequency.

WEIGHTED - AVERAGE METHOD:

Arithmetic mean which computed by considering importance of each item called weighted arithmetic mean. To give due importance to each item under consideration, we assign number called weight to each item in proportion to its relative importance. It is computed by using the following formula.

$$\text{Weighted average (Xw)} = \frac{\sum (W X)}{\sum W}$$

Where,

X_w stands for weighted arithmetic mean.

X stands

for values of the items.

W stands for weight of the items.

Karl Pearson's Correlation:

Pearson's correlation coefficient is the method of measuring the correlation. It is known as the best method of measuring a correlation, because it is based on the method of covariance. It gives information about the magnitude of correlation as well as the direction of the relationship.

The formula for computing Pearson's r is:

$$r = \frac{N\sum xy - \sum x \cdot \sum y}{\sqrt{N\sum x^2 - (\sum x)^2} \sqrt{N\sum y^2 - (\sum y)^2}}$$

where

x = Take the deviation of x series from the mean of x

y = Take the deviation of y series from the mean of y

$\sum x^2$ = Square these deviations and obtain the total

$\sum y^2$ = Square these deviations and obtain the total

$\sum xy$ = multiply the deviations of x and y series and obtain the total

3.11 LIMITATION OF STUDY

1. The attitude of the employees changes from time to time. So the result of the study may not be applicable for long run.
2. Due to the time constraints sample size of the study is confined to 100.
3. The study area was confined to Chennai. Thus the results of the study are applicable only to similar kind of situation analysis.

4. The study pertains to a certain time period. The result may not be valid for over a longer period of time due to fast changing socio-economic and socio- cultural setting in this study area.

CHAPTER 4

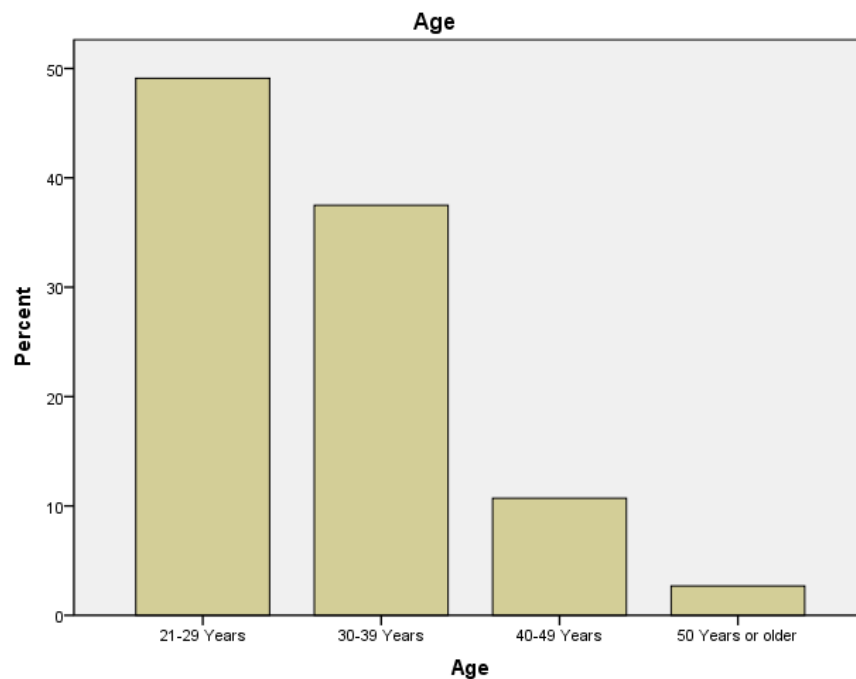
DATA ANALYSIS & INTERPRETATION

4.1 PERCENTAGE ANALYSIS

TABLE: 4.1.1 AGE WISE CLASSIFICATION RESPONDENTS

		Age			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	21-29 Years	55	49.1	49.1	49.1
	30-39 Years	42	37.5	37.5	86.6
	40-49 Years	12	10.7	10.7	97.3
	50 Years or older	3	2.7	2.7	100.0
	Total	112	100.0	100.0	

CHART: 4.1.1: AGE WISE CLASSIFICATION AND RESPONDENTS

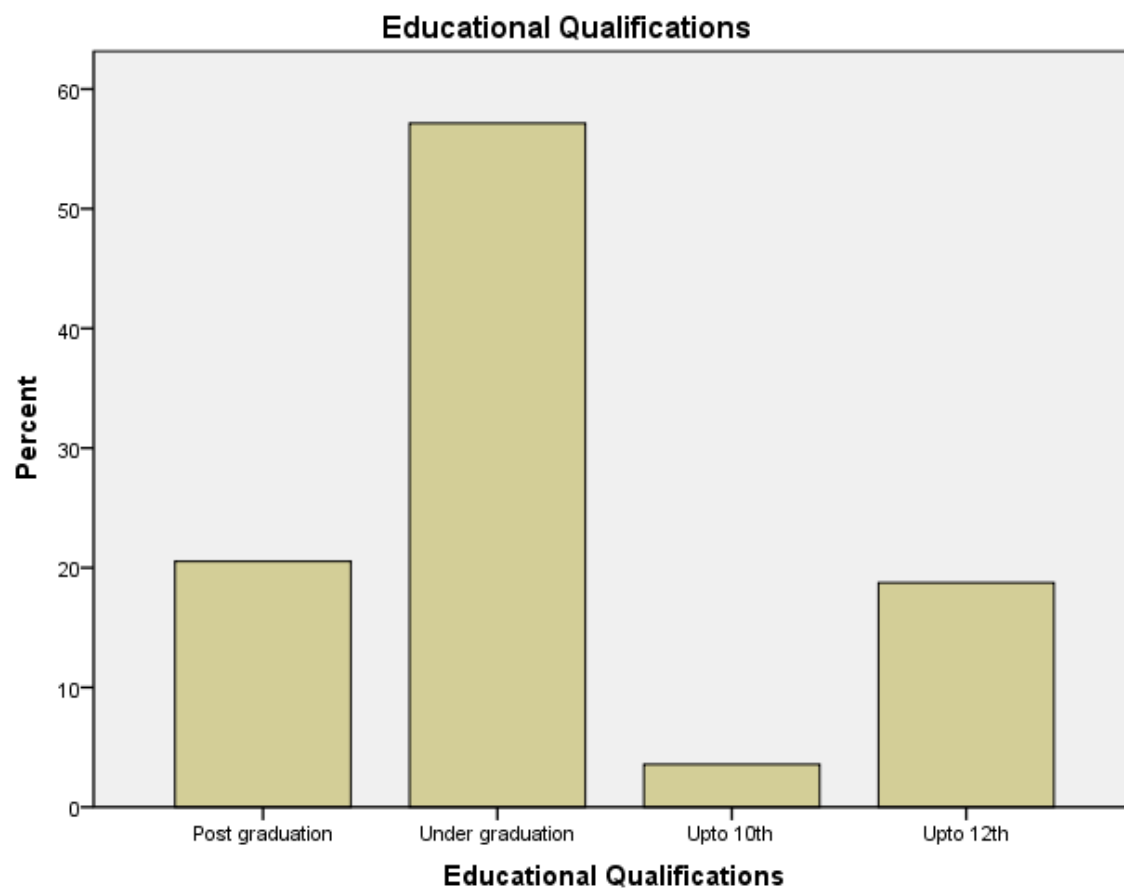


INFERENCE: 49.1% of the respondents are 21 to 29 years of age, 37.5% of them are 30 to 39 age, 10.7% of them are 40 to 49 age, 2.7% and of them are 50 and above

TABLE: 4.1.2 EDUCATIONAL QUALIFICATION

Educational Qualifications					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Post graduation	23	20.5	20.5	20.5
	Under graduation	64	57.1	57.1	77.7
	Upto 10th	4	3.6	3.6	81.3
	Upto 12th	21	18.8	18.8	100.0
	Total	112	100.0	100.0	

CHART: 4.1.2 EDUCATIONAL QUALIFICATION

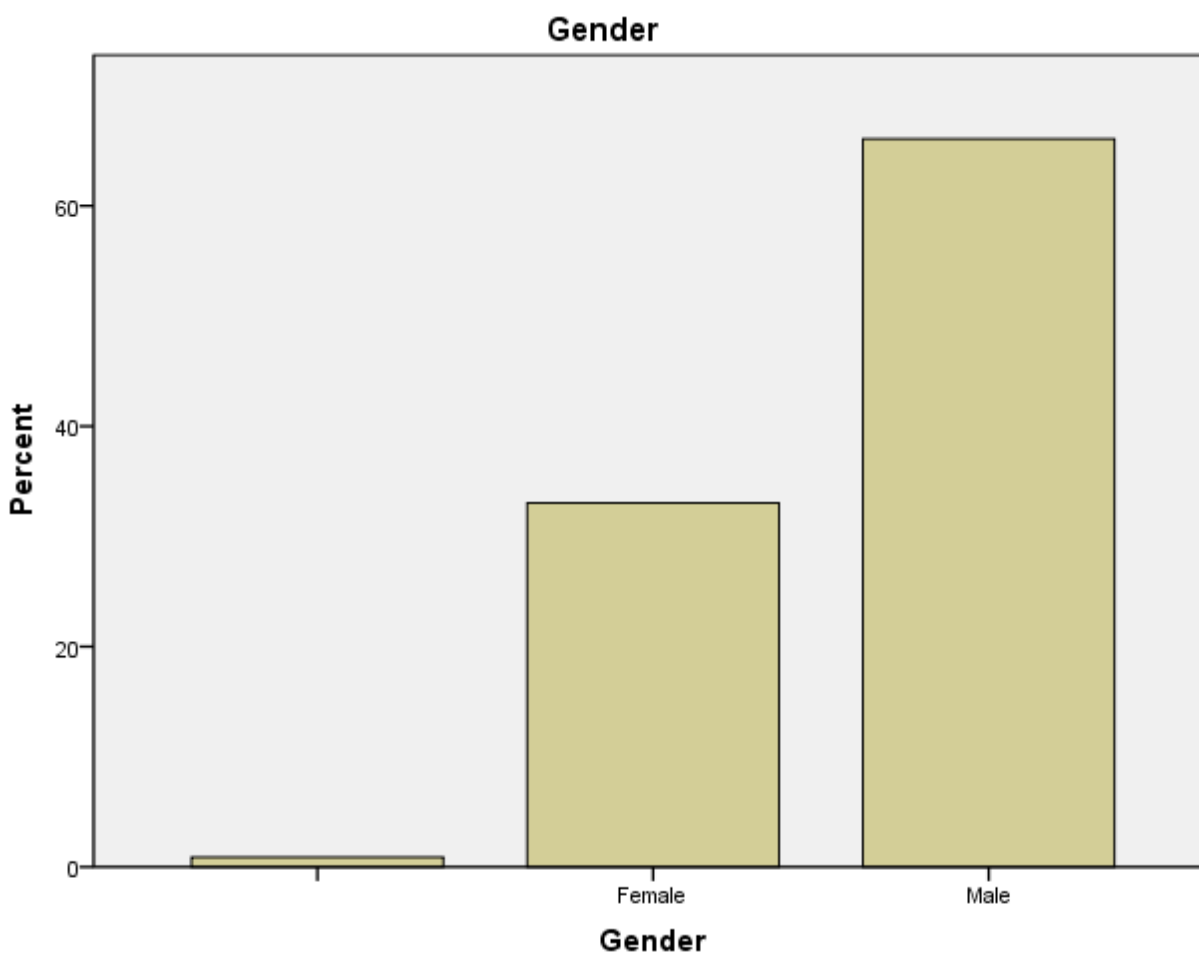


INFERENCE: 21% of respondents are post graduation, 64% of respondents are under graduation, 3.6% respondents are 10th and 18.8% of respondents are 12th

TABLE :4.1.3 GENDER WISE CLASSIFICATION

Gender				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	.9	.9	.9
Female	37	33.0	33.0	33.9
Male	74	66.1	66.1	100.0
Total	112	100.0	100.0	

CHART: 4.1.3 GENDER WISE CLASSIFICATION

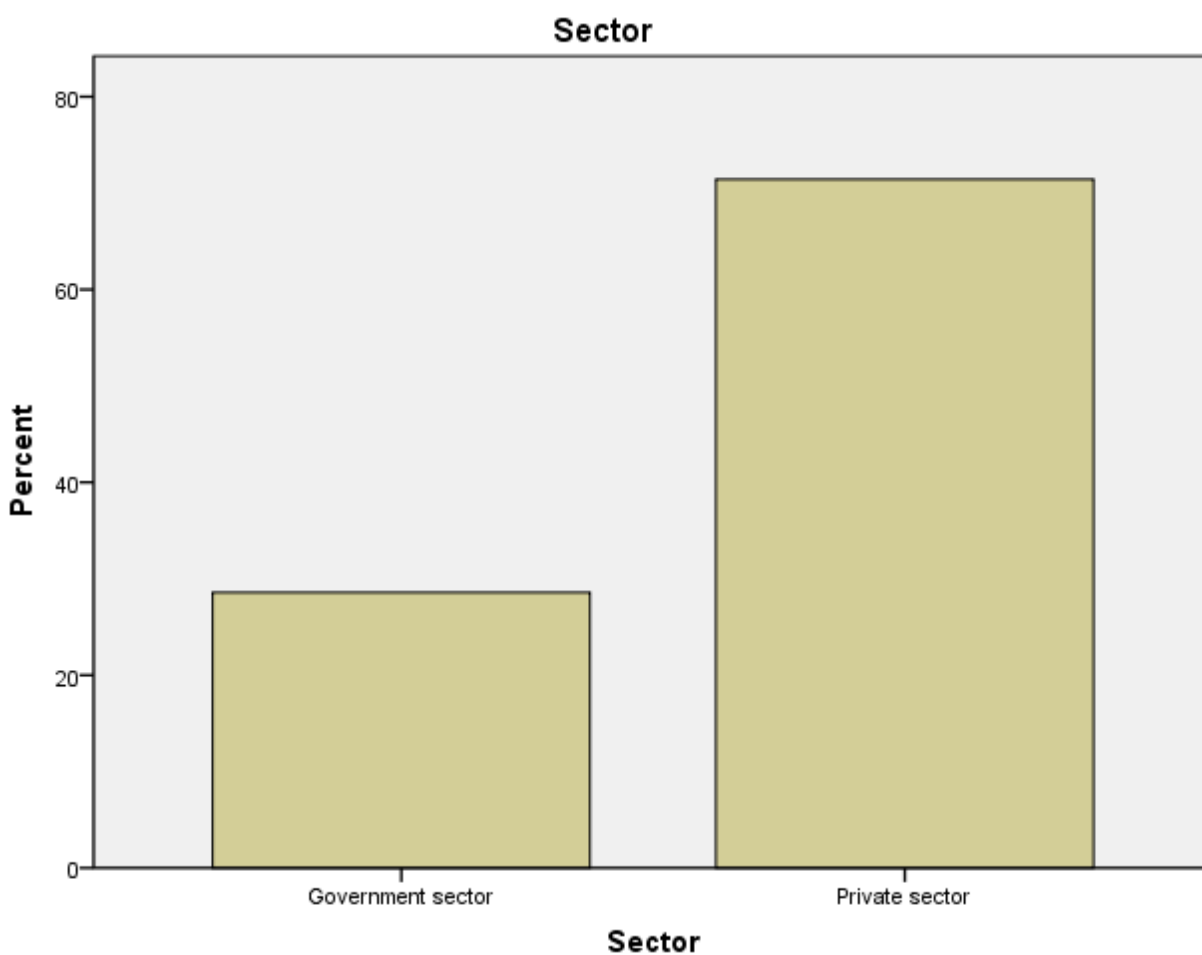


INFERENCE: 33% of the respondents are female and rest 66.1 of them are male respondents

TABLE: 4.1.4 SECTOR WISE CLASSIFICATION

		Sector			Cumulative Percent
		Frequency	Percent	Valid Percent	
Valid	Government sector	32	28.6	28.6	28.6
	Private sector	80	71.4	71.4	100.0
	Total	112	100.0	100.0	

CHART: 4.1.4 SECTOR WISE CLASSIFICATION

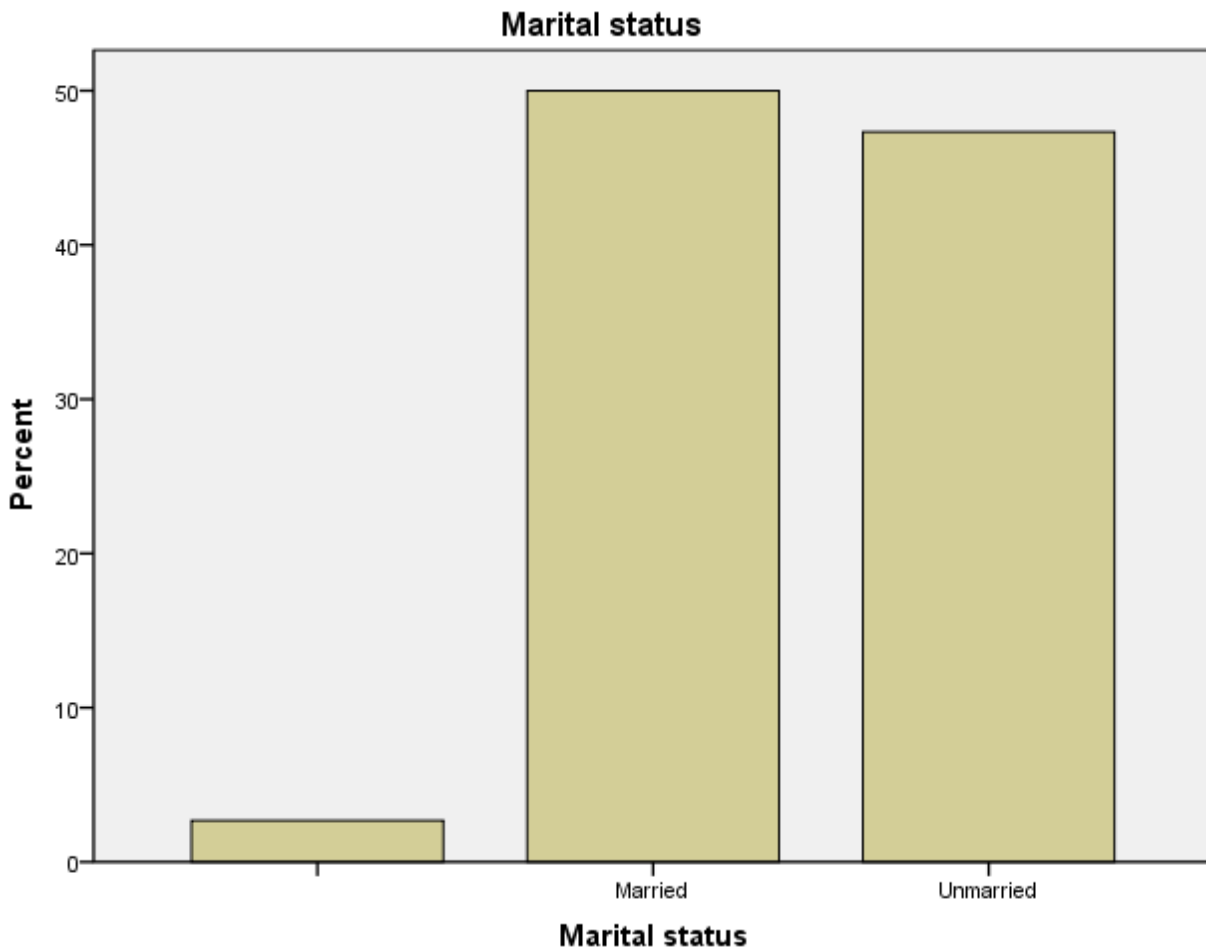


INFERENCE: 28.6% respondents are government sector rest 71.4% are the private sector.

TABLE: 4.1.5 MARITAL STATUS

Marital status				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid				
Married	56	50.0	50.0	52.7
Unmarried	53	47.3	47.3	100.0
Total	112	100.0	100.0	

CHART:4.1.5 MARITAL STATUS

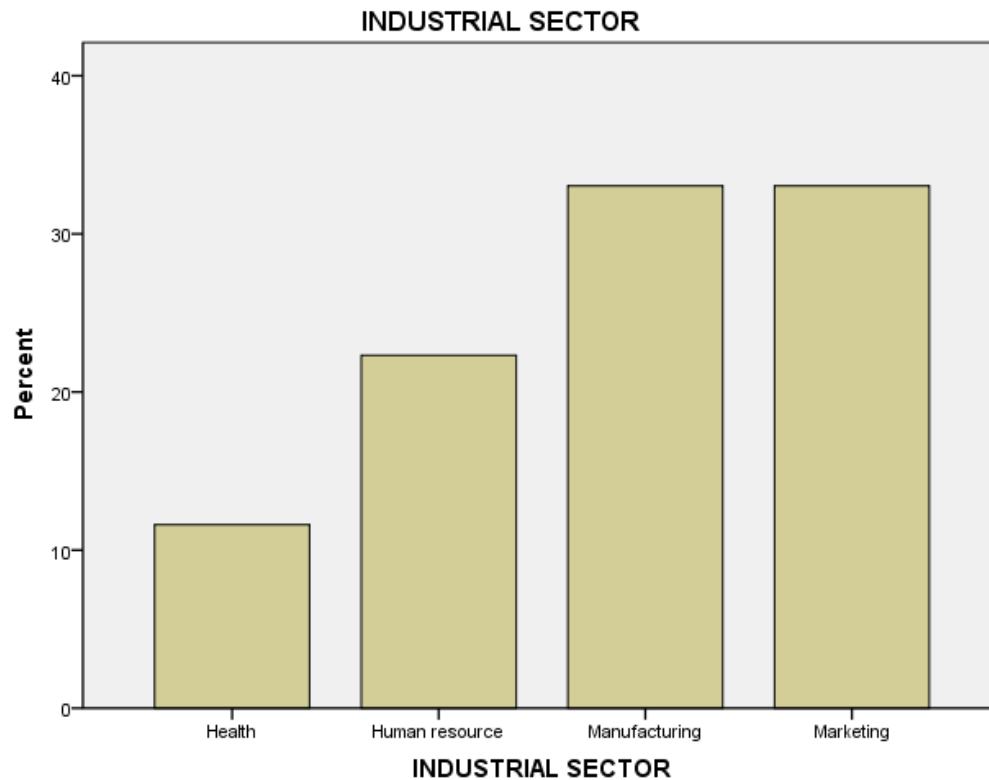


INFERENCE: 50.3% respondents are married and 47.7% are unmarried

TABLE: 4.1.6 INDUSTRIAL SECTOR

INDUSTRIAL SECTOR					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Health	13	11.6	11.6	11.6
	Human resource	25	22.3	22.3	33.9
	Manufacturing	37	33.0	33.0	67.0
	Marketing	37	33.0	33.0	100.0
	Total	112	100.0	100.0	

CHART: 4.1.6 INDUSTRIAL SECTOR

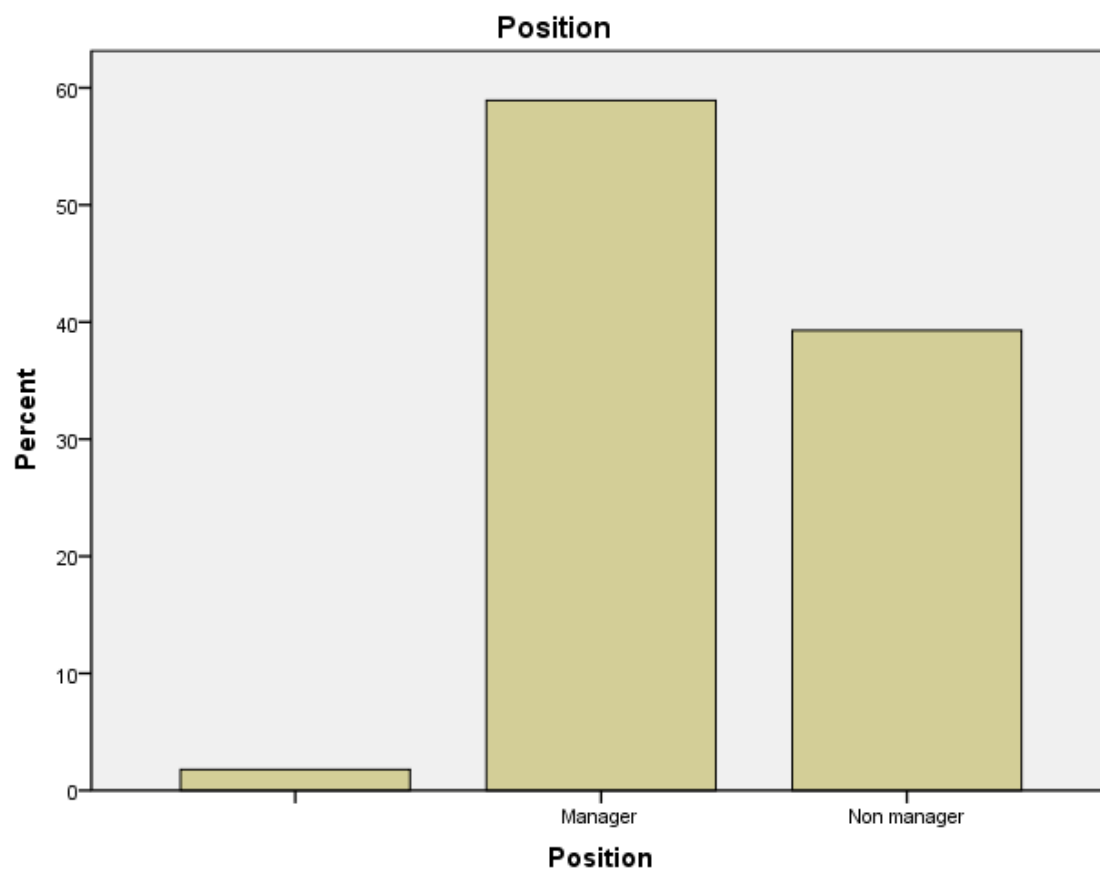


INFERENCE: 11.6% respondents are health sector and 22.6% are human resources sector 33.0% are manufacturing sector and 33.0% are marketing sector.

TABLE: 4.1.7 MANAGERIAL POSITION

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Manager	13	11.6	11.6	11.6
	Non manager	25	22.3	22.3	33.9
	Total	37	33.0	33.0	67.0

CHART: 4.1.7 MANAGERIAL POSITION

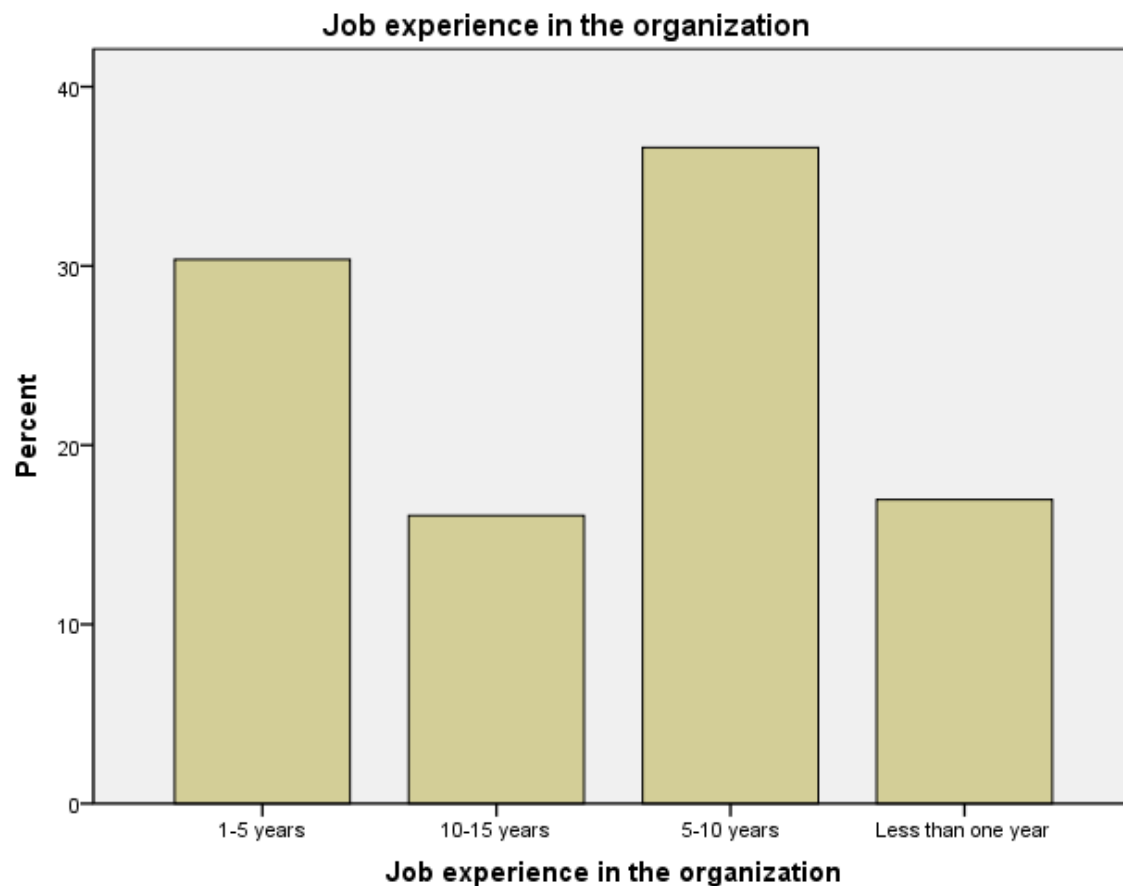


INFERENCE :11.6% respondents are managers and 22.6% are non managers

TABLE: 4.1.8 JOB EXPERIENCE IN ORGANISATION

Job experience in the organization					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-5 years	34	30.4	30.4	30.4
	10-15 years	18	16.1	16.1	46.4
	5-10 years	41	36.6	36.6	83.0
	Less than one year	19	17.0	17.0	100.0
	Total	112	100.0	100.0	

CHART: 4.1.8 JOB EXPERIENCE IN THE ORGANISATION



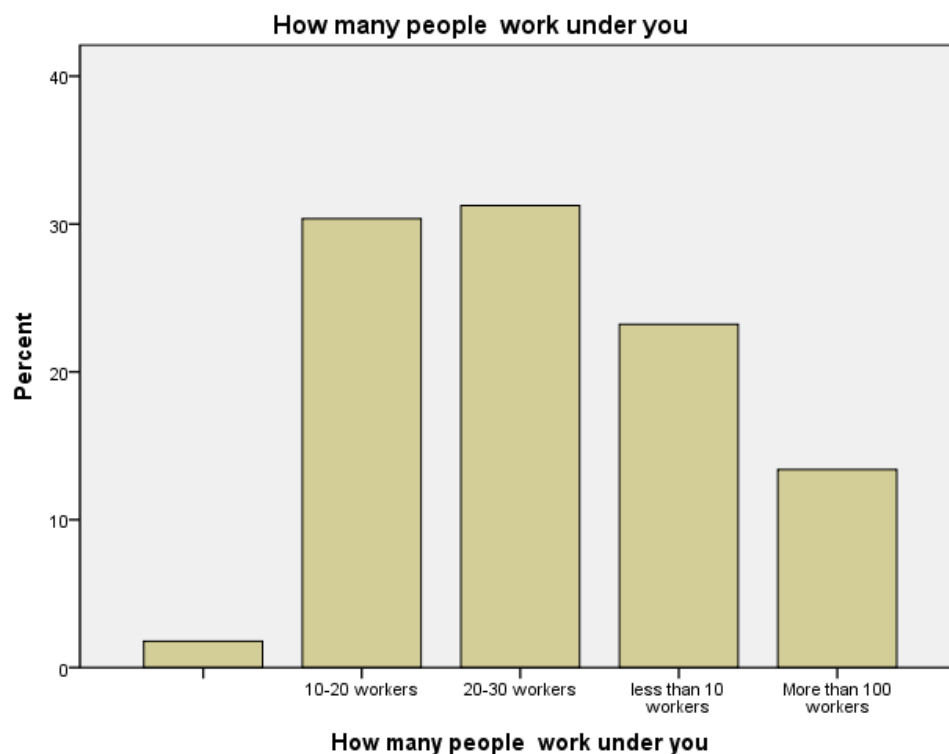
INFERENCE: 30.6% respondents are 1 to 5 years and 16.% are 10 to 15 year and 33.6 years

TABLE: 4.1.9 PEOPLES WORK UNDER YOU

How many people work under you

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1.8	1.8	1.8
10-20 workers	34	30.4	30.4	32.1
20-30 workers	35	31.3	31.3	63.4
less than 10 workers	26	23.2	23.2	86.6
More than 100 workers	15	13.4	13.4	100.0
Total	112	100.0	100.0	

CHART: 4.1.9 PEOPLES UNDER WORK YOU



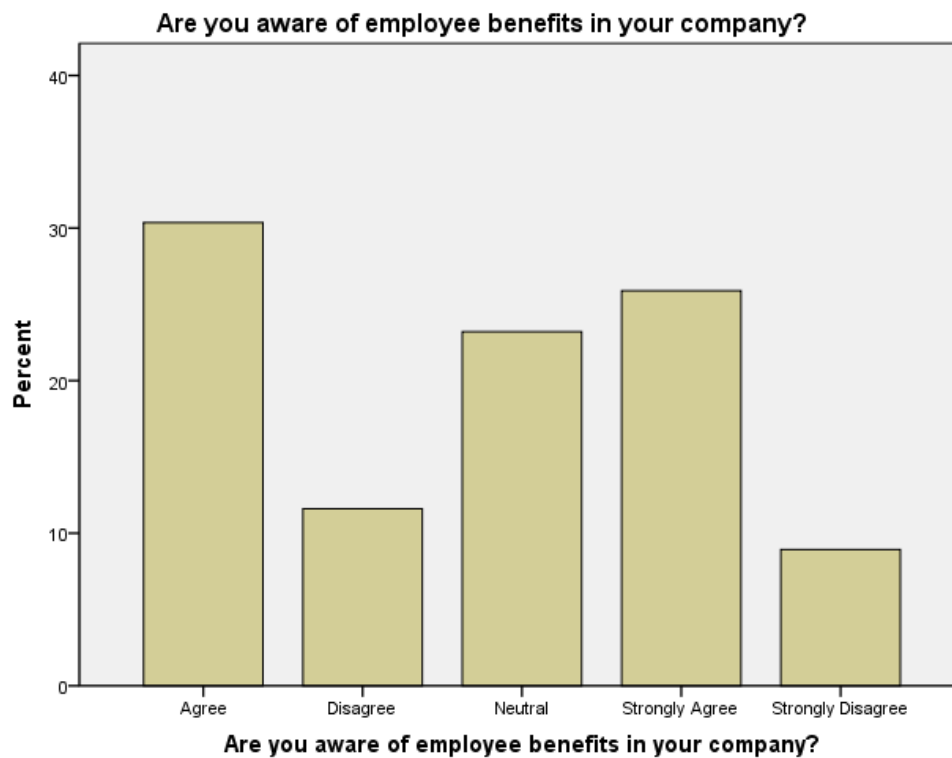
INFERENCE:1.8% respondents are 10 to 20 workers 30.4% are 20 to 30 workers 31.3% are less than 10 workers 13.4% are more than 100 workers.

TABLE:4.1.10 EMPLOYEE BENEFITS IN THE COMPANY

Are you aware of employee benefits in your company?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	34	30.4	30.4	30.4
	Disagree	13	11.6	11.6	42.0
	Neutral	26	23.2	23.2	65.2
	Strongly Agree	29	25.9	25.9	91.1
	Strongly Disagree	10	8.9	8.9	100.0
	Total	112	100.0	100.0	

CHART: 4.1.10 EMPLOYEE BENEFITS IN THE COMPANY



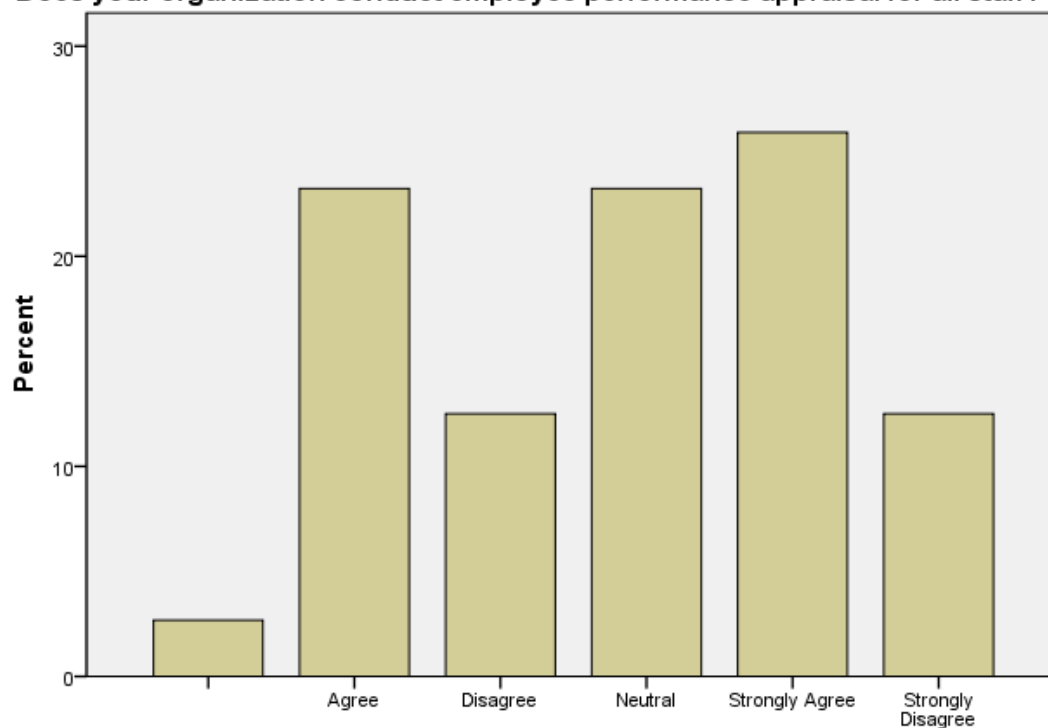
INFERENCE: 30.4% are agree the respondents and 11.6% are disagree 23.2%are neutral 25.9% are strongly agree and 8.9% are strongly disagree

TABLE: 4.1.11 EMPLOYEE PERFORMANCE APPRAISAL

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2.7	2.7	2.7
Agree	26	23.2	23.2	25.9
Disagree	14	12.5	12.5	38.4
Neutral	26	23.2	23.2	61.6
Strongly Agree	29	25.9	25.9	87.5
Strongly Disagree	14	12.5	12.5	100.0
Total	112	100.0	100.0	

CHART: 4.1.11 EMPLOYEE PERFORMANCE APPRAISAL

Does your organization conduct employee performance appraisal for all staff?



Does your organization conduct employee performance appraisal for all staff?

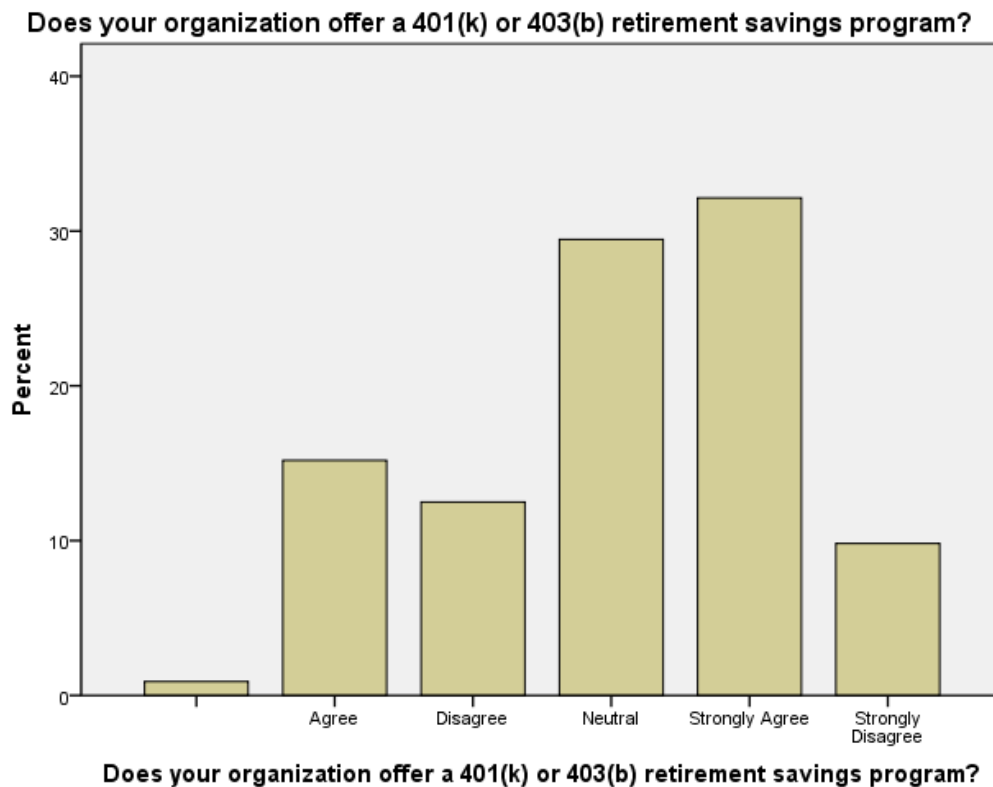
INFERENCE: 26% are agree and 14% are disagree and 26% are neutral and 29% are strongly agree and 14% are strongly disagree

TABLE: 4.1.12 ORGANISATION OFFERS 401(k) or 403(b)

Does your organization offer a 401(k) or 403(b) retirement savings program?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	.9	.9	.9
Agree	17	15.2	15.2	16.1
Disagree	14	12.5	12.5	28.6
Neutral	33	29.5	29.5	58.0
Strongly Agree	36	32.1	32.1	90.2
Strongly Disagree	11	9.8	9.8	100.0
Total	112	100.0	100.0	

CHART: 4.1.12 ORGANISATION OFFERS 401(k) or 403(b)



INFERENCE: 15.2% are agree and 12.5% are disagree and 29.5 are neutral and 32.1 are strongly agree and 9.8 % are strongly disagree

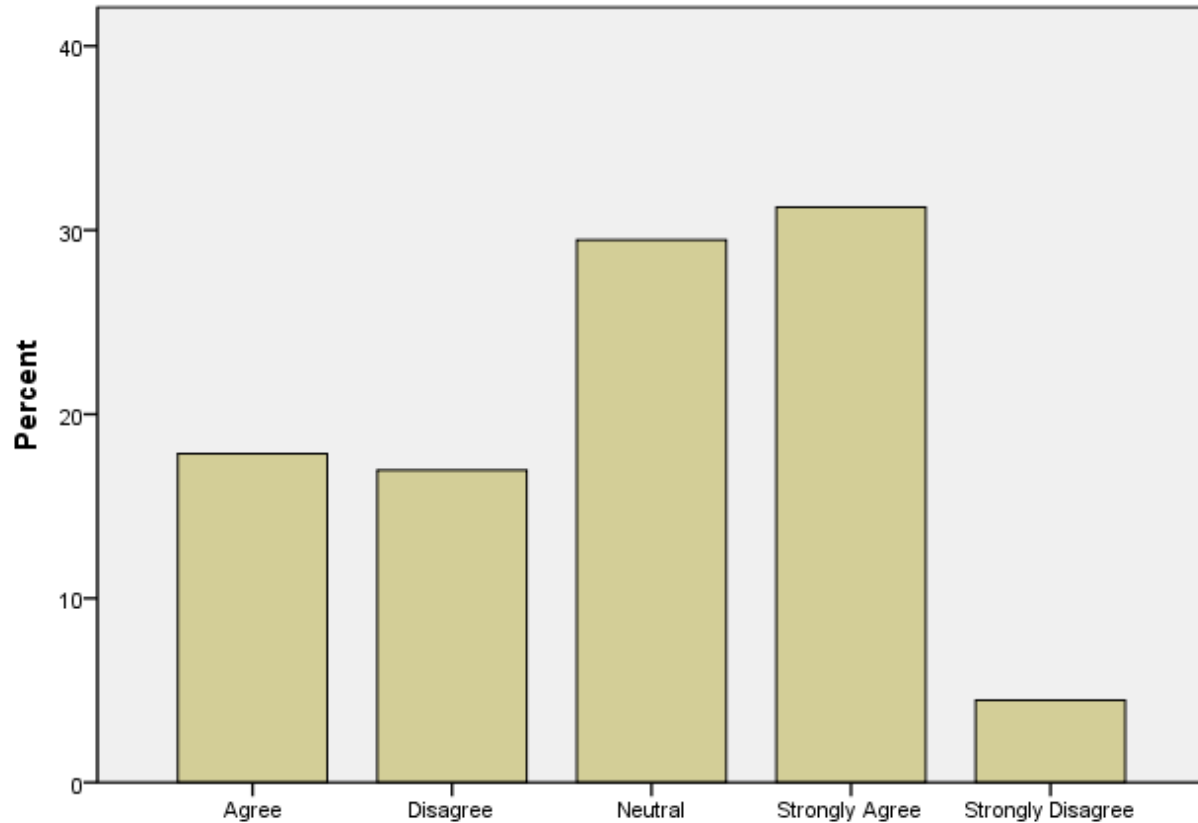
TABLE: 4.1.13 EMPLOYEE ELIGIBLE 401(k) or 403(b)

Is an employee eligible to begin contributing to their 401(k) or 403(b) account?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	20	17.9	17.9	17.9
	Disagree	19	17.0	17.0	34.8
	Neutral	33	29.5	29.5	64.3
	Strongly Agree	35	31.3	31.3	95.5
	Strongly Disagree	5	4.5	4.5	100.0
	Total	112	100.0	100.0	

CHART: 4.1.13 EMPLOYEE ELIGIBLE 401(k) or 403(b)

Is an employee eligible to begin contributing to their 401(k) or 403(b) account?



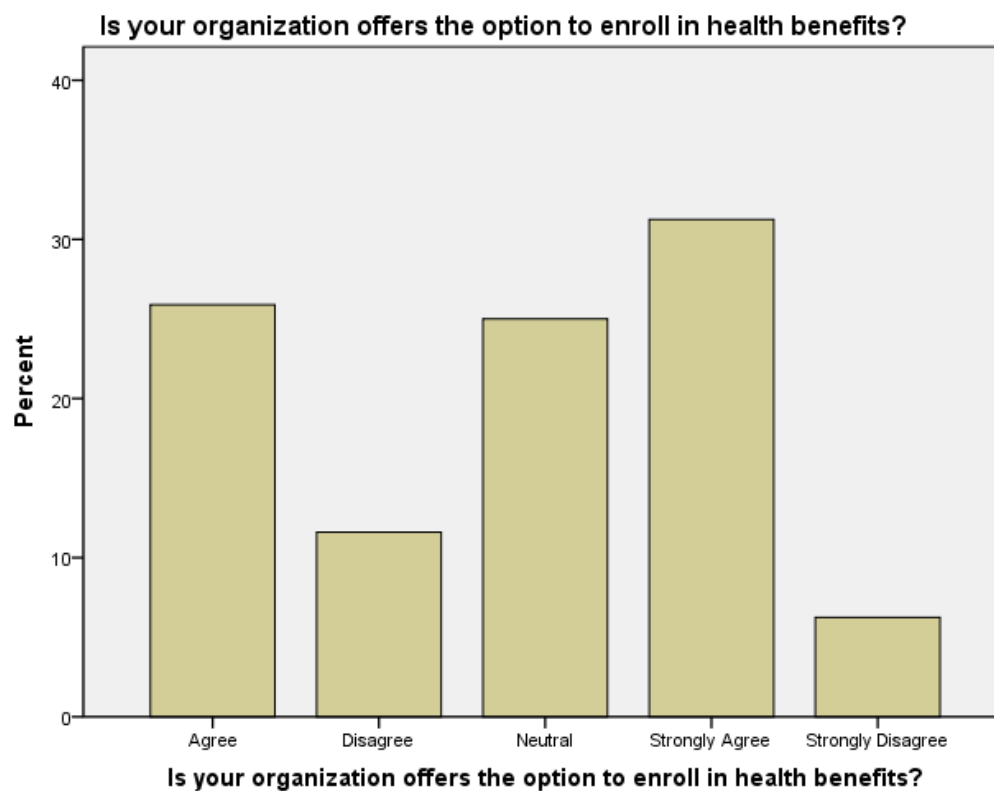
Is an employee eligible to begin contributing to their 401(k) or 403(b) account?

INTEFERENCE: 17.9% are respondent are agree and 17.0 are disagree
29.5% are neutral and 31.3 %are disagree and 4.5% strongly disagree

TABLE: 4.1.14 ENROLL HEALTH BENEFITS

Is your organization offers the option to enroll in health benefits?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	29	25.9	25.9	25.9
	Disagree	13	11.6	11.6	37.5
	Neutral	28	25.0	25.0	62.5
	Strongly Agree	35	31.3	31.3	93.8
	Strongly Disagree	7	6.3	6.3	100.0
	Total	112	100.0	100.0	

TABLE: 4.1.14 ENROLL HEALTH BENEFITS

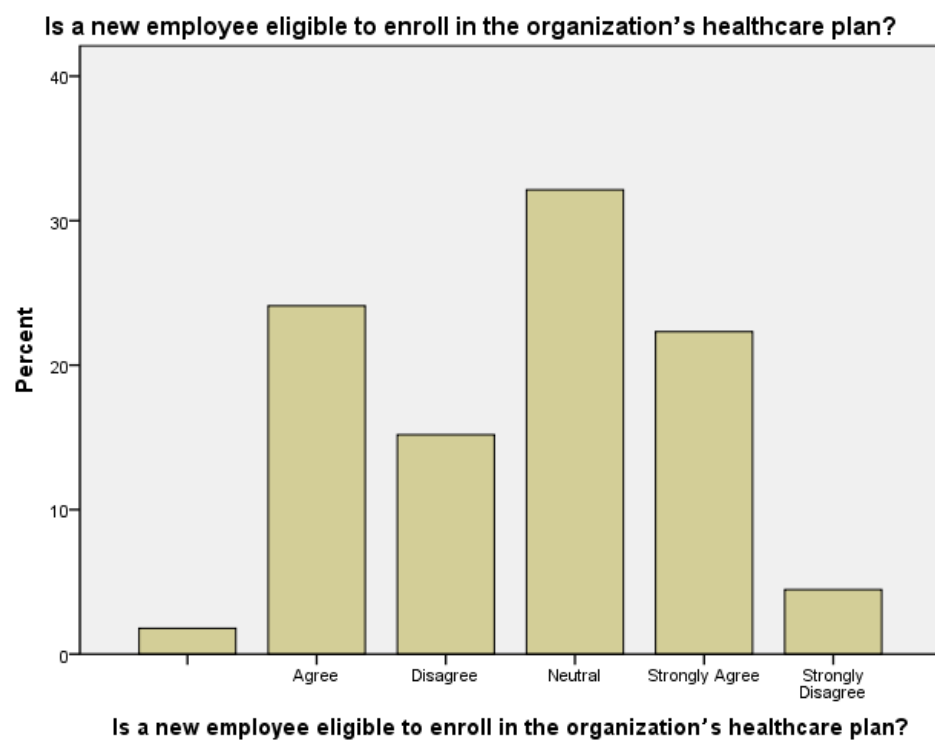


INFERENCE: 25.9% are agree and 11.6%are disagree 25%are neutral and 31%strong agree and 6.3% strongly disagree.

TABLE: 4.1.15 HEALTHCARE PLAN

Is a new employee eligible to enroll in the organization's healthcare plan?				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1.8	1.8	1.8
Agree	27	24.1	24.1	25.9
Disagree	17	15.2	15.2	41.1
Neutral	36	32.1	32.1	73.2
Strongly Agree	25	22.3	22.3	95.5
Strongly Disagree	5	4.5	4.5	100.0
Total	112	100.0	100.0	

CHART: 4.1.15 HEALTHCARE PLAN

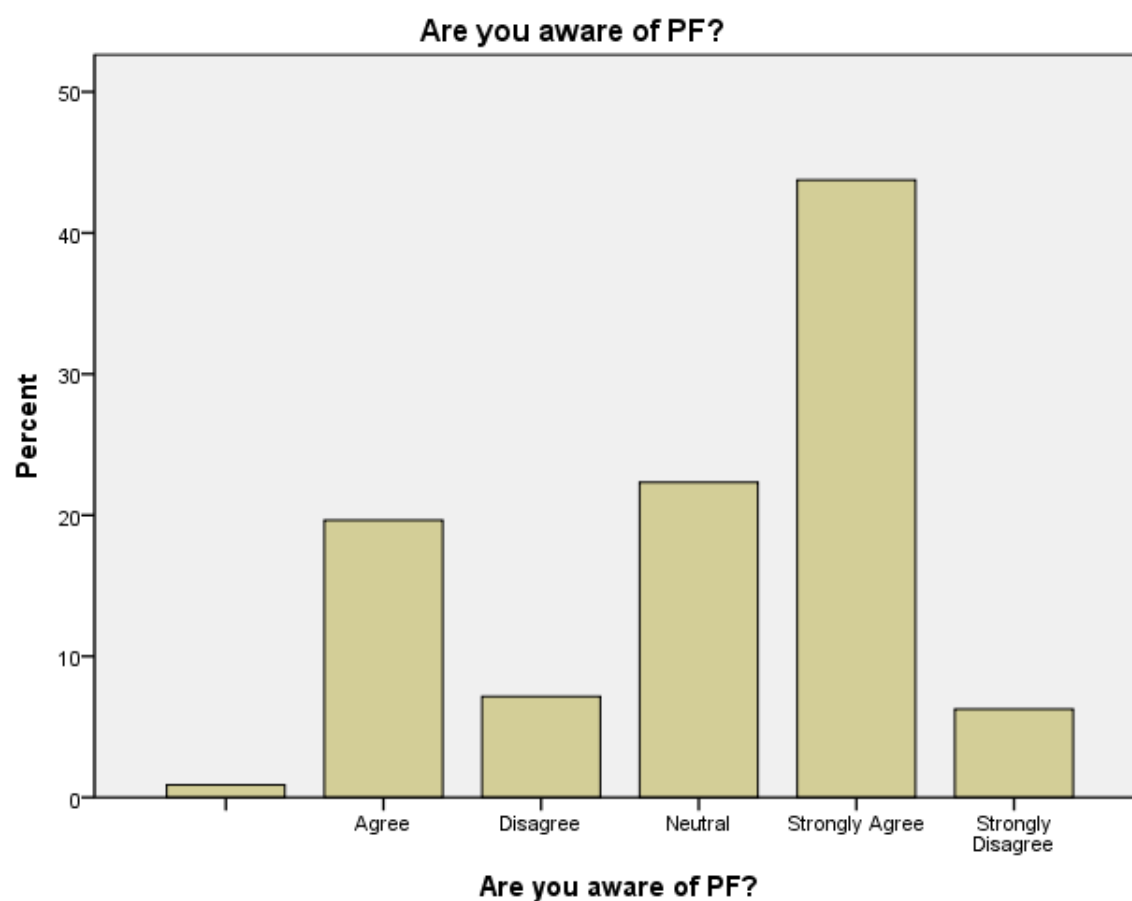


INFERENCE: 24.1% are agree and 15.2%are disagree 32.1%are neutral and 22.3%strong agree and 4.5% strongly disagree.

TABLE: 4.1.16 AWARE OF PF

Are you aware of PF?				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	.9	.9	.9
Agree	22	19.6	19.6	20.5
Disagree	8	7.1	7.1	27.7
Neutral	25	22.3	22.3	50.0
Strongly Agree	49	43.8	43.8	93.8
Strongly Disagree	7	6.3	6.3	100.0
Total	112	100.0	100.0	

CHART: 4.1.16 AWARE OF PF



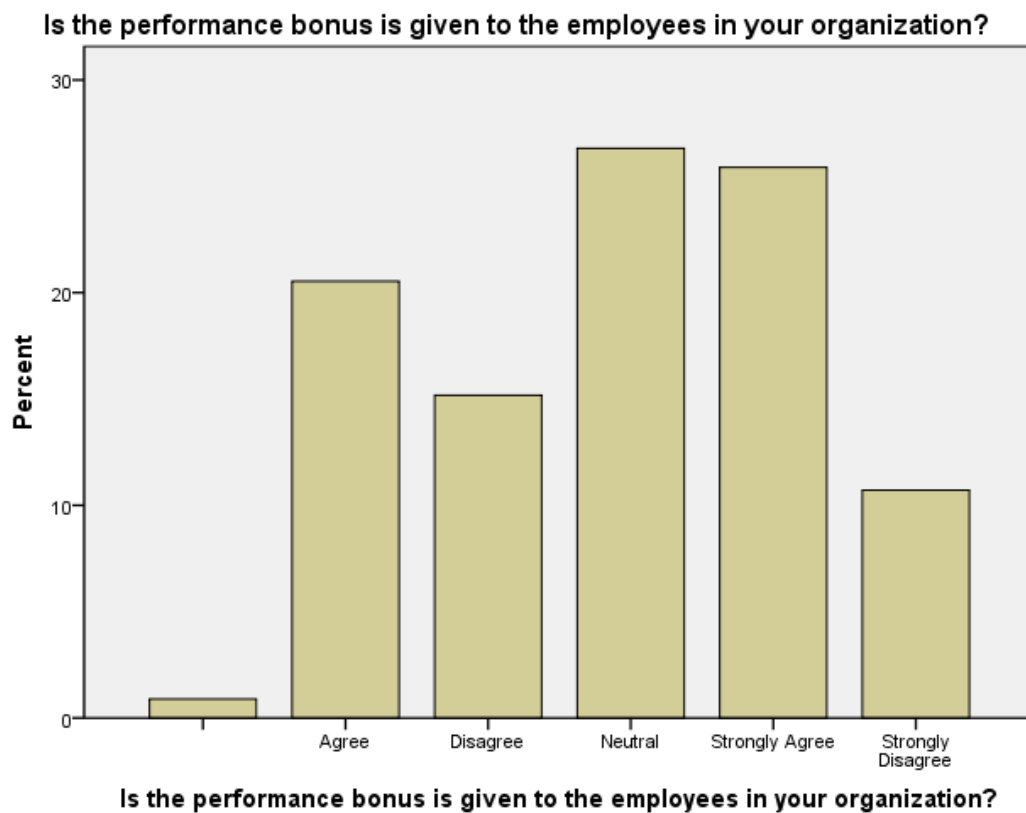
INFERENCE: 19.6% of respondents are agree, 7.1% of respondents are disagree, 22.3% are neutral, 43.8% are strongly agree, 6.3% of respondents are strongly disagree.

TABLE: 4.1.17 PERFORMANCE BONUS

Is the performance bonus is given to the employees in your organization?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	.9	.9	.9
Agree	23	20.5	20.5	21.4
Disagree	17	15.2	15.2	36.6
Neutral	30	26.8	26.8	63.4
Strongly Agree	29	25.9	25.9	89.3
Strongly Disagree	12	10.7	10.7	100.0
Total	112	100.0	100.0	

CHART: 4.1.17 PERFORMANCE BONUS



INFERENCE: 20.5% of respondents are agree,15.2% are disagree, 26.8% are neutral, 25.9% are strongly agree and 10.7% of respondents are strongly disagree.

TABLE: 4.1.18 NON-MONTARY BENEFITS

Are the non-monetary benefits are given in your organization					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	19	17.0	17.0	17.0
	Disagree	19	17.0	17.0	33.9
	Neutral	44	39.3	39.3	73.2
	Strongly Disagree	7	6.3	6.3	79.5
	Strongly Agree	23	20.5	20.5	100.0
	Total	112	100.0	100.0	

CHART: 4.1.18 NON-MONTARY BENEFITS



INFERENCE: 17% of respondents are agree, 17% are disagree, 39.3 are neutral, 6.3% are strongly disagree, 20.5% are strongly agree.

TABLE: 4.1.19 CEO EMPLOYEE MEETINGS

Does your CEO/President host regularly-scheduled employee meetings?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	15	13.4	13.4	13.4
	Disagree	12	10.7	10.7	24.1
	Neutral	32	28.6	28.6	52.7
	Strongly Agree	37	33.0	33.0	85.7
	Strongly Disagree	16	14.3	14.3	100.0
	Total	112	100.0	100.0	

CHART: 4.1.19 CEO EMPLOYEE MEETINGS



INFERENCE: 13.4% of respondents are agree, 10.7% are disagree, 28.6% are neutral, 33.0% are strongly agree and 14.3% of respondents are strongly disagree

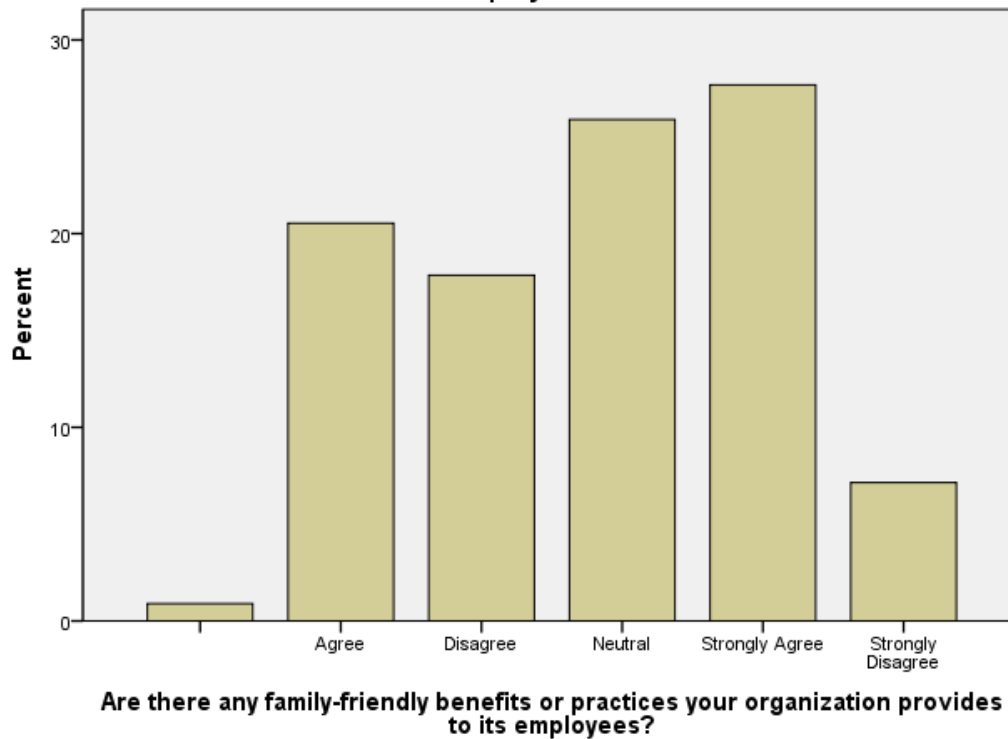
TABLE: 4.1.20 FAMILY FRIENDLY BENEFITS

Are there any family-friendly benefits or practices your organization provides to its employees?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	.9	.9	.9
Agree	23	20.5	20.5	21.4
Disagree	20	17.9	17.9	39.3
Neutral	29	25.9	25.9	65.2
Strongly Agree	31	27.7	27.7	92.9
Strongly Disagree	8	7.1	7.1	100.0
Total	112	100.0	100.0	

CHART: 4.1.20 FAMILY FRIENDLY BENEFITS

Are there any family-friendly benefits or practices your organization provides to its employees?



INFERENCE: 20.5% of respondents are agree, 17.9% are disagree, 25.9% are neutral, 27.7 are strongly Agree and 7.1% are strongly disagree.

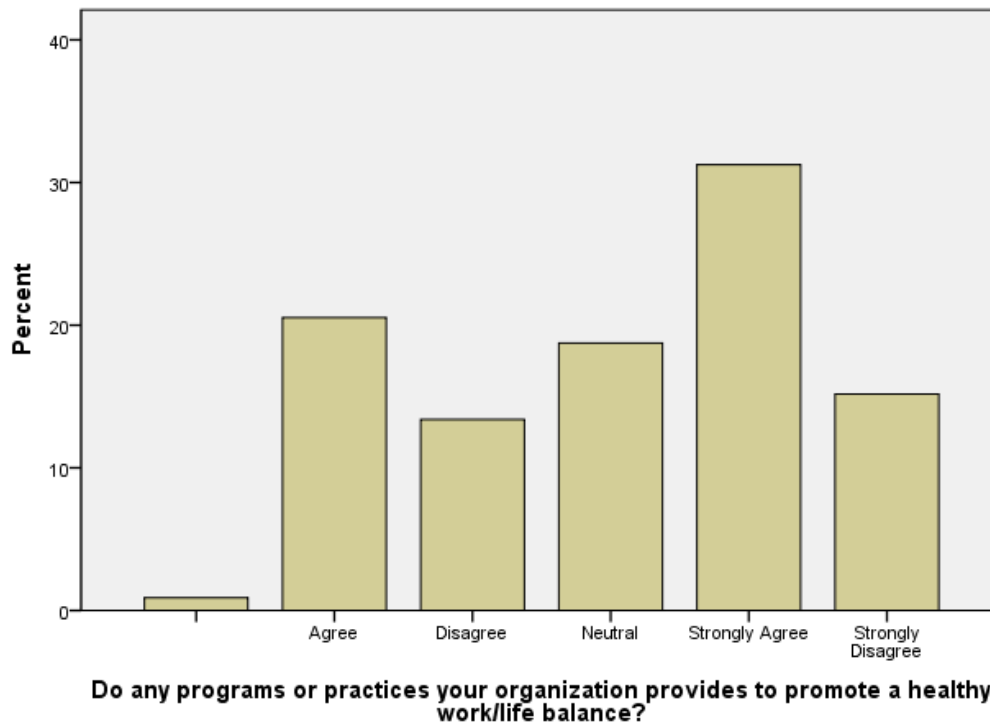
TABLE: 4.1.21 WORK LIFE BALANCE

Do any programs or practices your organization provides to promote a healthy work/life balance?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	.9	.9	.9
Agree	23	20.5	20.5	21.4
Disagree	15	13.4	13.4	34.8
Neutral	21	18.8	18.8	53.6
Strongly Agree	35	31.3	31.3	84.8
Strongly Disagree	17	15.2	15.2	100.0
Total	112	100.0	100.0	

CHART: 4.1.21 WORK LIFE BALANCE

Do any programs or practices your organization provides to promote a healthy work/life balance?

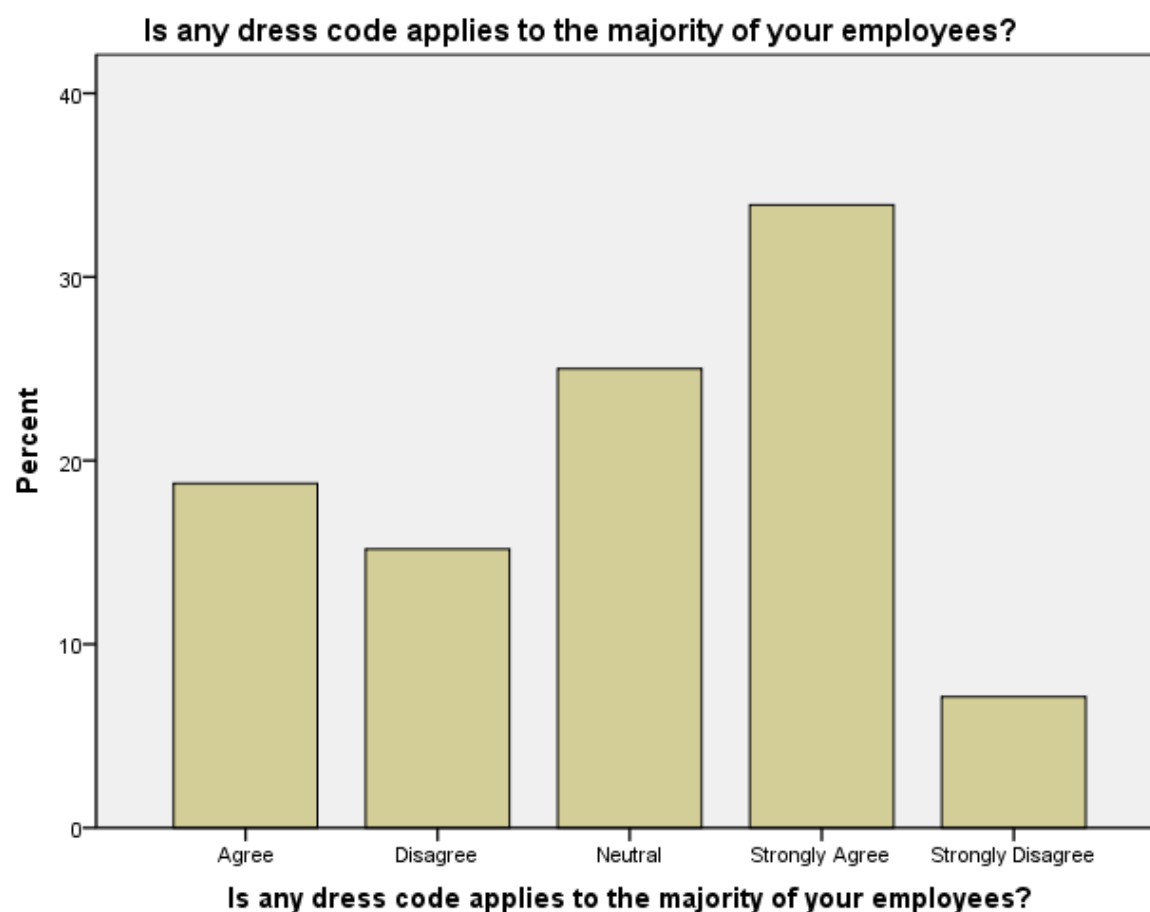


INFERENCE: 20.5% of respondents are agree, 13.4% are disagree, 18.8% are neutral, 13.3% are strongly agree, 15.2% are strongly disagree.

TABLE: 4.1.22 DRESS CODE

Is any dress code applies to the majority of your employees?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	21	18.8	18.8	18.8
	Disagree	17	15.2	15.2	33.9
	Neutral	28	25.0	25.0	58.9
	Strongly Agree	38	33.9	33.9	92.9
	Strongly Disagree	8	7.1	7.1	100.0
	Total	112	100.0	100.0	

CHART: 4.1.22 DRESS CODE



INFERENCE: 18.8% of respondents are agree, 15.2% are disagree, 25% are neutral, 33.9 are strongly agree and 7.1% respondents are strongly disagree

5.1 FINDINGS

A case study adapted from real organizations' experiences illustrates some of the practical challenges in designing, managing, and revising benefit programs. The sometimes unintended and unwanted consequences of employer practices for workers and health care providers are explored.

Understanding the concepts of risk, biased risk selection, and risk segmentation is fundamental to sound health care reform. This volume thoroughly examines these key concepts and how they complicate efforts to achieve efficiency and equity in health coverage and health care.

With health care reform at the forefront of public attention, this volume will be important to policymakers and regulators, employee benefit managers and other executives, trade associations, and decision makers in the health insurance industry, as well as analysts, researchers, and students of health policy.

5.2 SUGGESTION

- **Improve Employee Morale**

A well-designed employee suggestion program enables employees to improve their own work processes. This improves employee morale.

- **Increase Job Satisfaction**

Participating in employee suggestion programs increases employee job satisfaction as employees feel they are positively influencing their organization.

- **Create Ownership & Engagement**

By enabling employees to play an active role in the future direction of their organization, employee suggestion programs create a sense of ownership and increase employee engagement.

- **Build Team Spirit**

Well-designed employee suggestion programs enable employees to collaborate together on fleshing out suggestions as well as implementing them. This builds team spirit.

- **Reduce Costs – Increase Profitability**

Organizations such as Toyota have achieved substantial cost savings by asking employees to suggest ideas to reduce costs. This leads to increased profitability for your organization.

- **Increase Revenue**

Organizations such as GE and P&G have introduced new product lines as a result of their employee suggestion programs. This leads to increased revenue for your organization.

- **Improve Customer Satisfaction**

Organizations such as Starbucks leverage their employee suggestion program to identify ways to serve their customers better, this leads to improved customer satisfaction.

These are some of the top benefits you can achieve via a well-designed employee suggestion program.

In our future posts, we will share practical tips for designing successful employee suggestion programs.

5.3 CONCLUSION

I got a practical knowledge of manufacturing industry in employee benefits that how aware of all the employees are aware in their industry. Here, i came to know what are all the benefits that an employee gets in their industry. This project provided an excellent idea about the organization behaviour that I learned. The project was very useful to me to me in knowing about each and every detail of the Employee Benefits and it was useful to me to gain more knowledge. The training provided by the company is more of “On the Job Training” such as Job Rotation, Near the Job Training, case study etc which increases the KSA (knowledge, skill, ability) level of the employees. Hence, finally it is concluded that more than 80% of employees are satisfied and benefited from the training program offered by Autokshi Engineers Private Limited, Chennai.

APPENDIX QUESTIONNAIRE

PERSONAL DATA:

1. Name
2. Age
 - a. 21-29 years
 - b. 30-39 years
 - c. 40-49 years
 - d. 50 years or older
3. Educational Qualification
 - a. Upto 10th
 - b. Upto 12th
 - c. Under graduation
 - d. Post graduation
4. Gender
 - a. Female
 - b. Male
5. Industrial Sector
 - a. Health
 - b. Marketing
 - c. Manufacturing
 - d. Human Resource
6. Position
 - a. Non manager
 - b. Manager
7. Job experience in the organization
 - a. Less than one year
 - b. 1-5 Years
 - c. 5-10 Years
 - d. 10-15 Years
8. How many people work under you

- a. Less than 10 workers
- b. 10-20 workers
- c. 20-30 workers
- d. More than 100 workers

ABOUT THE TRAINING:

Q.NO	QUESTIONNAIRE	AGREE	STRONGLY AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
1.	Are you aware of employee benefits in your company?					
2.	Does your organization make any contribution toward an employee's Health Savings Account (HSA) or Health Reimbursement Account (HRA)?					
3.	Does your organization conduct employee performance appraisal for all staff?					
4.	Does your organization offer a 401(k) or 403(b) retirement saving Program?					
5.	Is an employee eligible to begin contributing to their 401(k) or 403(b) account?					
6.	Is your organization offers the option to enroll in health benefits?					
7.	Is a new employee eligible to enroll in the organization's healthcare plan?					
8.	Are you aware of PF?					
9.	Is the performance bonus is given to the employees in your organization?					
10.	Are the non-monetary benefits					

	are given in your organization					
11.	Does your CEO/President host regularly-scheduled employee meetings?					
12.	Are there any family-friendly benefits or practices your organization provides to its employees?					
13.	Do any programs or practices your organization provides to promote a healthy work/life balance?					
14.	Is any dress code applies to the majority of your employees?					

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Annexure- 2
ARTICLE
A STUDY ON EMPLOYEE BENEFITS
AT AUTOKSHI ENGINEERS PRIVATE LIMITED, CHENNAI

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ABSTRACT

The automobile industry, one of the core sectors, has undergone metamorphosis with the advent of new business and manufacturing practices in the light of liberalization and globalization. The sector seems to be optimistic of posting strong sales in the couple of years in the view of a reasonable surge in demand.

The company that we have chosen to focus on for our analysis is Autokshi Engineers. This report will take a look at the marketing environment by which Autokshi Engineers is surrounded; will attempt to identify key strengths and opportunities that Autokshi Engineers may wish to capitalize on; and will find and warn against glaring weaknesses and hidden threats that Autokshi Engineers needs to guard against.

The purpose of this project is to learn about Human Resource department in the company and to analyze the fact. It needs to determine about all the information of Employees of the company. Then the information is classified as actual facts. The functions of Human Resource department are studied & analyzed.

The main aim is to study the Employees benefits of Autokshi Engineers, to study its life cycle initial stage, growth and maturity and to study various promotional strategies and know about the current Strategies keeping in mind the cut throat competition and arrival of Autokshi Engineers. To provides all the crucial information on Autokshi Engineers required for Owners

and Employees as intelligence needs and this study also Contains a study of the major internal and external factors affecting Autokshi Engineers.

INTRODUCTION

Employee benefits are the various forms of compensation provided to employees in addition to their normal salary. Today as companies compete globally for the best talent, employee benefits form a fundamental part of any organization's reward strategy.

Employee benefits can cover a broad spectrum. These range from financial benefits, such as a workplace pension and mortgage advice, to health and wellbeing benefits, such as private medical insurance and gym memberships.

India is a developing country. Nowadays many people are interested to invest in financial markets especially on equities to get high returns, and to save tax in honest way. Equities are playing a major role in contribution of capital to the business from the beginning.

The Indian automobile market is gearing towards international standards to meet the needs of the global automobile giants and become a global hub.

A detailed analysis of Automobile industry has been covered in respect of past growth and performance. Under this project to better understand the Industry I have used Fundamental tools to make it more authentic and meaningful.

Many organizations choose to offer a combination of core and flexible benefits, as a means of engaging employees in their employee benefits offering. Some companies use spending accounts to give employees more control over their choices while still controlling. The Industry Analysis has been done with the help of employee benefits and industry life cycle. For Company Analysis as a part of Fundamental tool we have undergone with the analysis of Authorship Engineers. The fundamental aspect consists of employee benefits of the companies.

Employee benefits can be made available to employees in a variety of ways. Core benefits are those that are provided to employees regardless of whether they have chosen them. Flexible benefits are those that give employees flexibility over what they choose.

REVIEW OF LITERATURE

Employers reacted to cost increases by significantly increasing employee contributions, shifting costs of accessed care through increased co-payments, decreasing or eliminating health care. Employers reacted to cost increases by significantly increasing employee contributions, shifting costs of accessed care through increased co-payments, decreasing or eliminating health care.

Henderson, 2017

With the 1970s came the prevalent use of indemnity plans that were designed to have employees share in the cost of health Care they used.

Davis & Rorem, 2016

Due to outcomes of union negotiations (and the interests of Nonunionized employers looking to avoid unionization), employer-sponsored sickness programs became more prevalent in the 2016.

Hewitt, 2015

This terminology reflected a shift in the employers' responsibility from providing protection from Financial ruin due to catastrophic health care expenses (i.e., "sickness insurance") to providing insulation from the costs of maintaining and enhancing the health and welfare of employees. The second shift was that employers provided health benefits not only to the employee, but also the employee's dependents (e.g. Spouse, children under age 21). With this change, benefit analysts examined not only the number of employees covered and the number of "lives" covered (employees and their dependents). This norm of providing coverage to employees and their eligible Dependents increased the average number of lives covered by a factor of 2.8 and health care costs by a factor of 3.2.

Allen & Sullivan, 2014

Although HMOs effectively curtailed Rising health care costs to some extent, they also desensitized individuals to the true cost of their medical expenses.

Hewitt, 2013

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Henderson, 2012

With the 2002 came the prevalent use of indemnity plans that were designed to have employees share in the cost of health Care they used. Also during this decade, Health Maintenance Organizations (HMOs) were

instituted that Contracted with networks of physicians, hospitals, and other medical providers, negotiated reduced rates for providers, Encouraged providers to use treatment protocols such as primary care gatekeepers, and encouraged individuals to seek preventative care by charging modest or no fees for such services

Gaynor, Haas-Wilson, & Vogt, 2011

Thus, the managed care plans that had been able to contain health care costs by influencing how medical care is supplied ultimately led to sharp increases in the health care services that individuals were Demanding. During the 1990s, health care inflation rates far outpaced general inflation rates, with companies enduring double-digit inflation and spiraling costs for many consecutive years (Early health care plans emerged in the 1920s and were termed "sickness insurance" programs given that they provided coverage only for hospitalizations.

Falk, Rorem 2010

As such, a change in terminology emerged as these benefits began to be called "health benefits" rather than "sickness

Insurance”.

Sofia, 2009

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Contracted with networks of physicians, hospitals, and other medical providers, negotiated reduced rates for providers,

Encouraged providers to use treatment protocols such as primary care gatekeepers, and encouraged individuals to seek

Preventative care by charging modest or no fees for such services.

Faulkner, 2008

The 1960s were a turning point when the scope of coverage shifted dramatically in two ways in response to the passage of Medicare and Medicaid legislation in 1965 and union negotiations. First, whereas earlier health care policies covered Hospitalization and insured individuals against catastrophic expenses, policies also began to provide full-coverage of less expensive health-related products.

Richard, 2007

The 1960s were a turning point when the scope of coverage shifted dramatically in two ways in response to the passage of Medicare and Medicaid legislation in 1965 and union negotiations. First, whereas earlier health care policies covered Hospitalization and insured individuals against catastrophic expenses, policies also began to provide full-coverage (100%Payment) of less expensive health-related products (e.g., prescriptions) and services (e.g., physician office visits)

Davis & Rorem, 2006

Due to outcomes of union negotiations and the interests of

Nonunionized employers looking to avoid unionization employer-sponsored sickness programs became more prevalent in the 1930

II. OBJECTIVES OF THE STUDY:

PRIMARY OBJECTIVE:

To conduct a “**STUDY ON EMPLOYEE BENEFITS**” at Autokshi Engineers

SECONDARY OBJECTIVES:

- To fulfill the needs of the employees which he himself cannot provide such as protection against accidents and hazards in Autokshi Engineers
- To study its life cycle initial stage, growth and maturity.
- To attract and retain the best employees in the organization Autokshi Engineers.
- The benefit by way of spending on the training and development of the employees and for improving the working conditions are provided in Autokshi Engineers.

III. METHODOLOGY

A.RESEARCH DESIGN:

The research design stands for advance planning of the method to be adopted for collection the relevant data and the techniques to be used in adopted for collecting the relevant data and the

techniques to be used in analysis, keeping the view the objectives of the research and availability time.

In general, research design is the conceptual structure within which research is conducted: it constitutes the blue print for the collection, measurement and analysis of data.

The Research Design undertaken for the study is **Descriptive Research Design**. A study, which wants to portray the characteristics of a group or individuals or situation, is known as **Descriptive study**. It is mostly qualitative in nature.

3.5 SOURCE OF DATA

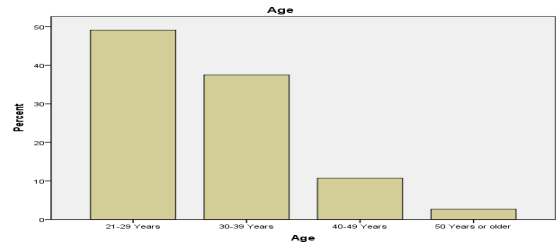
3.5.1 Primary Data:

Data which is collected for the first time is called **Primary Data**. Well Structured Questionnaires has been prepared for collection of primary data. Most of the questions are consist of multiple choices. The structured Questionnaire method was undertaken. Proper care was taken to frame the Questionnaire in such a manner it should be easily understood in view of educational level of the employees. Generally 30 questions are prepared and

asked to the employees of the Autokshi Engineers Pvt Ltd.

Secondary Data:

Secondary data was collected from Internets, various books, Company Records and various websites.



INFERENCE: 49.1% of the respondents are 21 to 29 years of age, 37.5% of them are 30 to 39 age, 10.7% of them are 40 to 49 age, 2.7% and of them are 50 and above

DATA ANALYSIS & INTERPRETATION

AGE WISE CLASSIFICATION

RESPONDENTS

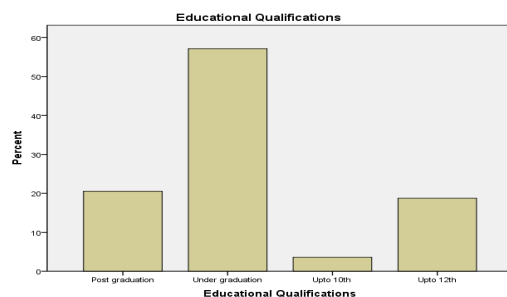
Age				
	Frequency	Percent	Valid Percent	Cumulative Percent
21-29 Years	55	49.1	49.1	49.1
30-39 Years	42	37.5	37.5	86.6
40-49 Years	12	10.7	10.7	97.3
50 Years or older	3	2.7	2.7	100.0
Total	112	100.0	100.0	

AGE WISE CLASSIFICATION AND RESPONDENTS

EDUCATIONAL QUALIFICATION

Educational Qualifications					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Post graduation	23	20.5	20.5	20.5
	Under graduation	64	57.1	57.1	77.7
	Upto 10th	4	3.6	3.6	81.3
	Upto 12th	21	18.8	18.8	100.0
	Total	112	100.0	100.0	

EDUCATIONAL QUALIFICATION



INFERENCE: 21% of respondents are post graduation, 64% of respondents are under graduation, 3.6% respondents are 10th and 18.8% of respondents are 12th

GENDER WISE CLASSIFICATION

Gender

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	.9	.9	.9
Female	37	33.0	33.0	33.9
Male	74	66.1	66.1	100.0
Total	112	100.0	100.0	

FINDINGS

A case study adapted from real organizations' experiences illustrates some of the practical challenges in designing, managing, and revising benefit programs. The sometimes unintended and unwanted consequences of employer practices for workers and health care providers are explored.

Understanding the concepts of risk, biased risk selection, and risk segmentation is fundamental to sound health care reform. This volume thoroughly examines these key concepts and how they complicate efforts to achieve efficiency and equity in health coverage and health care.

With health care reform at the forefront of public attention, this volume will be important to policymakers and regulators,

employee benefit managers and other executives, trade associations, and decision makers in the health insurance industry, as well as analysts, researchers, and students of health policy.

SUGGESTIONS

- **Improve Employee Morale**
A well-designed employee suggestion program enables employees to improve their own work processes. This improves employee morale.
- **Increase Job Satisfaction**
Participating in employee suggestion programs increases employee job satisfaction as employees feel they are positively influencing their organization.
- **Create Ownership & Engagement**
By enabling employees to play an active role in the future direction of their organization, employee suggestion programs create a sense of ownership and increase employee engagement.
- **Build Team Spirit**
Well-designed employee suggestion programs enable employees to collaborate together on fleshing out

suggestions as well as implementing them. This builds team spirit.

- **Reduce Costs – Increase Profitability**

Organizations such as Toyota have achieved substantial cost savings by asking employees to suggest ideas to reduce costs. This leads to increased profitability for your organization.

- **Increase Revenue**

Organizations such as GE and P&G have introduced new product lines as a result of their employee suggestion programs. This leads to increased revenue for your organization.

- **Improve Customer Satisfaction**

Organizations such as Starbucks leverage their employee suggestion program to identify ways to serve their customers better, this leads to improved customer satisfaction.

These are some of the top benefits you can achieve via a well-designed employee suggestion program.

In our future posts, we will share practical tips for designing successful employee suggestion programs.

CONCLUSION

I got a practical knowledge of manufacturing industry in employee benefits that how aware of all the employees are aware in their industry. Here, i came to know what are all the benefits that an employee gets in their industry. This project provided an excellent idea about the organization behaviour that I learned. The project was very useful to me to me in knowing about each and every detail of the Employee Benefits and it was useful to me to gain more knowledge. The training provided by the company is more of “On the Job Training” such as Job Rotation, Near the Job Training, case study etc which increases the KSA (knowledge, skill, ability) level of the employees. Hence, finally it is concluded that more than 80% of employees are satisfied and benefited from the training program offered by Autokshi Engineers Private Limited, Chennai.

LIMITATION OF STUDY

- The attitude of the employees changes from time to time. So the result of the study may not be applicable for long run.
- Due to the time constraints sample size of the study is confined to 100.
- The study area was confined to Chennai. Thus the results of the study are applicable only to similar kind of situation analysis.
- The study pertains to a certain time period. The result may not be valid for over a longer period of time due to fast changing socio-economic and socio- cultural setting in this study area.

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