

A STUDY ON DIFFERENT ABILITIES EMPLOYEES WORKING IN PUBLIC AND PRIVATE SECTORS IN INDIA

Submitted in partial fulfillment of the requirements for the award of

Bachelors of Business Administration

By

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Register No.(38280001)



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 – 2021



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SCHOOL OF BUSINESS ADMINISTRATION

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of ANKA VENKATESWARA RAO (Reg. No.38280001) who have done the Project work entitled “A STUDY ON DIFFERENT ABILITIES EMPLOYEES WORKING IN PUBLIC AND PRIVATE SECTORS IN INDIA” under my supervision from January 2021 to March 2021.

Internal Guide
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DECLARATION

I ANKA VENKATESWARA RAO (Reg. No.38280001) hereby declare that the Project Report entitled A STUDY ON DIFFERENT ABILITIES EMPLOYEES WORKING IN PUBLIC AND PRIVATE SECTORS IN INDIA done by me under the guidance of Dr. THINESH KUMAR. M is submitted in partial fulfillment of the requirements for the award of Bachelors of Business Administration degree.

DATE:

PLACE:

SIGNATURE OF THE CANDIDATE

ACKNOWLEDGEMENT

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

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(ANKA VENKATESWARA RAO

ABSTRACT

This project work is done on various services done by persons with different abilities in various sectors like public and private. There are many sectors provides employment for persons with disability. And there are over 21 types of disabilities exists as of (2016) how ever a minor part of space is provided for the disabled in various sectors. Further objective has been to study the services delivered by different types of disable persons in various sectors and departments to find more on their living style and to have an idea on the life of employee with disability. Research is made in Convenience sampling method to collect the data. There are number of startups and industries coming up, governments jobs and corporate interventions and inventions are growing day by day the project conclude the role of disabled should be a part of our nation building and development lots of job opportunities and availabilities.

TABLE OF CONTENTS

CHAPTER NO.	TITLE	PAGE NO
	ABSTRACT	v
	LIST OF TABLES	vii
	LIST OF CHARTS	vii
1	INTRODUCTION	1
	1.1 Introduction	1
	1.2 Industry Profile	2
	1.3 Company Profile	3
	1.4 (CRPD) "Convention on Rights of Persons with Disability	4
	1.5 Need for the Study	5
	1.6 Scope of the Study	5
	1.7 Objectives of the Study	6
	1.8 Limitations of the Study	6
2	REVIEW OF LITERATURE	7
3	RESEARCH METHODOLOGY	11
	3.1 Research Design	11
	3.2 Sampling Technique	11
	3.3 Sources of Data	11
	3.4 Structure of Questionnaire	11
	3.5 Sample Size	11
	3.6 Period of Study	11
4	DATA ANALYSIS AND INTERPRETATION	12
	4.1 Tables and charts	12
5	FINDINGS, SUGGESTIONS AND CONCLUSION	28
	5.1 Findings of the Study	28
	5.2 Suggestions	29
	5.3 Conclusion	30

LIST OF TABLES

TABLE NO	TABLE TITLE	PAGE NO
4.1.1	Age of the respondents	12
4.1.2	Gender of responders	13
4.1.3	Type of disability of responders	14
4.1.4	Sector of responders	15
4.1.5	Type of government of responders	16
4.1.6	Type of profession of the responders	17
4.1.7	Department of responders	18
4.1.8	Time of employment	20
4.1.9	Pay scale of the responders	21
4.1.10	Reasonable pay for your job of responder	22
4.1.11	Tax payer of responders	23
4.1.12	Accessible Workplace	24

LIST OF CHARTS

CHART NO	CHART TITLE	PAGE NO
4.1.1	Age of the respondents	12
4.1.2	Gender of responders	13
4.1.3	Type of disability of responders	14
4.1.4	Sector of responders	15
4.1.5	Type of government of responders	16
4.1.6	Type of profession of the responders	17
4.1.7	Department of responders	18
4.1.8	Time of employment	20
4.1.9	Pay scale of the responders	21
4.1.10	Reasonable pay for your job of responder	22
4.1.11	Tax payer of responders	23
4.1.12	Accessible Workplace	24
4.1.13	Service Satisfaction	25
4.1.14	Work Environment satisfaction	26
4.1.15	Income sufficiency	27

CHAPTER 1

INTRODUCTION

1.1 INTRODUCTION

National Centre for Promotion of Employment for Disabled People (NCPEDP) has launched a campaign called 'Equality+20' to mark 20 years of the „Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act", 1995 (hereafter referred as The Disability Act). The Act was considered a landmark step, as it was the first time in the history of independent India where a holistic approach was attempted to promote rights, participation and equality of people with disabilities, as the name of the Act indicates. Enacted under Article 253 of the Constitution, the Act provides for education, employment, creation of barrier-free environment, social security and similar overlooked areas that are absolutely necessary for the inclusion of people with disability in the society. the successes towards equality, while introspecting on the missed targets and devising a roadmap for the coming years. While it is true that the country still has a long way to go when it comes to disability rights, it is equally important to recognise that all the successes so far would not have been possible had the country not started its journey towards equality and inclusion 20 years ago.

According to Population Census 2011, there are 2.68 crores (2.21%) persons with disability in India. However, the actual number of people with disabilities is far greater than what has emerged in the Census - the estimates range from 5% to 15 % of the population. Of the total population, only 26% constitute the working population, as per Census 2011. Among the working population with disability, 78% are males¹. There is greater unemployment among women with disabilities. In spite of this enormous resource pool, employment issue of people with disability has been extremely low on stakeholder"s agenda. Though with the passage of The Disability Act in 1995, some opportunities have opened up particularly in the area of education and employment, however, there is still a long way to go for the country/society to look at persons with disabilities as contributing human resource.

1.2 Employment of people with disability and the Legal Framework

The Disability Act, 1995 was ground-breaking for more reason than one. The Act specifically recognised the need for economic empowerment for people with disabilities and had provided several provisions for the same. Some of the salient points included:

1.2.1 Section 32:

Identification of posts which can be reserved for persons with disabilities - “Appropriate Governments shall identify posts, in the establishments, which can be reserved for the persons with disability; at periodical intervals not exceeding three years, review the list of posts identified and up-date the list taking into consideration the developments in technology.”

1.2.2 Section 33:

Reservation of Posts -“Every appropriate Government shall appoint in every establishment such percentage of vacancies not less than three per cent for persons or class of persons with disability of which one percent each shall be reserved for persons suffering from a) blindness or low vision; b) hearing impairment; c) loco motor disability or cerebral palsy, in the post identified for each disability.”

1.2.3 Section 40:

Vacancies to be reserved in poverty alleviation schemes –“The appropriate Governments and local authorities shall reserve not less than three per cent in all poverty alleviation schemes for the benefit of persons with disabilities.”

1.2.4 Section 41:

Incentives to employers to ensure five per cent of the work force is composed of persons with disabilities – “The appropriate Governments and the local authorities shall, within the limits of their economic capacity and development, provide incentives to employers both

in public and private sectors to ensure that at least five per cent. of their work force is composed of persons with disabilities.”

1.2.5 Section 47:

(1) No establishment shall dispense with, or reduce in rank, an employee who acquires a disability during his service... (2) No promotion shall be denied to a person merely on the ground of his disability.

1.3 ISSUES AND DISCRIMINATION IN RESPECT OF DISABLED EMPLOYEES.

The Act, further in various clauses, has provided for non-discrimination, relaxations, affirmative action, accessibility, etc. There has been a long standing demand of the disability sector for extending reservation in jobs for people with intellectual impairment, autism, multiple disabilities and mental illness, which the New Bill on Disability has included. In spite of three percent reservation for employment, time and again, the disability right groups had to fight with the authorities to demand inclusion of people with disability in the workforce. There often existed confusion in the Government sector on the interpretation of various clauses for which the disability rights groups had to knock at the doors of the judiciary and in some cases it had to be escalated to the Prime Minister's level. Thankfully, in most cases, the outcome was positive. Take for instance: In 2003, when two persons with disabilities who were qualified on merit for Indian Administrative Service (IAS) were relegated to Indian Information Service (IIS), NCPEDP and Disabled Rights Group (DRG) launched a campaign against the blatant discrimination, which led to the then Prime Minister to intervene and resolve the issue. As a result, more services, including high ranking services like IAS, IPS and IFS were opened up for persons with disabilities.

There was another issue related to 3% reservation, which the government conveniently interpreted as “3% of the identified jobs”, which got clarified as a result of a Public Interest Litigation (PIL) filed in the Delhi High Court. The Delhi High Court ruled that 3% of the “total strength” of employees in any Government establishment should be disabled persons. Further, in another case in 2014, the Supreme Court ruled that 3% reservation for disabled candidates are not only at the stage of their appointments but also for departmental promotions. The apex court held that the Centre, States and Union Territories were obligated to implement the rules of reservation for this class in the matters of appointment, selection, direct recruitment, deputation and also for promotions. There are also international obligations owing to which the country cannot afford to ignore the employment situation of people with disability.

1.4 (CRPD) “Convention on Rights of Persons with Disability”.

The Government of India ratified the Convention on the Rights of Persons with Disability (CRPD) in 2007. The Convention mandates the member nations to promote, protect and ensure full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity. This includes promotion of employment opportunities and career advancement for persons with disabilities in the labour market without any discrimination. Article 27 of the CRPD requires that States Parties recognise the right of persons with disabilities to work, on an equal basis of others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities.

And that States Parties shall --B/;safeguard and promote the realisation of the right to work, including for those who acquire a disability during the course of employment, by taking appropriate steps, including through legislation. With the ratification of the CRPD, it becomes mandatory to review all our laws, policies and programmes in the light of the letter and spirit of its provisions. Equal opportunity, non-discrimination and

reasonable accommodation for persons with disabilities should become an integral part of all the programmes. As we march ahead, the focus should be on enforcing the mandates of the CRPD in the public and private sectors. Further, the member nations of the United Nations including India has adopted the Sustainable Development Goals in September 2015, where the world leaders have vowed to “leave no one behind” in development and have decided to end world’s poverty and achieve full employment by 2030.

Among the 17 goals include: Goal 1: By 2030, eradicate extreme poverty for all people everywhere. Goal 8: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value. If the country has to achieve complete eradication of poverty and full employment by 2030, it cannot afford to leave behind significant population comprising of people with disabilities. The need of the hour is to have a systemic change to include people with disabilities in the nation’s vision and programmes. There are many gaps in the implementation of various schemes that require urgent interventions. A concerted effort is required to identify these gaps and in plugging them. The various barriers to employment have to be addressed and focused initiatives have to be introduced.

1.5 NEED FOR STUDY

Research methodology is mainly needed for the purpose of framing the research process and the designs and tools that are to be used for the project purpose. Research methodology helps to find the customer experience base for the product. This time research methodology is framed for the purpose of finding the level of Services delivered by persons with disability in various sectors.

1.6 SCOPE OF THE STUDY

The research studies about the various types of services done by persons with disability in different sector, and their experience in the work place and several aspects of challenges and issues they face as an employee. This project has examined the opportunities for disability employees to develop their skills, vocational

training that too meet challenge them to work in private and public sector. To promote industrial development and achieve sustainable growth, it must increase its investment in education and training for different disabilities.

1.7 OBJECTIVE OF THE STUDY

This project is designed mainly to identify the works done by persons with different abilities. Their contribution to different sectors of India.

1.7.1 Primary objective: -

a study on services rendered by differently –able employees in private and public sectors of India.

1.7.2 secondary objectives: -

To find out various jobs done by different types of disabled persons.

To find out the various sectors that persons with disability work for.

To find out the number of professions carried out by persons with disability.

1.8 LIMITATIONS OF THE STUDY

The analysis of the present study has been carried out based on the information has collected from the. Employees with disability of different types The study is an opinion survey; caution may have to be exercised while extending the result to other areas.

Due to time constrict only 150 numbers of respondents were considered. The result fully depends on the information given by the respondents which may be based. Even though there are number of disable employees but the data has been collected from available and limited responders.

CHAPTER 2

REVIEW OF LITERATURE

2.1 introduction

Review of literature refers to the statements by authors on the topics which they had made study or survey and those appeals on various types of disables are taken has review of literature in this chapter.

2.2 Review of literature

by Roberts et al. (2004). In his survey, he stated that '37% of employers reported that there had been employed at their workplace 'people with disabilities or significant long-term health problems that affect their day-to-day activities'. Multivariate analysis found that the odds of having employed disabled staff were one-and-a-half times higher for the public sector than the private sector, while two-and-a half times higher for the voluntary sector compared with the private sector.

by Stuart et al. (2002) said that their

organization-based respondents, who had personnel responsibilities, often held a narrow definition of disability, limited to obvious physical or sensory impairment. his observation is based on low levels of reporting of having had a disabled employee, further explored in case studies with 50 participating organisations (of which only six were coded as 'public administration etc', 'education' or 'health and social work' organisations).

Meager et al. (1999)

Stated that employers (27.5 per cent of which were from the public sector) expressing surprise, and even anger and disbelief, at having a disability claim taken against them, and that it was not uncommon for employers to report that they were

not aware that the employee involved was actually disabled (especially noteworthy in cases involving conditions such as back problems, for instance).

Roberts et al. (2004),

Drawing on their case study findings, emphasize a lack of clarity among employers about how to distinguish between disability and sickness or illness and how to evaluate the severity of a condition, for instance when a problem with hearing becomes a disability.

Loumidis et al., 2001; Aston et al., 2003)

But evidence on recruitment practices and attitudes towards disabled people suggests that disabled applicants have unequal chances of being considered. Perhaps the most telling evidence comes from the survey

by Bunt et al. (2001),

Which reports differences across the public and private sectors. His survey was conducted with a sample of workplaces in eight of the ONE pilot areas, with five or more staff, that had recruited new staff in the previous three years. When asked about the likelihood of recruiting in the next two to three years people in the three main ONE client groups – lone parents, long-term unemployed people and disabled people (questions restricted here to people with physical disabilities and people with mental health problems) - only nine per cent said they were very likely to take on people with physical disabilities and four per cent people with mental health problems. This compares with three in ten saying they were very likely to take on lone parents and 17 per cent long-term unemployed people. Likelihood of taking on people from ONE groups was higher among large employers, and among employers in the public sector along with those in the distribution and leisure sectors. Although not suggested by the authors, it is possible that responses were influenced by views that disabled people do not often apply for jobs.

Stuart et al. (2002)

Found that respondents that would not consider employing a person with a disability were almost exclusively from small organisations with less than 20 staff, which we can assume to exclude the public sector.

Roberts et al. (2004)

Stated respondents how easy it would be to employ at their workplace people with specified conditions or impairments. They give no breakdown by sector or size but it is interesting to note that high proportions of respondents said it would be hard to employ someone with any of the conditions described. As many as three in ten felt it would be impossible (on a three point scale) in the case of someone who was a wheelchair user and the same proportion felt the same about someone with impaired vision. Perhaps contrary to what might have been expected, just under four in ten respondents thought it would be easy to employ someone with learning difficulties, and nearly half said the same of clinical depression (among the highest ratings for the conditions posed). The ease of employing people with schizophrenia was placed on the middle of the scale (that is, 'difficult') by almost six in ten respondents.

Goldstone (2002)

Said only one in five of workplace-based employers (personnel specialists and line managers) agreed with the statement that they actively encouraged job applications from disabled people. He also stated that However, one in three in the public sector industrial sub-group agreed. Encouragement increased with organization size.

Robert & Harlan, 2006;Foster, 2007

Said Evidence shows employers often made assumptions about disability or underestimated disabled people's capabilities

Adams & Oldfield, 2012;Dawn, 2012

Stated even though researchers have shown learning disabilities do not impact on an individuals' leadership potential

(Luria, Kalish & Weinstein, 2013).

Stated Workplace Bullying, Disability and Chronic Ill HealthFrances McGregor

Frances McGregor In Jan 2018 View Of the 3% quota or reservation, 1% each is reserved for persons with blindness or low vision, hearing impairment and loco motor disability or cerebral palsy. However, non-compliance in hiring this talent group is not met with sanctions

S. Ganesh Kumar,Gautam Roy, and Sitanshu Sekhar Kar (2012)

Disability is an important public health problem especially in developing countries like India. The problem will increase in future because of increase in trend of non-communicable diseases and change in age structure with an increase in life expectancy. The issues are different in developed and developing countries, and rehabilitation measures should be targeted according the needs of the disabled with community participation. In India, a majority of the disabled resides in rural areas where accessibility, availability, and utilization of rehabilitation services and its cost-effectiveness are the major issues to be considered. Research on disability burden, appropriate intervention strategies and their implementation to the present context in India is a big challenge.

CHAPTER 3

RESEARCH METHODOLOGY

3.1 RESEARCH DESIGN

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

3.2 SAMPLING TECHNIQUE

3.2.1 Convenience sampling method

A convenience sample is one of the main types of non-probability sampling methods. A convenience sample is made up of people who are easy to reach.

3.3 SOURCES OF DATA

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

Primary Data – Questionnaire given to 117 respondents

Secondary Data - Websites and online journals, Published reports & Review of Literature from published articles

3.4 STRUCTURE OF QUESTIONNAIRE

Questionnaire was divided into two sections. First part was designed to know the general information about the employees and their profession, type of employment type of disability sector of working and the second part contained the respondent's opinions about work place, status, views and challenges .**Samples collected from 117 responses.**

3.6 PERIOD OF STUDY

The duration of study is from January 2021 to March 2021 which is a three months of study.³⁰

CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

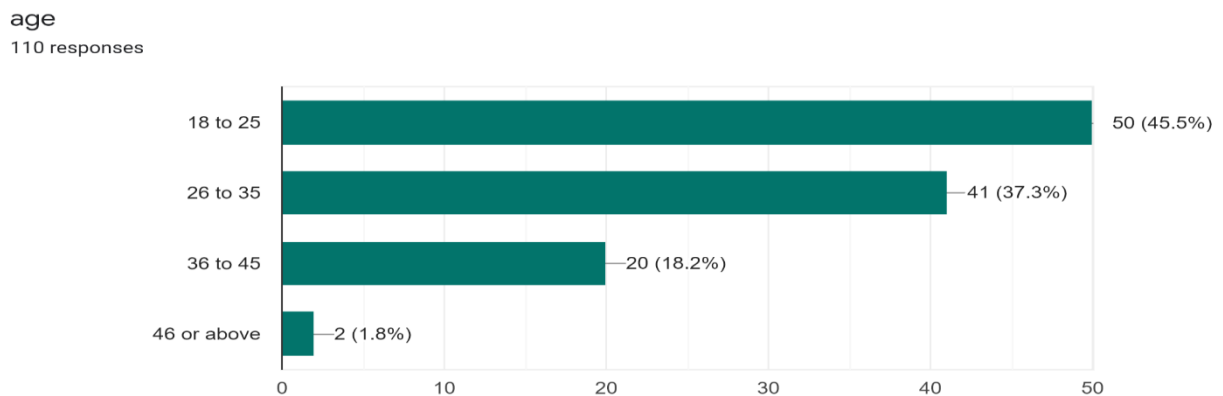
4.1 PERCENTAGE ANALYSIS

Table 4.1.1: Age of the respondents

S. No.	Particulars	NO. of respondents	Percentage
1	18 to 25	50	45.5%
2	26 to 35	41	37.3%
3	36 to 45	20	18.2%
4	46 or above	2	1.8%
Total		113	100%

Source: primary data

Chart 4.1.1



Interpretation:

from the above table 4.1.1it is interpreted that age of responders between

18 to 25 age responders are 45.5%

26 to 35 age responders are 37.3%

36 to 45 age responders are 18.2%

46 or above age responders are 1.8%

Inference

Majority 45.5% of the responders are between 18 to 25

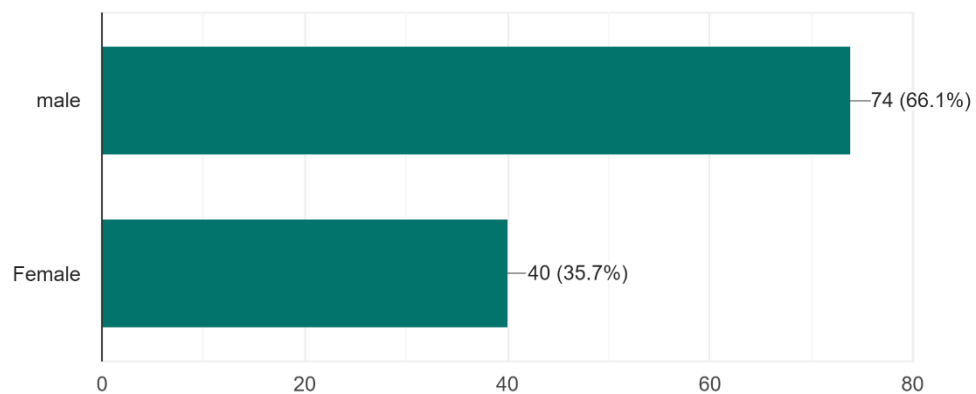
4.1.2 Gender of responders

S. No.	Particulars	NO. of respondents	Percentage
1	Male	74	66.1%
2	Female	40	35.7%
Total		114	100%

Source: primary data

Chart4.1.2

gender
112 responses



Interpretation

From the above table 4.1.2it is interpreted that the gender of male percentage is 66.1 and the gender of female percentage is 35.7 %

Inference

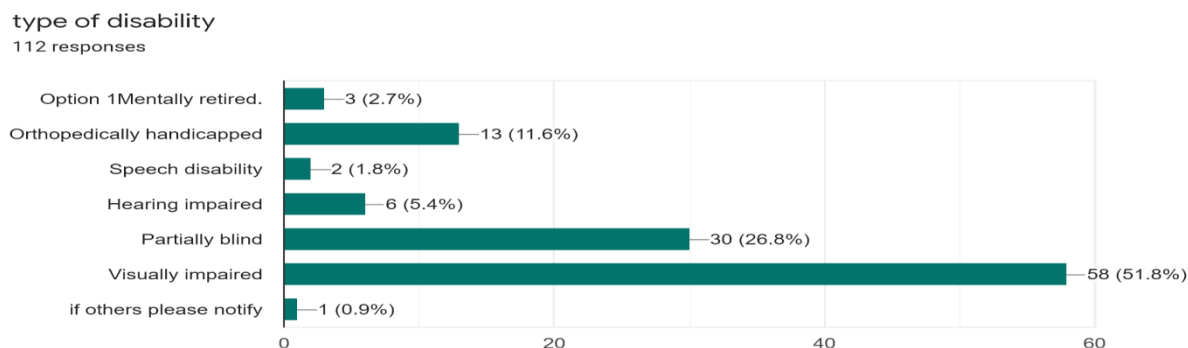
Majority 66.1 % are male responders.

4.1.3 Type of disability of responders

S. No.	Particulars	NO. of respondents	Percentage
1	Mentally retired	3	2.7%
2	Orthopedically handicapped	13	11.6%
3	Speech disability	2	1.8%
4	Hearing impaired	6	5.4%
5	Partially blind	30	26.8%
6	Visually impaired	58	51.8%
7	If others notified	1	0.9
Total		113	100%

Source: primary data

Chart 4.1.3



Interpretation

From the above table 4.1.3 it is interpreted that the type of disability of responders % is Mentally retired responders are 2.7% Orthopedically handicapped responders are 11.6% Speech disability responders are 1.8% Hearing impaired responders are 5.4% Partially blind responders are 26.8% Visually impaired responders are 51.8% others disabilities than listed in the collection are 0.9

Inference

Majority 51.8 of the responders are visually impaired who are totally blind.

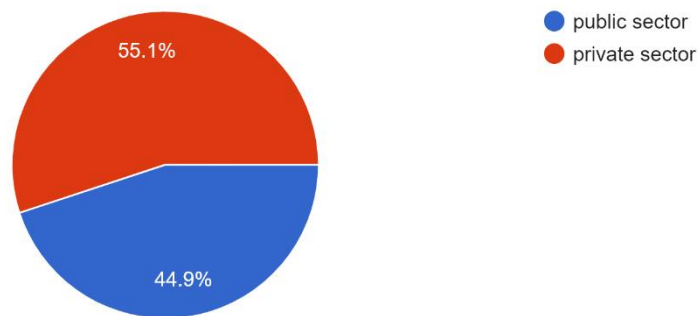
4.1.4 Sector of responders

S. No.	Particulars	NO. of responders	Percentage
1	Public sector	40	44.9%
2	Private sector	49	55.1%
total		89	100%

Source: primary data

Chart 4.1.4

select the Sector that you are working for:
89 responses



Interpretation

From the above table 4.1.4 it is interpreted that responders of public sector employees are 44.9% and private sectors employee responders are 55.1 %

Inference

Majority 55.1 % of responders are private sector

4.1.5 Type of government of responders

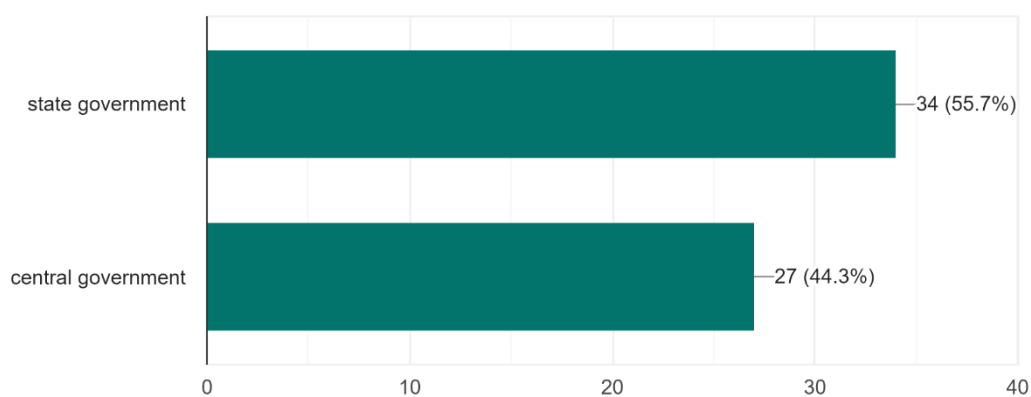
S. No.	Particulars	NO. of responders	Percentage
1	Central government	34	56.7%
2	State government	27	44.3%
Total		61	100%

Source: primary data

Chart 4.1.5

If you are working in a public sector notify for which government you are working for?.

61 responses



Interpretation

From the above table 4.1.5 it is interpreted that responders of central government employees are 56.7% and the responders of state government employees are 44.3 %

Inference

Majority 56.7 % of responders are working in central government.

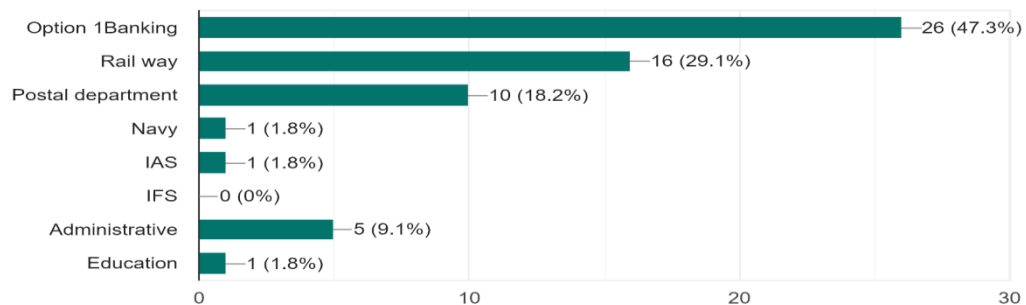
4.1.6 Type of profession of the responders

S. No.	Particulars	NO. of responders	Percentage
1	Banking	26	47.3%
2	Railway	16	29.1%
3	Postal department	10	18.2%
4	Navy	1	1.8%
5	IAS	1	1.8%
6	UPSC	00	00%
7	Administrative	5	9.1%
8	Education	1	1.8%
Total		60	100%

Source: primary data

Chart 4.1.6 Type of profession of the responders

In public sector which sector you are working for:
55 responses



Interpretation

From the above table 4.1.6 it is interpreted that the percentage of responders of various department are Banking 47.3% Railway 29.1% Postal department 18.2% Navy 1.8% IAS 1.8% UPSC 00% Administrative 9.1% Education 1.8%

Inference

Majority 47.5% of responders are working in banking sector or department.

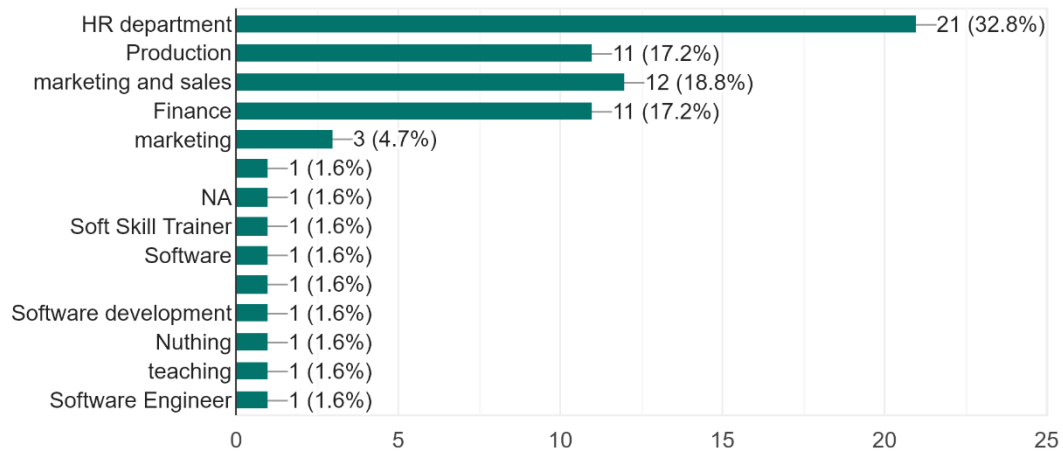
4.1.7 Department of responders

S. No.	Particulars	NO. of respondents	Percentage
1	HR department	21	32.8%
2	Production	11	17.2%
3	Marketing and sales	12	18.8%
4	Finance	11	17.2%
5	Marketing	3	4.7%
6	MA	1	1.6%
7	Soft skills trainer	1	1.6%
8	Software	1	1.6%
9	Software development	1	1.6%
10	Teaching	1	1.6%
11	Software engineer	1	1.6%
Total		64	100%

Source: primary data

Chart 4.1.7

If you are working in a private sector or a corporate, in which department Or sector you are in.
64 responses



Interpretation

From the above data 4.1.7 it is interpreted that responders of HR department are 32.8% responders of Production are 17.2% responders of Marketing and sales are 18.8% responders Finance are 17.2% responders of Marketing are 4.7% responders of MA are 1.6% responders of Soft skills trainer are 1.6% responders of Software are 1.6% responders Software development are 1.6% responders of Teaching are 1.6% responders Software engineer are 1.6%

Inference

Majority 32.8% of responders are working IN HR Department.

32.8% 18.8% 17.2% 18.8%

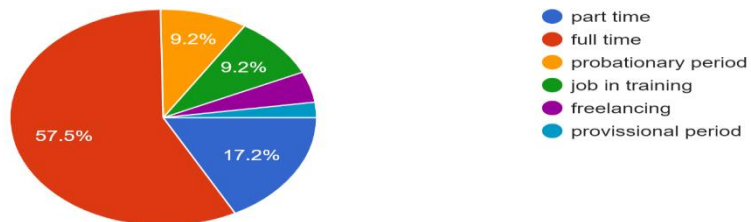
4.1.8 Time of employment

S. No.	Particulars	NO. of respondents	Percentage
1	Par time	15	17.2%
2	Full time	50	57.5%
3	Probationary	10	9.2%
4	Job in training	8	9.2%
5	Freelancing	4	2.8%
6	Probationary period		
Total		87	100%

Source: primary data

Chart 4.1.8

mention your Type of employment:
87 responses



Interpretation

From the above table 4.1.8 it is interpreted that the responders of part time are 17.2 %, full time responders are 57.5, probationary period responders are 9.2% and job training responders are 9.2%.

Inference

Majority 57.5 % of responders are fulltime employees

17/2

9.2

9.2 Part time, fulltime, probationary, job training.

4.1.9 Pay scale of the responders

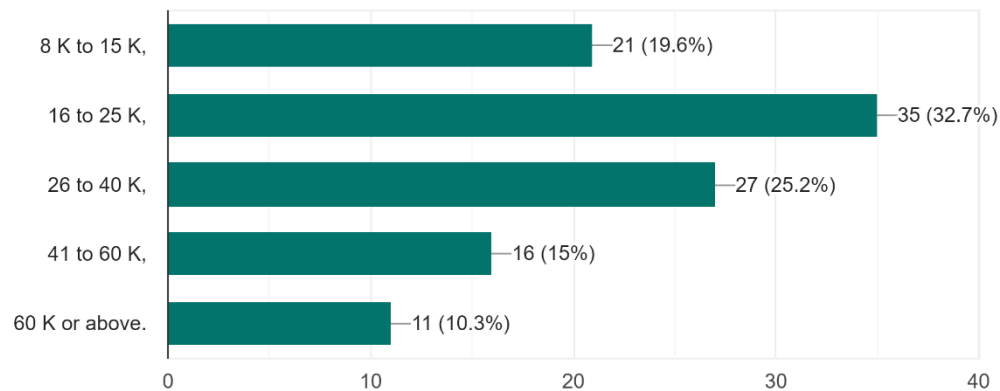
S. No.	Particulars	NO. of responders	Percentage
1	18 to 15K	21	19.6%
2	16 to 25K	35	32.7%
3	26 to 40K	27	25.2%
4	41 to 60K	16	15%
5	60K and above	11	10.3%
Total		109	100%

Source: primary data

Chart 4.1.9

What is your pay scale?

107 responses



Interpretation

From the above table 4.1.9 it is interpreted that, the responders who earn between 18 to 15K are 19.6% the responders who earn between 16 to 25K are 32.7% the responders who earn between 26 to 40K are 25.2% the responders who earn between 41 to 60K are 15% and the responders who earn 60K and above are 10.3%

Inference: Majority 32.7% of responders are earning between 16 to 25 K.

4.1.10 Reasonable pay for your job of responder

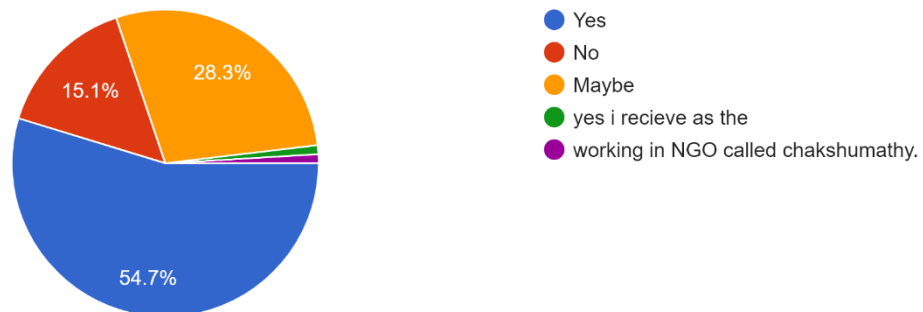
S. No.	Particulars	NO. of respondents	Percentage
1	Yes	58	54.7%
2	No	16	15.1%
3	Maybe e	30	28.3%
Total		104	100%

Source: primary data

Chart 4.1.10

do you receive reasonable scale of pay for your job profile?

106 responses



Interpretation

From the above data 4.1.10it is interpreted that responders who agrees that they receive reasonable scale of pay are 54.7%, 15.1 are not receiving reasonable scale of pay. And 28.3 are not sure with the earnings.

Inference

Majority 54.7% Responders are receiving reasonable scale of pay.

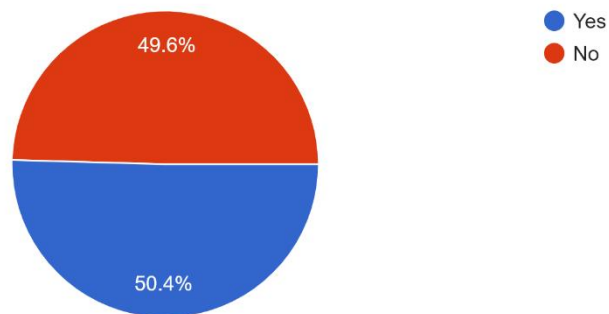
4.1.11 Tax payer of responders

S. No.	Particulars	NO. of respondents	Percentage
1	Yes	57	50.4%
2	No	56	49.6%
Total		113	100%

Source: primary data

Chart 4.1.11

are you a tax payer ?
113 responses



Interpretation

from the above data 4.1.11it is interpreted that 50.4 % responders are tax payers and 49.6percentage of responders are not tax payers.

Inference

Majority 50.4% of responders are tax payers.

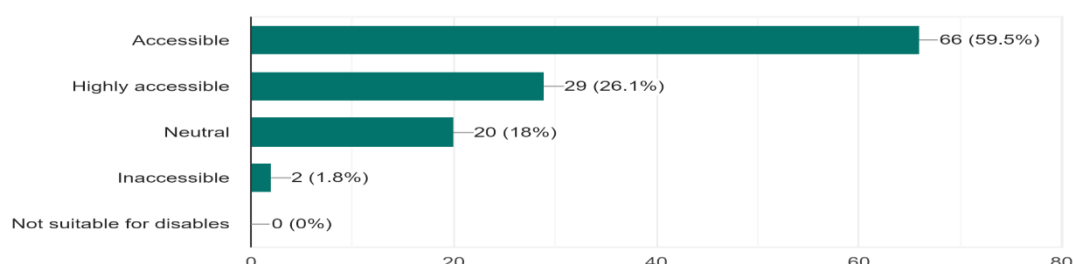
4.1.12 Accessible Workplace

S. No.	Particulars	NO. of respondents	Percentage
1	Accessible	66	59.5%
2	Highly accessible	29	26.1%
3	Neutral	20	18%
4	In accessible	2	1.8%
5	Not suitable for disables	00	00%
Total		117	100%

Source: primary data

Chart 4.1.12

is the office you are working in is, accessible for you to move independently?
111 responses



Interpretation

From the above table 4.1.12 it is interpreted that 59.5 % responders are finding their work place accessible, 26.1 % responders are finding their work place highly accessible, 18% of responders feels their work place neutral , 1.8% of the responders are inaccessible with their work place and 00% of responders says it is not suitable for disables.

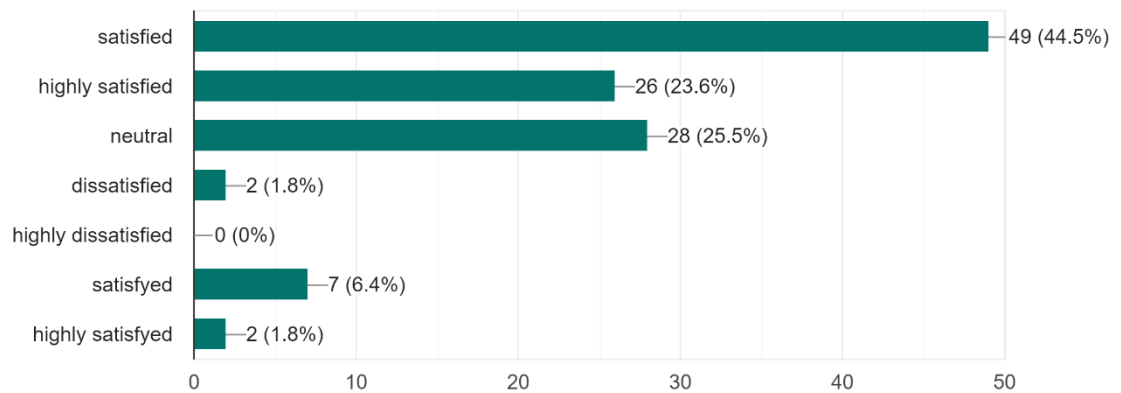
Inference

Majority 59.5% of the responders are finding their work environment accessible.

Chart 4.1.13

are you satisfied in the service you are in?

110 responses



Interpretation

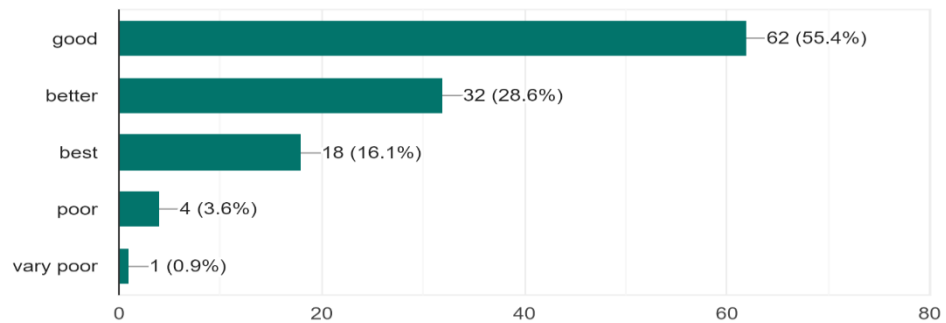
From the above table 4.1.13 it is interpreted that 44.5% responders are finding their service is satisfied, 23.6% responders are finding their service highly satisfied, 25.5% of responders feels their service is neutral, 1.8% of the responders feels dissatisfied with their service.

Inference

Majority 44.5% of the responders are finding their service is satisfied.

Chart 4.1.14

how do you feel about the work environment of yours
112 responses



Interpretation

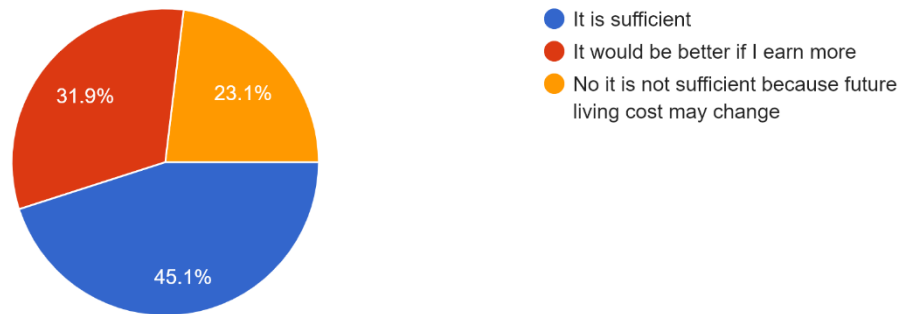
From the above table 4.1.14 it is interpreted that 55.4% responders are finding their work Environment to be Good , 28.6% responders are finding their work Environment to be Better, 16.1% of responders feels their work Environment to be Best , 3.6% of the responders are feels their work Environment to be poor and 00% of responders says it is not suitable for disables.

Inference

Majority 55.4% of the responders are finding their work environment to be Good .

Chart 1.4.15

do you think your income is sufficient to bear currently availing living cost? Choose below
91 responses



Interpretation

From the above table 4.1.14 it is interpreted that 45.1% responders are finding their income is sufficient to be , 31.9 % responders are finding their income to be Better, 23.1% of responders feels their income to be insufficient because future living cost may change .

Inference

Majority 45.1% of the responders are finding their income sufficient to bear current availing living cost .

CHAPTER 5

FINDINGS CONCLUSION AND SUGGESTIONS

5.1 FINDINGS

1. Majority (45.5%) of the responders are between 18 to 25
2. Majority (66.1 %) are male responders.
3. Majority (51.8%) of the responders are visually impaired who are totally blind.
4. Majority (55.1 %) of responders are private sector
5. Majority (56.7%) of responders are working in central government.
6. Majority (47.5%) of responders are .in banking sector or department.
7. Majority (32.8%) of responders are working IN HR Department.
8. Majority (57.5%) of responders are fulltime employees
9. Majority (32.7%) of responders are earning between 16 to 25 K.
10. Majority (32.7%) of responders are earning between 16 to 25 K.
11. Majority (50.4%) of responders are tax payers.
12. Majority 59.5% of the responders are finding their work environment accessible.
13. Majority 44.5% of the responders are finding their service is satisfied.
14. Majority 55.4% of the responders are finding their work environment to be Good .
15. Majority 45.1% of the responders are finding their income sufficient to bear current availing living cost .

5.2 Suggestions

From over all understanding the percentage of responders in working sector has been positive in private sector comparing to other sectors. From available data. The government employees who are been working are central government employees compare to state government. They are from banking, railway mostly. It would be better if overall jobs are provided to persons with disable according to the reservations. However according to several surveys it is understood that the reservation provided for the disables are not adequate.

5.3 Conclusion

Through the research from the available information we can conclude that disable persons are rendering number .of services for various sectors of India There by the project conclude that it is always great that inclusiveness increases, in this modern era there is no doubt for that. There are number of startups and industries coming up, governments jobs and corporate interventions and inventions are growing day by day conclude the role of disabled should be a part of our nation building and development lots of job opportunities and availabilities. It is suggested that if government would join hands to provide more reservation and recognize the works of differently able persons. Then many would live independent. The also concluded that to promote industrial development and achieve sustainable growth, it must increase its investment in education and give training for different disabilities employees.

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QUESTIONNAIRE:

A study on the services rendered by differently-able employees in public and private sectors in India

1.Name:

2.Age:

8 to 25

26 to 35

36 to 45

46 and above

3.Gender:

Male

Female

4.Type of disability:

Visually impaired

Partially blind

Hearing impaired

Speech disability

Orthopedically handicapped

Mentally retired.

Other

5. select the Sector that you are working for:

Public

Private

6. If you are working in a public sector central or state government.

7. In public sector which sector you are working for:

Banking

Rail way

Postal department

Navy

UPSC

Junior assistant

Others

If others please mention below

8. If you are working in a private sector or a corporate, in which department Or sector you are in.

Manufacturing

HR department

Production

Sales

Marketing

Finance

Or working for a start up, industry or a company.

If others please mention below.

9. Type of employment:

Full time,

Part time,

Provisional period

Freelancing

Others.

10. In which profession you are in?

Accountant
Teaching
manager
Technician
Lawyer
Engineer
Software engineer
Accessibility tester
others

11. What is your pay scale?

8 K to 15 K,
16 to 25 K,
26 to 40 K,
41 to 60 K,
60 K or above.

12. do you receive reasonable scale of pay for your job profile?

13. are you a tax payer ?

Yes I am

No.

14. is the office you are working in is, accessible for you to move independently?

Accessible

Highly accessible

Neutral

Inaccessible

Not suitable for disables

15. are you satisfied in the service you are in?

Satisfied
Fully satisfied
Neutral
Dissatisfied
Highly dissatisfied

16. how do you feel about the work environment of yours

Good
Better
Best
Poor
vary poor

17. do you think your income is sufficient to bear currently availing living cost?

Choose below

It is sufficient
It would be better if I earn more
No it is not sufficient because future living cost may change.

18. say something about your service you are providing for your organization:

19. your over all view on your profession, being a person with disability.

20 mention some of the challenges you are facing in your day to day life as an employee with disability