



# M.I.E.T. ENGINEERING COLLEGE

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## 1.3.3 Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)

Dept: MBA

Academic Year: 2019-2020

Sl.No	Description	Page No
1	Project Work Details	1-140

  
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M.I.E.T. ENGINEERING COLLEGE  
GUNDUR, TIRUCHIRAPPALLI-620 007.



**A STUDY ON EMPLOYEE SATISFACTION TOWARDS COMPENSATION  
BENEFITS OF BIOTRONICS INSTRUMENTS PVD LTD, MADURAI.**

**A PROJECT REPORT**

*Submitted by*  
**R.KAVITHA**  
Reg. No.: 812418631015

*In partial fulfillment for the award of the degree*

*of*

**MASTER OF BUSINESS ADMINISTRATION**

**In**

**M.I.E.T. ENGINEERING COLLEGE**

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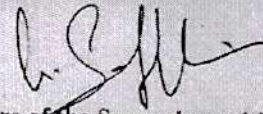
**DEPARTMENT OF MANAGEMENT STUDIES**

**JUNE – 2020**

DEPARTMENT OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

Certified that this project titled "A STUDY ON EMPLOYEE SATISFACTION TOWARDS COMPENSATION BENEFITS" is the bonafide work of R.KAVITHA(Reg. No.812418631015) who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.



Signature of the Supervisor with date

G.SATHISHKUMAR

Celebrating  
**33**  
years  
of Success

# BIOTRONICS INSTRUMENTS

**INSTRUMENTS MANUFACTURERS**

E-Mail: [biotronicsinstruments@yahoo.com](mailto:biotronicsinstruments@yahoo.com)

**Research and Development**

• Medical, Agri • Eng. & Arts College • Green Poly House • University, Pharmaceuticals  
• Aspen Free Air Co2 and O3 Chambers • Instrumentation of Industries • and Instruments Service

S.S.I.No.Entrepreneurs

Memorandum No. **3302411**

**03254** PART - 11 Dt.5.10.2010

GSTIN : 33BFSPM6031H1ZC

STATE NAME : TAMILNADU CODE : 33

Phone No.

**0452 - 2343075**

Date

Reg. No:812418631015

DI: 15.09.2020

## CERTIFICATE

This is to certify that Ms. R.KAVITHA (812418631015) studying Final year MBA. at  
M.I.E.T Engineering College, Trichy, had completed her Project work on  
" A STUDYN ON EMPLOYEE SATISFICATION TOWARDS COMPENSATION  
BENEFITS Atour Company during February 2020 and March 2020.

During this period her conduct was found tobe good.

**We wish her all success in her future endeavors**

  
M. Bharani Rajan

For Biotronics Instruments

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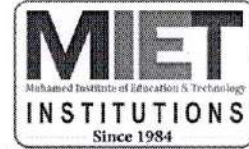
  
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## ABSTRACT

The researcher carried out this study with the primary objective to study employee's satisfaction towards compensation benefits at biotronic instruments private ltd. The researcher carried out this study by means of primary data, for this purpose the researcher used a structured questionnaire to collect the data .this study was conducted among the employees through random sampling method. The sample size of 150 employees was considered for study. Collected data were analyzed for interpretation by simple percentage analysis, chi-square test, and ONE WAY ANOVA .Tables and graph were used for presentation purpose. based on the analysis and interpretation major findings were arrived by the researcher based on findings , suggestions were given by the researcher to the organization; so organization can further improve employee satisfaction and increase productivity.

### 4.3. Conclusion

Healthy work environment is one in which the individuals needs are full filled and employee satisfaction towards compensation benefits. The researcher finds that the respondents have expressed satisfaction in various factor of quality of work life namely nature of job they do, opportunities available for career growth. Certain factors where satisfaction level is not good i.e. the respondents have remained natural. Suggestions have been given by the researcher to develop the employee satisfaction of the compensation benefits.



**A STUDY ON  
HR POLICIES AND IMPLEMENTATION IN ACC LIMITED,  
COIMBATORE**

**A PROJECT REPORT**

*Submitted by*  
**R. KIRUTHIKA PRIYADHARSHINI**  
Reg. No.: 812418631016

*In partial fulfillment for the award of the degree*

*of*

**MASTER OF BUSINESS ADMINISTRATION**

**In**

**M.I.E.T. ENGINEERING COLLEGE**

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**DEPARTMENT OF MANAGEMENT STUDIES**

**JUNE – 2020**

  
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TRICHY - PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI - 620 007

DEPARTMENT OF MANAGEMENT STUDIES

## BONAFIDE CERTIFICATE

Certified that this project titled "A STUDY ON HR POLICIES AND IMPLEMENTATION IN ACC LIMITED, COIMBATORE" is the bonafide work of R. KIRUTHIKA PRIYADHARSHINI (Reg. No. 812418631016) who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

Signature of the Supervisor with date

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GUNDUR, TIRUCHIRAPPALLI-620 007



MK/HRD/Trg-2019-20

Dt. 4<sup>th</sup> May, 2020.

**ACC**

ACC Limited  
Madukkaral Cement Works  
P.O. Madukkaral - 641 105  
Dist. Coimbatore (T.N.)

Ph : +91 422 2265212  
Fax : +91 422 2622262  
www.acclimited.com  
Corporate Identity Number  
L26940MH1936PLC002515

**TO WHOMSOEVER IT MAY CONCERN**

This is to certify that Ms.R.Kiruthika Priyadharshini, , Reg.No: E4188016, studying Final Year MBA, student of M.I.E.T Engineering College, Tiruchirappalli has done Project Work during the period 4<sup>th</sup> March 2020 to 30<sup>th</sup> April 2020.

We wish him/her best wishes in future endeavors.

Regards,

  
(G.Padmavathi)  
Chief Manager HR

Registered Office: Cement House, 121, Maharshi Karve Road, Mumbai 400 020, India

  
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GUNDUR, TIRUCHIRAPPALLI-620 007.

## ABSTRACT

This project deals with, "A STUDY ON HR POLICIES AND IMPLEMENTATION IN ACC LIMITED, COIMBATORE" is done as a part of my MBA Curriculum. My internship at ACC Limited, Coimbatore was a great exposure to the industry. After going through my summer training, I had a firsthand experience of how an industry as well as HR department functions.

This project is about the HR Policies in ACC Limited. The HR Policies in an organization helps every individual to raise his/her potential in all facets by helping him to be satisfied and secured about his present and future. The title of the project is "HR Policies and Its Implementation in ACC Limited". As the name indicates it is the study of the HR Policies prevalent in the organization.

ACC Limited began with a vision to be one of the most respected companies in India; recognized for challenging conventions and delivering on its promises. It has 17 Cement plants, 09 Captive power plants, 90+ ready mix concrete plants, 50,000 channel partners, 6,643 employees. It is a leading player in the Indian building materials space, with a pan-India manufacturing and marketing presence.

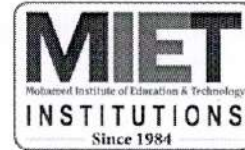
  
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#### 4.3 CONCLUSION

The company's HR policies and its implementation are remarkable. If some more steps taken as suggested earlier it can fulfill the entire satisfaction of the employees. If 360 degree performance appraisal and transparent communication system are implemented the status of the company will improve further.

  
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**A STUDY ON  
ORGANISATION CLIMATE AT JOSEPH EYE HOSPITAL, TRICHY**

**A PROJECT REPORT**

*Submitted by*  
**IMMANUEL ROY.R**  
Reg. No.: 812418631010

*In partial fulfillment for the award of the degree*

*of*

**MASTER OF BUSINESS ADMINISTRATION**

**In**

**M.I.E.T. ENGINEERING COLLEGE**

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**JUNE – 2020**

  
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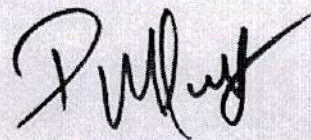
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DEPARTMENT OF MANAGEMENT STUDIES

## BONAFIDE CERTIFICATE

Certified that this project titled "A STUDY ON ORGANISATION CLIMATE AT JOSEPH EYE HOSPITAL, TRICHY" is the bonafide work of IMMANUEL ROY.R (REG.NO.812418631010) who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.



Signature of the supervisor with date



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## ABSTRACT

The paper examines the influence of the organization's overall organizational climate on employee performance. It is a detailed study on preparing the organizational climate to compete and reach its future goal in stability of business environment. Organizational climate refers to the perceptions of employees about their business environment or internal work setting of their organisation. A good climate is a prerequisite for the success of every organisation. It is important to ensure a good organizational climate for job performance of employees. The key is to improve the employee performance within the organization, as we know that employee is the most crucial capital that can support the sustainability of an organization.

The study aims to find out the influence of organizational climate on employee performance in manufacturing industry. We analyse the relationship between organisational climate and employee performance. Finally the results and suggestions related to the analysis revealed that, various factors of organizational climate influences the employee performance and also motivates them.

**Key words:** Organizational climate, Employee Performance.

### 4.3 CONCLUSION

The contents of organizational climate has having and they include all most all the important aspects of organization such as organizational commitment, job satisfaction, work conflict, organizational process and training programs. It is a set of characteristics and factors that are perceived by the employees about their organizations process as a major force in influencing their training programs and organization process. There fore in organizational climate reflects a persons perception of organization to which he belongs. The frequency of training has a definite influence on the organizational climate. Giving more frequent training to employees will make them more effective and responsive to the organizational needs. If this is achieved they will identify themselves with the organization creating a desirable climate. As the study results indicate only occupational factors influence climate perception, these work related factors (Designation, Salary and education) should be thrust areas for improving organizational climate.



A STUDY ON  
GROUP DYNAMICS IN SRITEX HI-TECH MACHINES, COIMBATORE

A PROJECT REPORT

*Submitted by*  
A. JAMES JEYA PRAKASH  
Reg. No.: 812418631011

*In partial fulfillment for the award of the degree*

*of*

MASTER OF BUSINESS ADMINISTRATION

In

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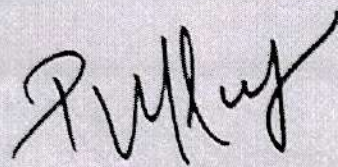
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## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled "A STUDY ON GROUP DYNAMICS IN SRITEX HI-TECH MACHINES, COIMBATORE" is the bonafide work of A. JAMES JEYA PRAKASH (Reg. No. 812418631011) who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.



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## ABSTRACT

This project deals with , A STUDY ON GROUP DYNAMICS IN SRITEX HI-TECH MACHINES COIMBATORE" is done as a part of my MBA Curriculum.

The first chapter deals with introduction about group dynamics need, and scope of the study the outcomes to get considerable result. The researcher has collected data using collection techniques and has used various tools to analyze

Second chapter deals with the company profile and Industry profile

The third chapter deals with objective of the study is to identify the strength and weakness of the individuals, to judge the effectiveness of the other human resource functions, to analysis the interpersonal relationship between the employee and employer, to reduce the grievances of the employee and to provide the feedback to the employee regarding the past performance.

The fourth chapter deals with data analysis and interpretation and the data used for this study and analysis is done through percentage Analysis, Chi-Square method and Correlation test.

Finally, the fifth chapter deals with the findings that the main findings are, The findings may prepared on the basis of main objective and the suggestions that are given to the Industry is that are to concentrate more on job security, welfare facilities, co-ordination, promotion and the conclusion is group dynamic



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### 5.3 Conclusion

Understanding of group dynamics is essential for effective practice with individuals and communities; it is our belief that focused attention to the dynamic processes that occur in groups is what distinguishes group work from other forms of social work practice. In the case of treatment groups, it is also important to remain cognizant that group work is not just working with a collection of individuals within a group context.

We hope that this chapter has highlighted the power that group dynamics have to change the lives of people. Neglecting the therapeutic power of group dynamics greatly diminishes the ability of the worker to help members achieve their goals. Similarly, task groups, such as committees, teams, and boards of directors, are not merely collections of individuals. The synergy that is created when people come together to work in these groups transcends the collection of individual efforts. The group takes on a life of its own, and the group dynamic processes that result have an impact far beyond what the collection of individuals working alone could accomplish by themselves.

Looking to the future, we believe that more attention will be paid to group dynamics in virtual groups. It is becoming easier and less costly for people to meet over the telephone using teleconferencing capabilities and through chat rooms, bulletin boards, and other forms of computer-mediated groups. Because there are no visual cues in telephone or computer groups, and because communication may be asynchronous in computer groups, dynamic processes are somewhat different in these groups than in face-to-face groups. Although some work has already been done to elucidate the dynamic processes in virtual groups, more work is needed as these groups continue to become more popular in our culture.

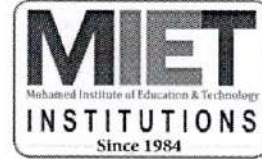
It is clear that culture, ethnicity, and race affect the dynamic processes that develop and evolve in groups. In this increasingly multicultural society, it is imperative to examine in greater depth the impact of culture, ethnicity, and race on the groups in which we all participate.

This priority is in keeping with a long and rich tradition within social group work practice of bringing together and fostering understanding and mutual respect among people from different backgrounds.



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**A STUDY ON  
HR PRACTICES TOWARDS EMPLOYEE HEALTH CARE  
MANAGEMENT AT KMC TRICHY**

**A PROJECT REPORT**

*Submitted by*

**ARAVINTH .K**

**Reg. No.: 812418631005**

*In partial fulfillment for the award of the degree*

*of*

**MASTER OF BUSINESS ADMINISTRATION**

**In**

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DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled "A STUDY ON HR PRACTICES TOWARDS EMPLOYEE HEALTH CARE MANAGEMENT AT KMC TRICHY" is the bonafide work of ARAVINTH .K (Reg. No. 812418631005) who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

Signature of the Supervisor with date

  
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## ABSTRACT

This research provides an opportunity to a researcher to demonstrate knowledge, skill and competencies required during project. The training project helps to understand the HR practices followed in a Hospital and working in an organization, the challenges that are faced there and how to get rid of those problems. Although I have tried my level best to prepare this as an error-free report. Every effort has been made to offer the most authentic position with accuracy. The report has been divided into 8 chapters. The first part contains: Introduction to the topic, second part gives a brief overview about the organization. The middle part consists of the objectives of the project and the methodology used in the project. Fourth chapter is the most important part as it contains the findings and the analysis of data. Last part contains the conclusion and suggestions.

  
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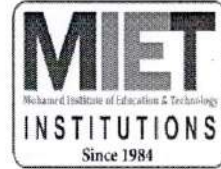
### 4.3 CONCLUSION

The study entitled A STUDY ON HR PRACTICES TOWARDS EMPLOYEE HEALTH CARE MANAGEMENT AT KMC TRICHY aims to find out the employees awareness and satisfaction level with respect to the various welfare schemes, working condition and social security schemes provided by the company. Though the company has started 10 years back the welfare measures, working conditions and social security schemes, which are provided for employees are satisfactory. The staff and employees need more friendly relationship with the management. Suggestion and recommendations are also included in the project. It is concluded that this project will be very much helpful to the management to impart better welfare measures, working condition and social security schemes to the employees.

  
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**A STUDY ON EMPLOYEE PERCEPTION  
ABOUT ORGANIZATIONAL HR PRACTICES  
AND CULTURE AT TTK HEALTHCARE LTD,  
PUDUCHERRY**



**A PROJECT REPORT**

*Submitted by*

**DHIVYABHARATHI.G**

**Reg. No : 812418631009**

In partial fulfillment for the award of the degree of

**MASTER OF BUSINESS ADMINISTRATION**

**In**

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### DEPARTMENT OF MANAGEMENT STUDIES

#### BONAFIDE CERTIFICATE

Certified that this project titled "A STUDY ON EMPLOYEE PERCEPTION ABOUT ORGANIZATIONAL HR PRACTICES AND CULTURE AT TTK HEALTHCARE LTD, PUDUCHERRY" is the bonafide work of DHIVYABHARATHI.G(Reg. No. 812418631009) who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

Signature of the Supervisor with date

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## ABSTRACT

This study has been carried out to investigate the perception of employees towards organizational HR practices and culture. An organization's culture is a social reality that signals to employees what they should do, feel and think. A well-managed human resource practices is able to help organization to help organizational performance. Employee perception can be described as an organization brand and personality. The Organizational culture is a system of shared assumptions, values, and beliefs, which governs how people behave in organization.

The Questionnaire is used for data collection from the estimated samples of 120 for carrying out the data analysis and interpretation. Data is collected from employees from the unit. The analysis of data is done by using Correlation, Analysis of Variance (ANOVA) and Chi-square tests.

The results indicate that HR practices are perceived to be different by the employees and HR practices positively impact the level of Job Satisfaction and organizational commitment of the employees.



**"A STUDY ON ORGANISATIONAL  
COMMITMENT IN TVS (SFL), AT  
MADURAI"**



**A PROJECT REPORT**

Submitted by

**ANUSHA BANU.A  
Reg. No. 812418631004**

*In partial fulfillment for the award of the degree*

*of*

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**In**

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(Approved by AICTE and Affiliated to Anna University, Chennai)

**TRICHY - PUDUKOTTAI MAIN ROAD, TIRUCHIRAPPALI - 620 007**


**DEPARTMENT OF MANAGEMENT  
STUDIES**

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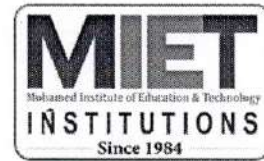
### Abstract

There has been a recent upsurge of interest among sociologists in the organizational commitment of employees, with loyalty and intent to stay identified as distinct forms that this commitment can take. This article argues that progress in understanding organizational commitment will not be made until conceptual and empirical distinctions among various forms of employee commitment are recognized and demonstrated. With this as the objective, it was hypothesized that loyalty and intent to stay are conceptually and empirically distinct from each other as well as from two other forms of employee commitment: work commitment and career commitment. This was tested with confirmatory factor analysis and was supported across a variety of tests. Construct validation was obtained by supporting the hypothesis that the two forms of organizational commitment but not work or career commitment are less stable during the initial employment period but then stabilize with tenure. Finally, predictive validity was established for intent to stay by demonstrating that it predicted quit behaviour, or turnover, but loyalty, work commitment, and career commitment did not. Implications for studying organizational commitment within the context of substantive sociological issues are discussed.

  
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### 5.3 CONCLUSION:

The employees of every organization have to be committed towards their work. The employees are committed to the organization because of their liking, their self-involvement towards the organization and not because of purely pay benefits and non-availability of alternatives. The study is concluded that the employees at TVS(SFL), Madurai exhibit a high level of overall commitment towards the organization.



**A STUDY ON  
ANALYSIS OF DEALER SATISFACTION ON ROYAL ENFIELD  
AT CHENNAI**

**A PROJECT REPORT**

*Submitted by*  
**AJAYRATHNA S**  
Reg. No.: 812418631002

*In partial fulfillment for the award of the degree*

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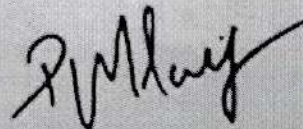
# M.I.E.T. ENGINEERING COLLEGE

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TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007

## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled "A STUDY ON ANALYSIS OF DEALER SATISFACTION ON ROYAL ENFIELD CHENNAI" is the bonafide work of AJAYRATHNA S (Reg. No. 812418631002) who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.



Signature of the Supervisor with date

<<Name of the Supervisor >>

PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
GUNDUR, TIRUCHIRAPPALLI-620 007.



**To Whom It May Concern**

*This is to certify that Mr.S.AJAYRATHNA (Reg. No: 812418631002) A Final Year student of MBA at M.I.E.T ENGINEERING COLLEGE Kundur,Trichy, has been completed to do his Project (A STUDY ON ANALYSIS OF DEALER SATISFACTION AT ROYAL ENFIELD,CHENNAI) In Our Organization from 15.01.2020 to 10.03.2020.*

*We wish him every success in his life and career.*

Thanking you,

Yours faithfully,

  
(P.KALAIVANAN)

No. 28/1, Jawaharal Nehru Salai,  
(100 Feet Road) Jafferkhanpet  
Near Kass Theatre, Ashok nagar  
Chennai -600 083.

EMAIL / SERVICE@ROYALENFIELD.COM  
PHONE: 8610166023

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## ABSTRACT

I AJAYRATHNA S REG.NO: 812418631002, declare that the project report, "A STUDY ON ANALYSIS OF DEALER SATISFACTION ON ROYAL ENFIELD PVT IN CHENNAI" is the result of original work done by me during the period of study under the supervision of our respected Dr. P.MOHANRAJ, M.B.A., Ph.D., Head Department of MBA.

With the best of my knowledge, a similar work has been submitted earlier to the ANNAUNIVERSITY,CHENNAI or any other institution for fulfilment of the requirement for the award of a course of study.

This project work is submitted on the partial fulfilment of the requirement for the award of Master of Business Administration of Anna University.

PLACE: TRICHY

AJAYRATHNA S

DATE:

(SIGNATURE)

iv

  
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$$\begin{aligned}\text{Degree of freedom} &= (r-1) (c-1) \\ &= (5-1) (5-1) \\ &= (16)\end{aligned}$$

Calculated value = 33.40

For 16 degree of freedom at 5% level of significance, the chi-square table value is 26.296

**Interpretation:**

Calculated value < table value.  
Hence Ho is accepted and H1 is rejected.

**Conclusion:**

There is no significant relation between the Suggestion and Suggestion Recognition.

**SUGGESTIONS :**

- The present analysis suggests that companies would either easy credit or installment credit facilities in order to covers the middle and lower income groups.
- The companies would avoid the high price of the royal Enfield.
- The company has to be improving in mileage of royal Enfield.
- Latest-techniques must be applied in royal Enfield.

**CONCLUSION :**

The study reveals that Royal Enfield remain top brand preferred by the young youth prefer bullet followed by thunder bird bullet and bullet 350 classic. The customer prefer to purchase there is 45km /liter the customer prefer their Royal Enfield bile in showroom and they are highly satisfied by purchasing the bike high maintenance is the major problem face by the customer in Royal Enfield the customer rate the preference level of the bike in respect to comfort ability and safety.



**A STUDY ON  
LABOUR WELFARE MEASURES AT EASTMAN SPINNING  
MILLS, DINDIGUL**

**A PROJECT REPORT**

*Submitted by*  
**ABDUL WAHITH.S**  
Reg. No.: 812418631001

*In partial fulfillment for the award of the degree*

*of*

**MASTER OF BUSINESS ADMINISTRATION**

**In**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)  
TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007

**DEPARTMENT OF MANAGEMENT STUDIES**

**JUNE– 2020**

1

*A. S. J.*  
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M.I.E.T. ENGINEERING COLLEGE  
GUNDUR, TIRUCHIRAPPALLI-620 007.

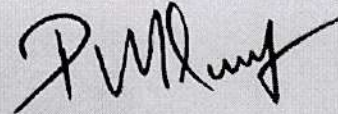
# M.I.E.T. ENGINEERING COLLEGE

(Approved by AICTE and Affiliated to Anna University Chennai)  
TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007

## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled "A STUDY ON LABOUR WELFARE MEASURES AT EASTMAN SPINING MILLS ,DINDIGUL" is the bonafide work of ABDUL WAHITH.S (Reg. No. 812418631001) who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.



Signature of the Supervisor with date

Dr. P. MOHANRAJ, M.B.A., Ph.D.,

®

**EASTMAN SPINNING MILLS (P) LIMITED**

FACTORY :  
SI. No 461/1A, 461/2A, 462/2A, 463/1A, 464/1 - KAITHAYANKOTTAI  
N.H : 7, Karur-Dindigul Main Road, Viruthalaipatti (P.O.)  
Vedasandur - 624 711. (T.K.) Dindigul Dist  
TEL : 04551 - 229368, 99943 55482, 481  
E-Mail : esm@eastmanspinningmills.com

CORPORATE OFFICE :  
NEW No. 5 / 591, SRI LAKSHMI NAGAR,  
PITCHAMPALAYAM PUDUR,  
TIRUPUR - 641 603, INDIA.  
TEL : 0421 - 4301234  
FAX : 0421 - 4301205

Date : 08/06/2020

**CERTIFICATE**

This is to certify that **Mr.S.ABDUL WAHITH** (Reg.No 812418631001), studying Final year MBA at M.I.E.T Engineering College, Trichy, had completed his Project Work on **"A STUDY ON LABOUR WELFARE MEASURES IN EASTMAN SPINNING MILLS (P) LIMITED"**, DINDIGUL at our Company during 03.02.2020 to 04.05.2020.


During this period his conduct was found to be good.

We wish his all success in his future endeavours.

For Eastman Spinning Mills (P) Limited,

  
Sheik Maideen.M  
HR Manager.

REGD. OFF : NEW No. 5 / 591, SRI LAKSHMI NAGAR, PITCHAMPALAYAM PUDUR, TIRUPUR - 641 603. GSTIN No. : 33AAACE4595R1Z2  
TIN No. : 33392302754 CIN : U17111T21993PTC004551 CST No. : 657983, Dt. 1.4.1994 IEC No. : 3295011575

  
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**GUNDUR, TIRUCHIRAPPALLI-620 007.**

## ABSTRACT

The research provides an opportunity to a student to demonstrate knowledge, skill and competencies required during project. The training project helps to understand the working in an organization, the challenges that are faced there and how to get rid of those problems. Although I have tried my level best to prepare this as an error-free report. Every effort has been made to offer the most authentic position with accuracy. The report has been divided into 8 chapters. The first part contains: Introduction to the topic, second part gives a brief overview about the organization. The middle part consists of the objectives of the project and the methodology used in the project. Fourth chapter is the most important part as it contains the findings and the analysis of data. Last part contains the conclusion and suggest

## CONCLUSION

The study entitled **A STUDY ON LABOUR WELFARE MEASURES AT EASTMAN SPINNING MILLS, DINDIGUL** Aims to find out the employees awareness and satisfaction level with respect to the various welfare schemes, working condition and social security schemes provided by the company.

Though the company has started 10 years back the welfare measures, working conditions and social security schemes, which are provided for employees are satisfactory. The staff and employees need more friendly relationship with the management.

Suggestion and recommendations are also included in the project. It is concluded that this project will be very much helpful to the management to impart better welfare measures, working condition and social security schemes to the employees.



**A STUDY ON EMPLOYEE ATTRITION IN INTELENET GLOBAL  
SERVICES PVT LTD CHENNAI**

**A PROJECT REPORT**

*Submitted by*

**MERLIN ANGEL.L**

**Reg. No.: 812418631018**

*In partial fulfillment for the award of the degree*

*of*

**MASTER OF BUSINESS ADMINISTRATION**

**In**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)

**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**DEPARTMENT OF MANAGEMENT STUDIES**

**JUNE – 2020**

  
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**GUNDUR, TIRUCHIRAPPALLI-620 007.**





# M.I.E.T. ENGINEERING COLLEGE

(Approved by AICTE and Affiliated to Anna University Chennai)

TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007

## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled "A STUDY ON EMPLOYEE ATTRITION IN INTELENET GLOBAL SERVICES PVT LTD CHENNAI " is the bonafide work of MERLIN ANGEL.L (Reg. No.812418631018) who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

Signature of the Supervisor with date

M.I.E.T. ENGINEERING COLLEGE  
GUNDUR, TIRUCHIRAPPALLI-620 007.

## ABSTRACT

Employee attrition reveals a company's internal power and weaknesses. New employee need to be constantly added, further costs in training them, getting them aligned to the company environment. Organizations also face difficulties in retaining the employees as well as attracting potential employees. In this competitive business era, high attrition rates lead to many issues in the boundary of HR people. All this has a significant impact on the strength of a company in managing their business in a competitive environment. This study is conducted to find out the main reasons which increase the employee turnover in BPO companies and to find out the way to predict and control them. The research is purely based on the descriptive in nature. This research was carried out in BPO Company. In this study, the opinions of 150 respondents were taken for the analysis purpose. In this research, structured questionnaire has been incorporated for collecting data and chi-square test, correlation and ANOVA were used for analysis.

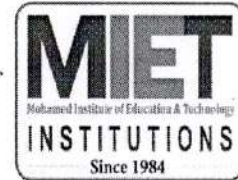
### 4.3 CONCLUSION

The main aim of any organization is to earn profit. But to attain the maximum profit, the organization should concentrate more on employees and the ways to retain them for their long run.

Attrition is a critical issue and pretty high in the BPO industry these days. It's the major problem which highlights in all the organizations. From the study it is identified that, the attrition rate in Intelenet global service is very high. To control attrition level, the company has to focus on employees expectation from the organization, reasons for why the employees feel to change their job and what makes employee to get dissatisfy in the organization.

From the study it is identified that, the salary package and work schedule are the major problem which makes employees to change their job from the organization.

This study concludes that to reduce attrition rate, Intelenet global service should create some opportunities for personal development, provide flexible work schedule, improve quality of work life, give opportunities for new skills and technological development, recognize the work done by the employees and provide them a suitable promotion policy and offering better salary package to the employees, this will help the company to reduce attrition rate in the future.



**A STUDY ON EMPLOYEE ENGAGEMENT  
IN RANE ENGINE VALVE PVT LTD, AGARAPATTI.**

**A PROJECT REPORT**

*Submitted by*

**G MADHUMITHA**

**Reg. No. 812418631017**

*In partial fulfillment for the award of the degree*

*of*

**MASTER OF BUSINESS ADMINISTRATION**

**In**

**M.I.E.T. ENGINEERING COLLEGE**

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**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**DEPARTMENT OF MANAGEMENT STUDIES**

**JUNE - 2020**

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# M.I.E.T. ENGINEERING COLLEGE

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## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled "THE STUDY ON EMPLOYEE ENGAGEMENT IN RANE ENGINE VALVE PRIVATE LIMITED, AGARAPATTI" is the bonafide work of G MADHUMITHA (Reg. No.812418631017) who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

Signature of the Supervisor with date

III

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GUNDUR, TIRUCHIRAPPALLI-620 007.



31361 - D52

**RANE ENGINE VALVE PVT LTD**  
MADURAI HWY, AGARAPATTI, TRICHY - 621316

Date: 15/09/2020

**TO WHOMSERVER IT MAY CONCERN**

This to certify that **Ms.G.MADHUMITHA (Regd No: 812418631017)** studying MBA final year in **MIET ENGINEERING COLLEGE, TRICHY - PUDUKOTTAI ROAD, TIRUCHIRAPPALLI** as under the Training in our Company From 16/02/2020 to 20/03/2020. We wish her all success in her future endeavor.

For RANE ENGINE VALVE PVT LTD



*N. Srinivasan*  
(N.SRINIVASAN)

Place : TRICHY

Date : 15/09/2020

IV

*A. Srinivasan*  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
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## Abstract

- The concept of Employee Engagement is a global concept. It is the combination of satisfaction, job involvement, organizational commitment and intention to stay with the organization for a longer period of time. Employee Engagement is the level of commitment and involvement of employees towards the organizational and its values. An engaged employee is aware of business context and works with colleges to improve performance within the job for the benefit of the organization. It has been a positive two way relationship between employee and their organization, where both are aware of their own and others needs and support each other to fulfill these needs. Disengagement from the organization denotes that employees are not focused on goals of the organization mentally and physically. Employee Engagement directly linked with the productivity, employee turnover, and profitability. Hence every organization should focus on Employee Engagement. The present paper focuses on the study of Employee Engagement, measure Employee Engagement and factors affecting on Employee Engagement with reference to Engineering Unit in Satara. 67 workers are selected from the population of 186 to collect the information. The data was collected by structured schedule and by observation of workers in a shift of 8:00 am to 4:00 pm. In 1 day 9 workers are observed and observation cycle time is of 5 minutes there are continuous rotation of observation. It is found that employees are unsatisfied about career opportunities and facilities provided by organization. There is significance difference into the actual working hours and standard working hours.

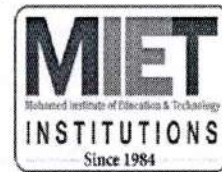
### 4.3 Conclusion

From the above study it was clear that the company is providing all the welfare measures, training program and development program which is boosting the employee engagement and commitment but still company has to concentrate on employee engagement programs to make engaged employees who are builders. They want to know the desired expectations for their role. So they can meet and exceed them They are naturally curious about their company and their place in it. They perform consistently at high levels. They want to use their talents and strengths at work every day. Engagement is important for managers to cultivate the motivated employees skills. In RANE TRW it is being obtained that the management guidance and the superior to subordinate relation foster the robustness of the employee engagement

#### **Direction for further research:**

As this research has done in automobile industry, the same can be extended to other industries also.





**A STUDY ON  
STRESS MANAGEMENT OF EMPLOYEES IN LUMISENSE  
TECHNOLOGIES PRIVATE LTD, CHENNAI**

**A PROJECT REPORT**

*Submitted by*

**JAWAD AL FAWAZ.J**

**Reg. No.: 812418631012**

*In partial fulfillment for the award of the degree*

*of*

**MASTER OF BUSINESS ADMINISTRATION**

**In**

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**DEPARTMENT OF MANAGEMENT STUDIES**

**JUNE – 2020**

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*[Signature]*  
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007

### DEPARTMENT OF MANAGEMENT STUDIES

#### BONAFIDE CERTIFICATE

Certified that this project titled "A STUDY ON STRESS MANAGEMENT OF EMPLOYEES IN LUMISENSE TECHNOLOGIES PRIVATE LTD, CHENNAI" is the bonafide work of JAWAD AL FAWAZ (Reg. No 812418631012) who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

Signature of the Supervisor with date

Mr. Dr. P. MOHANRAJ, MBA, M.Phil., Ph.D.

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## ABSTRACT

The productivity of the work force is the most decisive factor as far as the success of an organization is concerned. The productivity in turn is dependent on the psychosocial well being of the employees. The banking organization, have been facing greater challenges in terms of technological revolution, service diversification and global banking. Stress is unavoidable on the part of the employees as the systems, procedures; techniques are getting complicated with the use of advance technology. Every employee cannot cope with such rapid changes taking place in the jobs. This will lead to arising of stress among employees. Stress can affect one's health, work performance, social life and the relationship with family members. The stressors and its consequences are to be understood at individual and organizational level. An attempt has been made through this research paper to know the reasons of stress among the bank employees and the ways used by employees to cope with the stress generated at workplace The aim of this paper is to provide insight that will help the reader further improve his/her management competencies in managing stress in the workplace.

The project title on "A study on Stress management of employees in Lumisense technologies private ltd. in Chennai." This study in Lumisense Technologies, technical Automation System manufacturers studies the stress factors for the employees and recommends the solution for minimizing the stress effects. Stress has advanced a chief distress of the present day instances as it may purpose destruction on worker's fitness, non-public & performance. The studies design used turned into descriptive studies. The primary statistics has been collected entire a questionnaire method. The sample design used within the became Random sampling technique with pattern size of 150. The statistics gathered information has been analyzed finished various implements like Frequency evaluation, Correlation analysis and multiple Regression evaluation.

- The employees should build social support. They should have close connections with trustworthy peer who can listen to their problems and boost their confidence level. This social network will help the employees to overcome stress.
- In an Organization the employees should make a “to-do” list daily, prioritize the acts in the list and plan the acts accordingly. Taking regular breaks during work to relax you. By effective time management, the employees can achieve their targets timely and can meet work pressures and, thus, avoid stress.
- The employees should have emotional intelligence at workplace. They should have self-awareness, self-confidence and self-control at workplace.

### 4.3 CONCLUSION

In conclusion, it should be noted that stress can be considered as a fact of nature and the force from the outside which disturbs the individual. When it is on the job it becomes costly for employees and employers, reflected in lower productivity, reduced motivation and job skills. It is also noted that emotional intelligence plays a role to create the abilities in an individual to better control the stress in the workplace.

The study reveals that the emotionally intelligent individuals have strong emotions and attitude to deal with stressful events in a positive way. EI generates the skill in individual to choose various courses of action to deal stress without collapsing, to be positive to solve a problem, and feel that one can control the situation.

The emotionally intelligent individuals are able to handle the negative feelings and to express it positively in a proper way. This ability facilitates the individual to notice timely and redirect their unconstructive stressful reactions, emotions and impulses.

The understanding and evidence base is evolving and we do not predict a steady state in the foreseeable future. Although prevention is always better than cure there remains a significant continuing need for support for staff. The very existence of support in itself a factor affecting perception of staff.

  
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GUNDUR, TIRUCHIRAPPALLI-620 007.



**A STUDY ON  
EMPLOYEE SAFETY AND WELFARE MEASURE MICROFIT  
INDUSTRIES PVT . LTD , NEYVELI**

**A PROJECT REPORT**

*Submitted by*

**JOY JENIFER.L**

**Reg. No.: 812418631014**

*In partial fulfillment for the award of the degree*

*of*

**MASTER OF BUSINESS ADMINISTRATION**

**In**

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**DEPARTMENT OF MANAGEMENT STUDIES**

**JUNE – 2020**

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(CHIRAPPALLI-620 007)



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### DEPARTMENT OF MANAGEMENT STUDIES

#### BONAFIDE CERTIFICATE

Certified that this project titled "A STUDY ON EMPLOYEE SAFETY AND WELFARE MEASURE MICROFIT INDUSTRIES PVT . LTD , NEYVELI is the bonafide work of JOY JENIFER.L (Reg. No 812418631014) who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

Signature of the Supervisor with date

Mr.G.SATHISHKUMAR, MBA.,

M.PHIL.,

## ABSTRACT

The Microfit Industries a vital role in human life. Microfit industries are one of the important industries of India for earning Foreign Exchange and giving employment to lakhs of workers. Because of being a highly labor intensive industry it needs to concentrate more in the area of employee welfare. As per this study, Welfare measures plays important role in employee satisfaction and it results in improved quality of work life. Employee welfare defines as “efforts to make life worth living for workmen”.

These efforts have their origin either in some statute formed by the state or in some local custom or in collective agreement or in the employer’s own initiative. Employee welfare and safety at the workplace is one of the important measure of life at work place. Organizations ensure that employees are exposed to a risk level which do not affect their physical, emotional and mental health. Also the organizations do not entertain any activity in its premises that will disturb the work life of the employees.

Employees are trained appropriately about the work and about all precautionary measures that will prevent accidents at the work place. In addition to these, all the organizations have rigorous checking process that avoid intrusion of outsiders into the office premises. It is sincerely thought that the welfare notion will help the organizations to maintain harmonious industrial relations and more lasting industrial peace to tackle effectively the social problems and attain human welfare.

#### 4.3 CONCLUSION

The researcher is benefited with the study, because the topic will help the management to get an effective feedback from the employees about the employee welfare measures prevailing in the organization.

It also provides researcher an opportunity to expose with functions of the human resource department and able to well versed with statutory and non-statutory welfare measures adopted in the organization.

The study provides various suggestions to the management including various welfare measures to enhance level of satisfaction of employees in-the MICROFIT INDUSTRIES.

At the same time employees got opportunity to express their view about various components of the satisfaction level prevailing in MICROFIT INDUSTRIES.

It is also expected that improvement will be made and appropriate actions will be taken based on the suggestion and opinions given by the respondents and researcher.

  
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GUNDUR, TIRUCHIRAPPALLI-620 007.





**A STUDY ON EMPLOYEE PERCEPTION ABOUT  
TRAINING AND DEVELOPMENT AT  
PRAGYAA COMMUNICATION, TRICHY**

**A PROJECT REPORT**

*Submitted by*

**JAYAPRAKASH V**

**Reg. No.: 812418631013**

*In partial fulfillment for the award of the degree*

*of*

**MASTER OF BUSINESS ADMINISTRATION**

**In**

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**DEPARTMENT OF MANAGEMENT STUDIES**

**JUNE- 2020**

  
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## M.I.E.T. ENGINEERING COLLEGE

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### DEPARTMENT OF MANAGEMENT STUDIES

#### BONAFIDE CERTIFICATE

Certified that this project titled "A STUDY ON EMPLOYEE PERCEPTION

ABOUT TRAINING AND DEVELOPMENT AT PRAGYAA COMMUNICATION,

TRICHY" is the bonafide work of JAYAPRAKASH V (Reg. No. 812418631013) who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

Signature of the Supervisor with date

## ABSTRACT

Training and development constitute an ongoing process in any organization. A new employee will need training for the purpose of developing the necessary skills for performing his job perfectly. The study is conducted in Pragya Communications to understand the executive's perception regarding training and development system. The study is carried out with the objective of finding out the perception of the executives regarding various training and development programme offered and to find out their perception of the regarding the effectiveness of training and development programme so as to provide recommendations based on findings.

For the purpose of fulfilling the objective the researcher has adopted descriptive research design taking into consideration all the 80 employees. The data is collected both from primary and secondary sources. Questionnaire method was used for primary data collection which is divided into two divisions dealing with Demographic profile of employees and Perception regarding training and development.

## CONCLUSION

Training evaluation is the important part of training process. It provides feedback and help the sponsors and the resource persons for improvement at the level of individual performance and in the strategy formulation for training and development. Post training evaluation can be used to identify the effectiveness and evaluation of training programme, to identify the ROI (Return on Investment) to identify the need of retraining and to provide to improve the training. This study was a learning experience for me and I came to know the training and development programs in PRAGYAA COMMUNICATIONS, was positive in response but still more training and development is needed in PRAGYAA

COMMUNICATIONS so that the employees are motivated time by time and they should know their strength & weakness so that they can work on it & improve their knowledge & skills for the betterment of their organization.

In the last but not the least I conclude that all the training and development programs of company are highly effective & beneficial to the employees in giving their best contribution to their personal growth & development as well to meet the organizational objective.



**A STUDY ON OCCUPATIONAL STRESS AMONG  
THE EMPLOYEES IN METROPOLITAN  
TRANSPORT CORPORATION, CHENNAI**

**A PROJECT REPORT**

Submitted by

**RAJARAJESHWARI.V**

Register No: 812418631030

*In partial fulfillment for the award of the degree  
of*

**MASTER OF BUSINESS ADMINISTRATION**

In

**DEPARTMENT OF MANAGEMENT STUDIES**

**JUNE- 2020**

*A. S. J.*  
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MIET ENGINEERING COLLEGE  
RUCHIRAPPALLI-620 007.

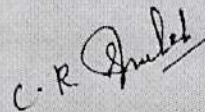
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## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled "A STUDY ON OCCUPATIONAL STRESS AMONG THE EMPLOYEES IN METROPOLITAN TRANSPORT CORPORATION, CHENNAI" is the bonafide work of RAJARAJESHWARI. V (Reg.No.812418631030) who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.



Signature of the Supervisor with date

Mrs.C.R.SUREKHA,M.B.A



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மாநகர் போக்குவரத்துக் கழகம் (சென்னை) வரையறுக்கப்பட்டது  
ஒரு தமிழ்நாடு அரசு நிறுவனம்  
**METROPOLITAN TRANSPORT CORPORATION (CHENNAI) LIMITED**  
AN UNDERTAKING OF THE GOVERNMENT OF TAMILNADU

Date: 21.03.2020

**TO WHOMSOEVER IT MAY CONCERN**

This is to certify that **Selvi.V.Rajarajeshwari**,  
Reg. No.812418631030, M.B.A., Final Year, M.I.E.T. Engineering College,  
Trichy-Pudukkottai Road, Tiruchirappalli - 620 007 has undergone  
Institutional Project Work from 20.02.2020 to 20.03.2020 at  
**METROPOLITAN TRANSPORT CORPORATION (CHENNAI) LIMITED**,  
Head Quarters, Chennai - 600 002 and completed satisfactorily.

*[Handwritten Signature]*  
21/03/2020

**Assistant Manager  
(Industrial Relations)**

REGISTERED OFFICE :  
Pallavan House,  
Anna Salai, Chennai - 600 002.

Telephone : 23455801 (9 Lines)  
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## ABSTRACT

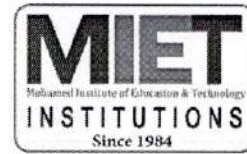
The erstwhile Pallavan Transport Corporation Limited was formed in 1972 by taking over the business of bus operation from The Government. In 1994 Pallavan Transport Corporation Ltd., Was Divided into two, as Pallavan Transport Corporation Ltd., and Dr. Ambedkar Transport Corporation Ltd. In 1997. It was renamed as Metropolitan Transport Corporation – I Ltd., And Metropolitan Transport Corporation – II Ltd. Respectively.

Again in 2001, The Metropolitan Transport Corporation – II Ltd. was merged with the Metropolitan Transport Corporation – I Ltd., And the Resultant Corporation Renamed as Metropolitan Transport Corporation (Chennai) Limited. At Present MTC is Providing Transport Facilities to the Public of Chennai Metro.



## CONCLUSION

Stress is a part of day to day living. Mild forms of stress can act as a motivator and energizer. However stress is too high, it will leads to, medical and social problem to labors. From the finding suggestions, a clear picture is drawn that there exist within the employees of an organization. To attain an effective communication between the employees and higher officials of an organization and reduce the stress, yoga class and vocation tour redresses cell for grievance will be the best solution.



**A STUDY ON  
CUSTOMER PREFERENCE TOWRDS ROYAL ENFIELD BIKE AMONG YOUTH  
IN TRICHY CITY.**

**A PROJECT REPORT**

*Submitted by*

**PAGALAVAN.V**

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*of*

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**In**

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**DEPARTMENT OF MANAGEMENT STUDIES**

**JUNE – 2020**

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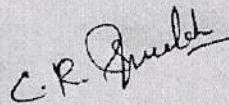
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DEPARTMENT OF MANAGEMENT STUDIES


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Certified that this project titled "A STUDY ON CUSTOMER PREFERENCE TOWARDS ROYAL ENFIELD BIKE AMONG YOUTH IN TRICHY CITY" is the bonafide work of PAGALAVAN.V (812418631025) who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.



Signature of the Supervisor with date

(Mrs.C.R.SUREKHA)



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## ABSTRACT

This project entitled “**A STUDY ON CUSTOMER PREFERENCE TOWARDS ROYAL ENFIELD BIKE AMONG YOUTH IN TRICHY CITY**” and most objective of my study is to know the customer preference towards royal Enfield bike among youth in trichy city. Consumer preference suggest how individual groups and organization select, buy use and dispose of goods, service, ideas or experience to satisfy their needs and wants. It also clues for improving or introducing products or service, setting price, devising channels etc.

Since liberalization 100% FDI is allowed in India. This has attracted foreign companies to penetrate the Indian market. The marketers always look for emergent trends that suggest new marketing opportunities and here in India a lot of opportunities are available.

The company royal Enfield India was set up in 1955 when it started receiving 350cc bike sin kits from the UK and assembling them in Chennai, India. But, eventually the bike was manufactured in India and a couple of years later the company started manufacturing the 500cc bullet. By its sheer power, unmatched stability, superior riding comfort and rugged goods looks, the bullet dominated and continues to dominated the Indian roads. It is the dream choice of every motorcyclist in India with even the Indian army and police endorsing the bike. The automobile industry in India is the ninth largest in the world with an annual production of over 2.3 million units in 2008. In 2009, India emerged as Asia’s fourth largest exporter of automobiles, behind Japan, south Korea and Thailand India’s automobiles sector consists of passenger cars and utility vehicles, commercial vehicle, two wheelers and tractors segment

The study was based on primary data, which have been collected through a well designed questionnaire. Sample of 100 were chosen for the study. The period of the study is 45 days the study was descriptive in nature and sample convenience sampling has been used in the study.

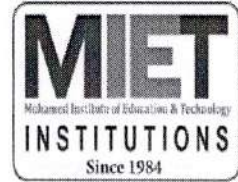
Hence the study identified some suggestions and the survey reveals that most of the customers are must satisfied with their buying behavior. The details for the study were taken from various source a part from survey. Hence the efficiency conclusion also given.

  
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## CONCLUSION

The study reveals that Royal Enfield remain top brand preferred by the young youth prefer bullet followed by thunder bird bullet and bullet 350 classic. The customer prefer to purchase there is 45km /liter the customer prefer their Royal Enfield bile in showroom and they are highly satisfied by purchasing the bike high maintenance is the major problem face by the customer in Royal Enfield the customer rate the preference level of the bike in respect to comfort ability and safety.

  
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**A STUDY ON EMPLOYEE RETENTION STRATEGIES IN  
SUNDARAM INDUSTRIES PVT LTD,PUDUKKOTTAI.**

**A PROJECT REPORT**

*Submitted by*

**MO.PADMAJAA**

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## Abstract

Employee retention is a process in which the employees are encouraged to remain with the organization for the maximum period of time or until the completion of the project. Employee retention is beneficial for the organization as well as the employee. Employees today are different. They are not the ones who don't have good opportunities in hand.

As soon as they feel dissatisfied with the current employer or the job, they switch over to the next job. It is the responsibility of the employer to retain their best employees. If they don't, they would be left with no good employees. A good employer should know how to attract and retain its employees.

Most employees feel that they are worth more than they are actually paid. There is a natural disparity between what people think they should be paid and what organizations spend in compensation. When the difference becomes too great and another opportunity occurs, turnover can result.

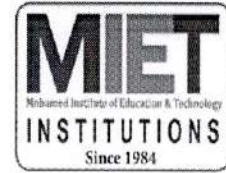
Pay is defined as the wages, salary, or compensation given to an employee in exchange for services the employee performs for the organization. Pay is more than "dollars and cents;" it also acknowledges the worth and value of the human contribution. What people are paid has been shown to have a clear, reliable impact on turnover in numerous studies.



## CONCLUSION

Retention is an important concept that has been receiving considerable attention from academicians, researchers and practicing HR managers. In its essence, Retention comprises important elements such as the need or content, search and choice of strategies, goal-directed behaviour, social comparison of rewards reinforcement, and performance-satisfaction. The increasing attention paid towards Retention is justified because of several reasons. Motivated employees come out with new ways of doing jobs. They are quality oriented. They are more productive.

Any technology needs motivated employees to adopt it successfully. Several approaches to Retention are available. Early theories are too simplistic in their approach towards Retention. For example, advocates of scientific Management believe that money is the motivating factor. The Human Relations Movement posits that social contacts will motivate workers. Mere knowledge about the theories of Retention will not help manage their subordinates. They need to have certain techniques that help them change the behaviour of employees. One such technique is reward. Reward, particularly money, is a motivator according to need-based and process theories of Retention. For the behavioural scientists, however, money is not important as a motivator.



**A STUDY ON IMPACT OF EMPLOYEE PERFORMANCE TOWARDS JOB  
SATISFACTION AT SUNDARAM INDUSTRIES PVT LTD ,  
MADURAI**

**A PROJECT REPORT**

*Submitted by*

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## DEPARTMENT OF MANAGEMENT STUDIES

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Certified that this project titled "A Study on Impact of Employee Performance towards Job Satisfaction at SUNDARAM INDUSTRIES PVT LTD, MADURAI" is the bonafide work of S.MUGESHKUMAR (Reg. No. 812418631023) who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

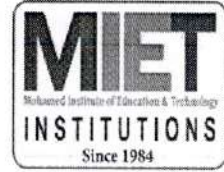
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## ABSTRACT

Cheerful laborers are profitable specialists and beneficial specialists are probably going to be upbeat. Representatives work fulfilment is basic to confront the dynamic and ever-expanding difficulties of keeping up profitability of the association by keeping their workforce continually connected with the inspired. Furthermore, environmental pressures, rising wellbeing costs and different needs of the workforce additionally represent a test for the administration. This could be overwhelmed by making a workplace that keeps up representatives activity fulfilment just as inspires individuals towards extraordinary execution at the work environment accomplishing work-life balance. This paper traces the wide forms of different factors liable for worker fulfilment and different ways by which one can boost representative fulfilment.

When employees feel dissatisfied with the character of job they are doing, their level of commitment can be deliberately reduced and since employees are the room of a company, their dissatisfaction with the character of job they are doing could also pose a threat to the general performance of the organization.

Employee attitudes are important to management because they determine the behaviour of workers within the organization. The generally held supposition is that "A fulfilled specialist could be a gainful laborer". A satisfied manpower will create a pleasing atmosphere within the organization to perform well. Hence job satisfaction has become a significant topic for research studies. The specific problem addressed during this study is to look at the impact of job satisfaction on employees' performance. In addition it investigated in most satisfied event of an employee within the job, why employees are stay and leave the organization.



**A STUDY ON  
EMPLOYEE SATISFACTION TOWARDS WELFARE MEASURES  
AT JAS OVERSEAS PRIVATE LTD, MADURAI**

**A PROJECT REPORT**

*Submitted by*  
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### DEPARTMENT OF MANAGEMENT STUDIES

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Signature of the Supervisor with date

Mr.G.SATHISH KUMAR

## 4.2 SUGGESTIONS:-

Most of the employees are satisfied with the existing welfare schemes provided by the company. The following recommendations will be helpful to the management to improve the awareness as well as to improve the satisfaction level of employees.

- The Management shall arrange more programmes to improve the employee's awareness about the welfare measures schemes.
- The Management must give importance to non statutory welfare schemes and make the employees to use it.
- The Management can take necessary steps to provide job security to Employees.
- The Management shall consider providing uniforms to all employees. Hence the employees can feel their belongingness towards the organization.
- The company can improve the recreational facilities being offered to the employees.
- The company can provide more extra mural welfare services.
- The management shall conduct regular meetings and allow the employees to participate in it. It will help to improve the employee employer relationship.
- The Management can provide better quality and variety of food in the canteen. Also, they shall arrange filtered and chilled water.

## 4.3 Conclusion:-

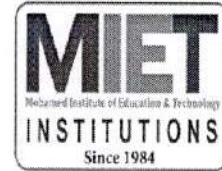
Though the company was started 10 years back the welfare measures are not provided to all the employees. Employees are Satisfied with welfare measures but they are not aware of the Non Statutory Schemes. The staff and employees need to develop more friendly relationship with the management.

It is concluded that this project will be very much helpful to the management to impart better welfare measures, working condition and social security schemes to the employees, if the suggestions are considered by the management.

  
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**A STUDY ON  
QUALITY OF WORK LIFE OF EMPLOYEES  
WITH SPECIAL REFERENCE TO H&R  
JOHNSON TILES (INDIA) LIMITED,  
KARAIKKAL**



**A PROJECT REPORT**

*Submitted by*

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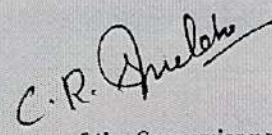
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Certified that this project titled "A STUDY OF QUALITY OF WORK LIFE OF EMPLOYEES WITH SPECIAL REFERENCE TO H&R JOHNSON TILES (INDIA)LTD, KARAİKAL " is the bonafide work of S.MOHAMED NADEEM (REG NO.812418631022) who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

  
Signature of the Supervisor with date

### **Abstract**

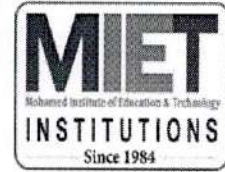
The concept of Quality of Work Life (QWL) has become inevitable for an organization's survival and growth in the present era of competition, complexity and rapid advancements. QWL is of paramount importance in improving the morale and motivation of employees, and hence their performance. Thus, it has become immensely important to measure and enhance the QWL of employees in order to ensure that they are satisfied and perform better. Keeping this in view, the present study has been conducted to study the Quality of Work Life of employees and its relationship with their Work Performance. Results of the present study reveal that there is a positive and strong relationship between Overall QWL and Overall Work Performance of HPPCL employees. All eight QWL dimensions taken in the study have been found to contribute to enhance the Overall QWL. The QWL dimensions have also been found to have a positive, and either a strong or a moderate relationship with Overall Work Performance

## CONCLUSION

The success of any organization depends on the efficiency of labour are increasing the efficiency. The organization promote of Quality of work life in the employee. The project indicates the management has taken the job environment into the concern and has done the best to keep their employees happy. A man happy and a happy working atmosphere make a happy man to contribute more.



**“A STUDY ON CUSTOMER  
PERCEPTION WITH SPECIAL REFERENCE  
TOWARDS  
ROYAL ENFIELD, TRICHY”**



**A PROJECT REPORT**

*Submitted by*

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Signature of the Supervisor with date

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## ABSTRACT

An employee has an important role in the industrial production of the country. The personnel management really concern with the management of the people at work management is an art of getting work done by the people. Therefore, it is very necessary to seek the co-operation of the employees force in order to increase the production and to earn higher profits.

The Co-operation of employees is possible only when they are fully satisfied with their employer and the working conditions on the job. Which is very essential to seek the Co-Operation of the employees for this purpose, provision of better conditions of work like suitable temperature adequate lighting and in general a pleasant atmosphere is very necessary to get them to realize that the management thinks of their welfare.

Such welfare activities benefit not only the workers but also the management in the from the greater productive efficiency. Today progressive managers realize that these welfare facilities pay a good divided in the long-run, for they contribute in a large degree towards the health and efficiency of the workers and towards a high morale.

Labour welfare defined as efforts to make life worth living for workmen. Labor welfare entails all those activities of employer which are directed towards providing the employees with certain facilities and services in addition to wages or salaries.

  
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**Conclusion:**

After interacting with the marketing officer and other employees of Royal Enfield and the survey I made in Trichy city, Royal Enfield adulteration, lack of loyal retailers and unethical competitors who use harmful chemicals to increase thickness and durability to promote sales are the big threat to the Royal Enfield. Although still Royal Enfield is having good reputation and brand image for its factors like less price, health conscious and experienced player in the market.



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**A STUDY ON  
ON EMPLOYEE MOTIVATION WITH SPECIAL REFERENCE TO  
SPRY AIR EQUIPMENTS, CHENNAI.**

**A PROJECT REPORT**

*Submitted by*

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**JUNE – 2020**

  
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**M.I.E.T. ENGINEERING COLLEGE**  
**GUNDUR, TIRUCHIRAPPALLI-620 007.**



# M.I.E.T. ENGINEERING COLLEGE

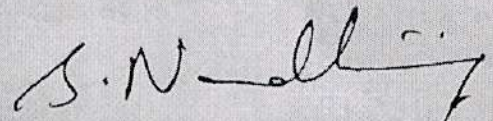
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TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007

DEPARTMENT OF MANAGEMENT STUDIES

## BONAFIDE CERTIFICATE

Certified that this project titled "A STUDY ON EMPLOYEE MOTIVATION WITH SPECIAL REFERENCE TO SPRY AIR EQUIPMENTS, CHENNAI" is the bonafide work of G.SRIMADHURA (Reg. No. : 812418631034) who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.



Signature of the Supervisor with date

Ms.S.NANDHINI



PRINCIPAL

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GUNDUR, TIRUCHIRAPPALLI-620 007.

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Tel: 80156 62711  
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spryair@gmail.com



**TO WHOM IT MAY CONCERN**

This is to certify **G. SRIMADHURA (Reg. No.: 812418631034)** studying final year in M.I.E.T Engineering College, Trichy-Pudukkottai Road, Tiruchirappalli has undergone project work titled "A Study on Employee Motivation" from February 10, 2020 to March 20, 2020. During this period she found her to be sincere and hardworking.  
We wish her success in all future endeavours.

For SPRY AIR EQUIPMENTS

A handwritten signature in black ink, appearing to read 'Sathish Kumar'.

Mr. SATHISH KUMAR,

HR Manager

September 15, 2020

A handwritten signature in green ink, appearing to read 'A. Sathish Kumar'.

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## ABSTRACT

Employee Motivation is essentially about commitment to doing something. In the context of a business, motivation can be said to be about "The will to work". Motivation is an internal drive that activates behaviour and gives its direction. The word motivation is coined from the Latin word "movere", which means to move. The term motivation theory is concerned with the process that describes why and how human behaviour is activated and detected. It is regarded as one of the most important areas of the study in the field of organizational behaviour. The purpose of this Employee Motivation MBA Project study is to examine Motivation of employees. Every organization needs to have well motivation in employees to perform their work good in the organization when the employee feel good about their jobs, certain factors tend to consistently related to job satisfaction. This MBA Project theory provides an explanation of job satisfaction and the comfortableness of an employee in the organization. My study is to examine the various factors of motivation in employees with reference to Maslow's need hierarchy, to know the level of motivation in employees of the company and to provide practical suggestions for the improvement of organization's performance. A questionnaire was designed which included questions regarding motivation in employees their satisfaction and dissatisfaction. Accordingly, 50 officers have been selected at random from all the departments of the organization and feedback forms (questionnaire) have been obtained. Through this analysis, interpretations were done accordingly.

## CONCLUSION

From this studies it is found that organization climate is the sum total of various factors, organizational development , welfare measures, grievances handing, organizational policy, job satisfaction.

The study was conducted at best engineering pumps company. The result from the statistical level of employee with their working environment and welfare facility at present management provides lot of facilities to their employees. But the morale has to be boosted up and work place stress has to be reduced.



**A STUDY ON  
EMPLOYEE PERFORMANCE TOWARDS HR PRACTICES OF SREE  
CHAKR ENGINEERING PRODUCTS, MADURAI**

**A PROJECT REPORT**

*Submitted by*

**MOHAMED ASIK S**

**Reg. No.: 812418631019**

*In partial fulfillment for the award of the degree*

*of*

**MASTER OF BUSINESS ADMINISTRATION**


**In**

**M.I.E.T. ENGINEERING COLLEGE**

**(Approved by AICTE and Affiliated to Anna University Chennai)  
TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**DEPARTMENT OF MANAGEMENT STUDIES**

**JUNE – 2020**

  
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**M.I.E.T. ENGINEERING COLLEGE**  
**GUNDUR, TIRUCHIRAPPALLI-620 007.**

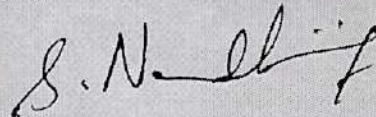
# M.I.E.T. ENGINEERING COLLEGE

(Approved by AICTE and Affiliated to Anna University Chennai)  
TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007

## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE


Certified that this project titled "A STUDY ON EMPLOYEE PERFORMANCE TOWARDS HR PRACTICES OF SREE CHAKRA,MADURAI" is the bonafide work of MOHAMED ASIK (Reg. No. 812418631019) who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.



Signature of the Supervisor with date

<<Name of the Supervisor >>

iii



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M.I.E.T. ENGINEERING COLLEGE  
GUNDUR, TIRUCHIRAPPALLI-620 007.

## Abstract

This study was conducted to determine the employee performance towards HR practices in the GRC industry of Madurai. Random sampling technique was used to collect data for this research study. A questionnaire based on 32 items was distributed among 100 employees of GRC industry for data collection. To check the association between HR practices and employee's performance, Pearson correlation statistical technique and regression analysis was applied on the data. The results indicate that HR practices Compensation, Career Planning, Performance Appraisal, Training, and Employee Involvement have a positive impact on employee's performance. Hence, it is proved that independent variables contribute positively towards change in the dependent variable.

## CONCLUSION

The present study has been undertaken with the objective of analyzing the employee performance towards HR practices. After the long time study about the two practices, it can be said that the practices need lot more improvement, revision and extension to all the employee of the company at each level. An effective HR practices and its proper implementation is very much essential for regular periodical feedback and evaluation of the employee so that it can stand as an effective and much well planned activity. HR practice is an important part of every organization. Through HR practice, organization can help employee in adjusting and accommodating to the organization practices and market competitive environment.





**A STUDY ON  
EMPLOYEE ATTITUDE TOWARDS THE ORGANIZATIONAL  
CULTURE AT SREE CHAKRA GRC & ENGINEERING PRODUCTS,  
MADURAI**

**A PROJECT REPORT**

*Submitted by*  
**SHEIK IBRAHIM.S**  
Reg. No.: 812418631033

*In partial fulfillment for the award of the degree*

*of*

**MASTER OF BUSINESS ADMINISTRATION**

**In**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)  
TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007

**DEPARTMENT OF MANAGEMENT STUDIES**

**JUNE – 2020**

*A. S. S.*  
**PRINCIPAL**

**M.I.E.T. ENGINEERING COLLEGE  
GUNDUR, TIRUCHIRAPPALLI-620 007.**

## ABSTRACT

The project work entitled “A study on employee attitude towards the organization culture” with special reference to the SREE CHAKRA GRC & ENGINEERING PRODUCTS, MADURAI the various factors that are concerned towards the attitude of the employees.

The analysis has been made mainly based on the primary data that is by the employees' opinion survey method. The researcher has taken a sample size of 100 and has used the stratified random sampling method to select the samples from the total population.

The study gives the opinion of employee about all the H.R. function of SREE CHAKRA GRC & ENGINEERING PRODUCTS like welfare facilities, employment conditions, management practices, etc.

The research has used percentage analysis and the study reveals that there is no relationship between job enrichment educational qualification of the respondents, and there is no relationship between length of service of the respondents, and welfare facilities, and there is no relationship between the salary of the respondents and welfare facilities. The study has also revealed that most of the respondents have a positive attitude conditions, WELFARE FACILITIES, INTER PERSONAL RELATIONSHIP, WORKING CONDITION the researcher has given suggestions for its improvement which include suggestion schemes which may be transparent and promotions which may be made both based on seniority and performance to a certain level in the organization in the organizational hierarchy.

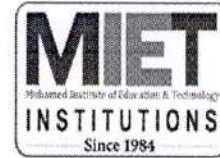


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### 4.3 CONCLUSION

Job Security is a potential tool for the motivation of the employees which in this study shows that, the employees have a negative attitude towards it. The management may make the employees understand that they are the partners of the business and the employees' organization life depends up on the constructive contributions made by them. Only half of the respondents are satisfied with the medical facilities and safety procedures provided in the organization which means that the remaining half of them are not satisfied. Therefore, the management with regard to the medical facilities along with ESI may offer a minimal amount exclusively for the medical expenditure as a special package for different levels of employees. This may motivate them and restrict them to avail leave. As per the respondents' opinion, safety procedures followed are not up to the mark which also is one of the reason for regular absenteeism. The respondents also feel that the leave facilities provided are also not adequate. Management in this regard may identify the ways by which leave facilities may be improved without disturbing the regular schedule of work, by giving restricted holidays, by increasing the number of paid holidays etc. Therefore, the management may formulate strategies based on the Workers' Participation in Management bill or prepare a tailor-made guideline for the extent of participation by the workers in the management decisions because when decision maker execute, the execution proves worthy.



**A FEASIBILITY STUDY ON  
COSTUME DESIGNING SHOP AT TANJORE**

**A PROJECT REPORT**

*Submitted by*

**SABIYULLAH.P**

**Reg. No.: 812418631032**

*In partial fulfillment for the award of the degree*

*of*

**MASTER OF BUSINESS ADMINISTRATION**

**In**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)

**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**DEPARTMENT OF MANAGEMENT STUDIES**

**JUNE– 2020**

  
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**M.I.E.T. ENGINEERING COLLEGE**  
**GUNDUR, TIRUCHIRAPPALLI-620 007.**



## M.I.E.T. ENGINEERING COLLEGE

(Approved by AICTE and Affiliated to Anna University Chennai)

OTTAI ROAD, TIRUCHIRAPPALLI – 620 007

### DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled "AFEASIBILITY STUDY ON COSTUME DESIGNING SHOP AT TANJORE" is the bonafide work of SABIYULLAH.P(Reg. No. 812418631032) who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

Signature of the Supervisor with date

PRINCIPAL

M.I.E.T. ENGINEERING COLLEGE  
GUNDUR, TIRUCHIRAPPALLI-620 007.

## ABSTRACT

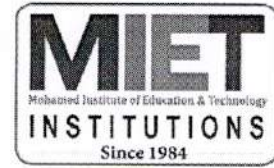
Fashion design is the art of applying design, aesthetics and natural beauty to clothing and its accessories. It is influenced by cultural and social attitudes, and has varied over time and place. Fashion designers work in a number of ways in designing clothing and accessories such as bracelets and necklaces. Costume design as a profession is a twentieth-century phenomenon. Until the end of the nineteenth century, costumes for popular entertainments were assembled piecemeal, either by the director, the actor-manager or by the patron. Repertory companies were the norm in the nineteenth century, and it made sense for a company to maintain a stock of costumes that could be used in multiple productions. Individual actors, working with more than one company, might travel with their own costumes—a practice that continues in the twenty-first century among opera singers. Costume design is the process of creating a cohesive style and appearance for characters in productions like television shows, movies, operas, Broadway musicals, ballets, and other kinds of theatrical performances. In this study, the researcher going prepare a business plan for set up a Fashion designing shop at Thanjavur and to find the procedural routines at different functional areas.

#### 4.2 Conclusion

Starting a small business is complex, time consuming and life altering. There are many more things that go into running it than just providing the product(s) or service(s) that your business offers. You'll also be responsible for your business's finances, protecting your business and personal assets, keeping your business legal, paying taxes, keeping records, managing employees and more.

In such a climate, the best investment opportunities will be awarded to companies that have the ingenuity and creativity to meet the customers' demands for fashion in an industry driven by economic conditions, demographic trends, and pricing. The industry has moved from a "buy now, wear later" consumer to a "buy now, wear now" consumer. Re-Habiliments has the potential to become a highly regarded resource in local, regional, national, and international markets. Due to the company's aggressive marketing strategy, establishment of the company as a "unique" entity in its industry, careful development of its products coupled with strategic partnerships with some of the industry's retail clothing outlets, and the company's profitable revenue model, Re-Habiliments has the potential to provide lucrative returns to potential investors.

If you understand what you're doing and know how to minimize the risks and challenges, the independence, personal satisfaction and financial rewards you can achieve as an entrepreneur mean that starting a small business could be the best decision you'll ever mak



**A STUDY ON  
ABSENTEEISM AMONG TEMPORARY WORKERS AT  
RANE (MADRAS) LIMITED, CHENNAI**

**A PROJECT REPORT**

*Submitted by*  
**PRIYADHARISHINI.K.S**  
Reg. No.: 812418631029

*In partial fulfillment for the award of the degree*

*of*

**MASTER OF BUSINESS ADMINISTRATION**


**In**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)  
TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007

**DEPARTMENT OF MANAGEMENT STUDIES**

**JUNE – 2020**

  
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M.I.E.T. ENGINEERING COLLEGE  
GUNDUR, TIRUCHIRAPPALLI-620 007.



# M.I.E.T. ENGINEERING COLLEGE

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TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007

## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled "A STUDY ON ABSENTEEISM AMONG TEMPORARY WORKER AT RANE(MADRAS) LIMITED,CHENNAI" is the bonafide work of PRIYADHARISHINI.K.S (812418631029) who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

*C.R. Surekha*

Signature of the Supervisor with date

Mrs.C.R.Surekha

*[Signature]*  
PRINCIPAL

M.I.E.T. ENGINEERING COLLEGE  
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Kanchiepunm - 631604  
CIN U65993T142004PLCO52856

Tel: 04.427282012  
URL: www.ranegroup.com

## Rane (Madras) Limited



Expanding Horizons

2nd March 2019

### TO WHOMSOEVER IT MAY CONCERN

This is to certify that Miss. PRIYADHARISHINLK.S(812418631029), a student of Master of Business Administration (Human Resources), M.I.E.T Engineering College has successfully completed his project entitled "A Study on Absenteeism among Temporary Workers at Rane (Madras) Limited" in this company from 07.12.2019 to 31.02.2020. During this period, she was found punctual, hardworking and inquisitive.

We wish her every success in life.

For Rane (Madras) Limited.

A handwritten signature in black ink, appearing to read "R. Krishna moorthySr".

R. Krishna  
moorthySr



Registered Office :Maithri, 132. Cathedral Road, Chermal - 600 086, Tel. : 28112472. Fax ; 44 28112449

ChcnniiWortsF B.No. 8262, Ganapathi Thudding. 154, (Old No.61), Witchery Road, Chennai 600 042, Tel : 044-42267800 Fax : 044-42267999

A handwritten signature in blue ink, appearing to read "A. S. Srinivasan".  
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M.I.E.T. ENGINEERING COLLEGE  
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## ABSTRACT

The term absenteeism refers to the failure to attend to work. It is one of the major problems faced by companies across the globe today. High rate of absenteeism is neither desirable to employers nor good for the employees. In majority of organizations, high rate of absenteeism has an adverse effect on quality and quantity of production, efficiency of workers and organization, organizational discipline and more importantly on the organization's intention to fulfill the new market demands. Unscheduled absenteeism badly hurts the progress of an organization resulting in loss of productivity, increased costs in hiring additional staff and low morale among the workers. It is high time that employers address this problem on a priority basis. A sales professional cites some other reasons like workplace politics, long commute, strained relationship with the immediate supervisor and lack of belongingness towards the organization as reasons for being absent from work. Whatever be the reason absenteeism is not at all a healthy practice and steps should be taken to manage it effectively.

  
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## CONCLUSION

Thus, it can be observed that absenteeism can be controlled and reduced to a great extent if the workers are committed and are supported by all levels of management. An effective attendance record-keeping system, consultation and open communication by the management can create a healthy productive work environment in the company. This would reduce grievances and give greater employee satisfaction.

Only when the positive approach is unsuccessful does the company need to use the remedial approach to deal with habitual abusers or with excessive absentee cases. In all cases the company's actions must be fair and reasonable and consistently applied.

While tackling workplace absenteeism by direct action may alleviate the problem in the short-term, addressing the cause of the problem will provide long-term benefits.



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TIRUCHIRAPPALLI – 620 007

### DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled “A STUDY ON QUALITY OF WORK LIFE OF WORKERS IN TANJORE DISTRICT COOPERATIVE MILK PRODUCERS UNION LIMITED” is the bonafide work of **PRADEEPA S (Reg. No. 812418631027)** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

Signature of the Supervisor with date

## ABSTRACT

A high quality of work life (QWL) is essential for organizations to continue to attract and retain employees. QWL is a comprehensive program designated to improve employee satisfaction. This research aimed to provide insights into the positive and negative attitudes of THANJAVUR DISTRICT COOPERATIVE MILK PRODUCERS UNION LIMITED' employees from their quality of life. A cross-sectional, descriptive and analytical study was conducted among 908 DCMP employees by questionnaire at 15 studied organization. The results showed that the majority of employees were dissatisfied with occupational health and safety, intermediate and senior managers , their income, balance between the time they spent working and with family and also indicated that their work was not interesting and satisfying. TDCMP' organization employees responding to this survey have a poor quality of work life. We suggest more training and educations for TDCMP' managers on QWL issues are planned.

vi

  
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### 4.3 CONCLUSION

The employee quality of work life facilities aim at providing some services, facilities and amenities as would enable workers employed in industries to perform their work in healthy, pleasant able and full fledged working environment. This will always enhance employee morale and goodwill about the organization.

The objective of this study was to know the various welfare measure adopted by **T.870 Thanjavur District Cooperative Milk Producer's Union Limited.**, of companies and to know the effectiveness of welfare measure in the company. From this study we can understand the employee are satisfied from the company and majority states that welfare measure improves their productivity.

From this study we can understand that welfare measure reduce the labour turnover, absenteeism and increase the efficiency of the employees. We can understand that welfare measure is directly related with productivity and company provide many welfare packages to employees for increasing their efficiency and productivity.

The company should rectify the mental problems of the worker and restores to him the peace and joy of living in the work embraces and his family.



**A STUDY ON EMPLOYEE ENGAGEMENT AT RANE  
TRW STEERING SYSTEM LTD, VERALIMALAI.**

**A PROJECT REPORT**

*Submitted by*

**R.PRAVEEN RAJ**

**Reg. No.: 812418631028**

*In partial fulfillment for the award of the degree*

*of*

**MASTER OF BUSINESS ADMINISTRATION**

**In**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)  
**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**DEPARTMENT OF MANAGEMENT STUDIES**

**JUNE – 2020**

  
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**GUNDUR, TIRUCHIRAPPALLI-620 007.**





# M.I.E.T. ENGINEERING COLLEGE

(Approved by AICTE and Affiliated to Anna University Chennai)

TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007

DEPARTMENT OF MANAGEMENT STUDIES

## BONAFIDE CERTIFICATE

Certified that this project titled “A STUDY ON EMPLOYEE ENGAGEMENT AT RANE TRW STEERING SYSTEM LTD”, VERALIMALAI is the bonafide work of R.PRAVEEN RAJ(Reg. No. 812418631028) who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

Signature of the Supervisor with date



**RANE TRW STEERING SYSTEM LIMITED**  
Viralimalai, Velur, Trichy -621316

**DATE: 21.03.2020**

**TO WHOMSOEVER IT MAY CONCERN**

This is to certify that Mr.R.Praveen Raj, Reg. NO.812418631028, MBA, Final Year, M.I.E.T, Engineering Collage, Trichy - Pudukkottai Road, Tiruchirappalli - 620007 has undergone Institutional Project Work from 20.03.2020 to 25.03.2020 at **RANE TRW STEERING SYSTEM LTD**, Viralimalai, Velur, Trichy -621316 and completed satisfactorily.

A handwritten signature in black ink, appearing to read "I. Manikantan", is written above the typed name.

**HR Manager**  
**( Mr.I.MANIKANTAN)**

v

A handwritten signature in green ink is written above the typed name of the Principal.

**PRINCIPAL**  
**M.I.E.T. ENGINEERING COLLEGE**  
**GUNDUR, TIRUCHIRAPPALLI-620 007.**

**ABSTRACT:**

Employee engagement is level of involvement and commitment on behalf of an employee's level of participation in their organization and its values. Engaged an employee is aware of business context, and works with Colleagues for the benefit of the organization to improve performance within the job. This is a positive attitude towards the organization and its values held by employees.

This project is an effort to understand how employee engagement is associated with employee job satisfaction and how on employee loyalty leads to better work force and affect its loyalty.

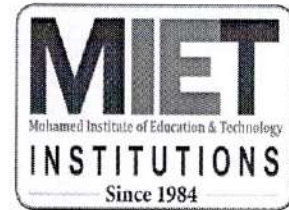
Qualitative research project that included an employee engagement is through Questionnaire survey of twenty questions that staff has identified the strong feelings and what are the areas need improvements.

## 4.2 Suggestions

- The management can take additional steps to improve the safety in working environment.
- The company has to ensure that the employees completely utilized their skills and abilities.
- Employees' achievements need to be recognized.
- Management need to take more steps to insists the importance of quality of work life among the employees
- Measures needs to be taken for employee career development programmes.

## 4.3 Conclusion

From the above study it was clear that the company is providing all the welfare measures, training program and development program which is boosting the employee engagement and commitment but still company has to concentrate on employee engagement programs to make engaged employees who are builders. They want to know the desired expectations for their role. So they can meet and exceed them They are naturally curious about their company and their place in it. They perform consistently at high levels. They want to use their talents and strengths at work every day. Engagement is important for managers to cultivate the motivated employees skills. In RANE TRW it is being obtained that the management guidance and the superior to subordinate relation foster the robustness of the employee engagement.



**A STUDY ON PURCHASE INTENTION OF PRIVATE LABEL COSUMER OF  
FLIPKART,TRICHY**

**A PROJECT REPORT**

*Submitted by*  
**PRADEEP S**  
Reg. No.: 812418631026

*In partial fulfillment for the award of the degree*

*of*

**MASTER OF BUSINESS ADMINISTRATION**

**In**


**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)  
**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**DEPARTMENT OF MANAGEMENT STUDIES**

**SEPTEMBER – 2020**

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**GUNDUR, TIRUCHIRAPPALLI-620 007.**

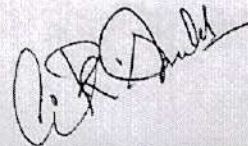
# M.I.E.T. ENGINEERING COLLEGE

(Approved by AICTE and Affiliated to Anna University Chennai)  
TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007

DEPARTMENT OF MANAGEMENT STUDIES

## BONAFIDE CERTIFICATE

Certified that this project titled “ A STUDY ON PURCHASE INTENTION OF PRIVATE LABEL COSUMER OF FLIPKART, TRICHY ”is the bonafide work of PRADEEP S REG NO:812418631026 Who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.



Signature of the Supervisor with date

Mrs.C.R.Surekha,MBA

## ABSTRACT

Private label brands are developed as a promising market in the organized retail sector. The rise of private label market provides an alternative selection for the consumers during the purchase. The private label products having an attractive, promising and prospective place in the Indian retail market. Private label products occupy an average of 7% shares in the modern retail in India. This research has tried to analyze the purchase behavior of the consumers toward the private label consumer electronic goods in flipkart. In this study, we observe certain factors that influence the purchase behavior of Private label consumer electronic products in online. Consumer responses collected through the structured questionnaire via web (Facebook, email as well as personal contacts). Five-point Likert scale is used to measure the factors determine Private label purchase behavior. Structural Equation model is used to understand the role of consumer behavior in private label purchase in online. Factors like Quality perception, Technology and Risk factors are found to have a significant role in determining the Private label purchase in consumer Electronic products in online.



**A STUDY ON STRESS MANAGEMENT OF EMPLOYEE IN  
OPAL ENERGY SOLUTIONS PVT LTD, CHENNAI.**

**A PROJECT REPORT**

*Submitted by*

**A. VIJAYALAKSHMI**

**Reg. No.: 812418631038**

*In partial fulfillment for the award of the degree*

*of*

**MASTER OF BUSINESS ADMINISTRATION**

**In**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)

**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**DEPARTMENT OF MANAGEMENT STUDIES**

**JUNE- 2020**

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employees.

- The management should change the training methods in accordance with the present situation.
- The management should setup committee for handling grievances and solve the problem immediately.
- The management should provide career opportunities to enhance the skills in present situation.
- The management should assure the safety of the employees and also providing tools to the employees for safety.
- To give should create awareness among the employees.
- The management should create awareness among the employees.
- The management should periodically change the job within the organisation or change the place in desire of the employees.

#### 4.3 CONCLUSION

There remains much debate about the nature of stress, its determinants and the best way to deal with it in an occupational setting. There are no simple answers because we are dealing with individuals and their perceptions and feelings and there are many confounding factors. A further complication is the rate of change in the HR sector, making it more difficult to make any longer term comparisons. The way people are managed and supported plays a critical role in how people feel and respond to their occupational setting which firmly links any action to the HR function. Process in a rapidly changing and evolving environment. The understanding and evidence base is evolving and we do not predict a steady state in the foreseeable future. Although prevention is always better than cure there remains a significant continuing need for support for staff. The very existence of support in itself a factor affecting perception of staff.



**A STUDY ON FINANCIAL  
STATEMENT OF ANALYSIS IN  
THANJAVUR DISTRICT  
COOPERATIVE MILK PRODUCERS  
UNION LIMITED., TANJORE**

**A PROJECT REPORT**

*Submitted by*

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Certified that this project titled "A STUDY ON FINANCIAL STATEMENT OF ANALYSIS IN TANJORE DISTRICT COOPERATIVE MILK PRODUCERS UNION LIMITED" is the bonafide work of VETHARASI R (Reg. No. 812418631036) who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

Signature of the Supervisor with date

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## ABSTRACT

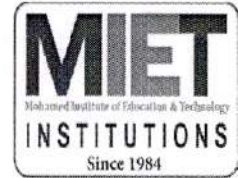
Financial statements are prepared primarily for decision making. They play a dominant role in setting the framework of managerial decisions. But the information provided in the financial statement is not an end in itself as on managerial can be drawn from these statement alone. However, the information provided in the financial statement is of immense use in making decision through analysis and interpretation of financial statements. Financial analysis is the process of identifying the financial strengths and weaknesses of the firm by properly establishing relationship between the item of the balance sheet and profit and loss account there are various methods used in analysis financial statements, such as comparative statements, trend analysis, ratio analysis.

#### 4.2 Suggestions

- They can make any other new innovative improvements which can gain more profit.
- More sanitary facilities can be provided to the employees.
- Additional time can be allotted for the employees for relaxation.
- They can export the products to other countries more so that they can earn more profit.
- All the employees in the organization have the awareness about all the welfare facilities provided by their company.
- The respondents have grievances against the canteen. The management must be consider to make a canteen facility.
- Major issue of the organization is no sufficient number of toilets facilities and the respondents have also grievance against the toilet facilities.
- The organization shall provide necessary lunch room and rest room facilities to all the employees.
- The management shall conduct regular meetings and allow the employees to participate in it. It will help to improve the employee employer relationship.
- The company can improve the recreational facilities being offered to the employees.
- Promotions and allowances should be provided to the employees based on their performance rather than their experiences.
- Adequate number of first aid appliances has to be provided.

#### 4.3 Conclusion

The study of comparative balance sheet was undertaken in Aavin THANJAVUR DISTRICT COOPERATIVE MILK PRODUCERS UNION LIMITED., TANJORE. Financial analysis is very important in every organization to go through all the financial needs and to understand about the financial condition of the organization. It helps us to know how much finance needed for day-to-day activities and how to improve the organization in all aspects. If the investments is done in a proper way then the loss can be avoided in the organization. And Finally the organization should take measure to make the asset more than the liability to balance the organizational needs and to sustain for a longtime.



**A  
STUDY ON  
EFFECTIVENESS OF EMPLOYEE SAFETY MEASURES  
AND WELFARE IN GOLDEN VATS LTD MANNARGUDI**

**A PROJECT REPORT**

*Submitted By*

**S.SUBHASHINI**

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**In**

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Certified that this project titled "A STUDY ON EFFECTIVENESS OF EMPLOYEE SAFETY MEASURES AND WELFARE IN GOLDEN VATS PRIVATE LIMITED MANNARGUDI is the bonafide work of SUBHASHINI.S (Reg.No.8121863103) who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

Signature of the Supervisor with date

MS.S. NANDHINI BE,MBA.

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**GOLDEN VATS PRIVATE LIMITED**

(CIN NO: U51900TN2007PTC065023)

15/09/2020

**TO WHOMSOEVER IT MAY CONCERN**

This to certify that Ms.S.Subhashini (Roll.No.E4188035) studying MBA, Final year in M.I.E.T Engineering College, Trichy-Pudukottai Road, Tiruchirapalli has undergone Inplant Training in our factory from 15/02/2020 to 15/03/2020. We wish her all success in her future endeavor.

For Golden Vats Pvt. Ltd.,

Senior Manager – P&A



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## ABSTRACT

The project title on “A study on effectiveness of employee safety measures and welfare in golden vats private limited Mannargudi Thiruvarur”. The main objectives of this study to find out the employee’s need and wants and also identifying what are the welfare and safety measures provide by golden vats ltd to workers. The data is collected by using primary and secondary. Here, 100 employees.

The descriptive design is used to acquire the knowledge. The probability sampling design is helping to select the employee randomly. So simple random is collecting the employee’s opinion about the factory.

Some statistical tools are allowed to interpret and analyses the data such as percentage analysis, rank analysis, chi square test, one way ANOVA. Finally this study is showing the relationship between the workers and management. It benefits implementing the new technique, tools and methods for providing safety equipments.

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**A STUDY ON  
A STUDY ON PERFORMANCE APPRAISAL SYSTEM OF EMPLOYEES IN  
HIGH ENERGY BATTERIES LTD, MADUR TRICHY**

**A PROJECT REPORT**

**Submitted by  
VITHYA. R  
Reg. No.: 812418631039**

**In partial fulfillment for the award of the degree**

**of**

**MASTER OF BUSINESS ADMINISTRATION**

**In**

**M.I.E.T. ENGINEERING COLLEGE**

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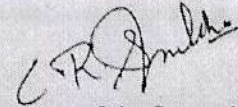
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TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007

DEPARTMENT OF MANAGEMENT STUDIES

## BONAFIDE CERTIFICATE

Certified that this project titled “A STUDY ON PERFORMANCE APPRAISAL SYSTEM OF EMPLOYEES IN HIGH ENERGY BATTERIES LTD, MADUR TRICHY” is the bonafide work of VITHYA. R (REG.NO.: 812418631039) who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.



Signature of the Supervisor with date

**HIGH ENERGY  
BATTERIES (INDIA) LIMITED**



ISO 9001 : 2015, ISO 14001 : 2015 & ISO 45001 : 2018 Certified Company  
CIN L36999TN1961PLC004606  
Ref.: 300/W/277/20-21

Works :  
Pakkudi Road  
Walhur 622 515  
Near Trichirappalli  
India  
Date: 11/09/2020

**CERTIFICATE**

This is to certify that **Ms. R Vithya** (Reg No:812418631039), studying Final year MBA, at M.I.E.T Engineering College, Trichy, had completed her **Project Work** on " **A STUDY ON PERFORMANCE APPRAISAL SYSTEM WITH EMPLOYEES OF HIGH ENERGY BATTERIES (I) LTD**" at our Company during February 2020 and March 2020.

During this period her conduct was found to be good.

We wish her all success in her future endeavors.

For High Energy Batteries (I) Limited,

S Srikanth  
Dy. Manager (Personnel).

Phone : 91-431-2660 323, 2660 324 Fax : 91-4338-250 516 E-mail : info@highenergyindia.com

Regd. Office : Ewin Holes, Perungudi, Chennai - 500 096. Ph: 044-24960335/24561769/24663552  
Accounts Office : Pakkudi Road, Walhur 622 515, Near Trichirappalli, India  
Delhi Office : No. 8-213, 3rd Floor, Phase - 3, Naraina Industrial Area, New Delhi - 110 028. Phone: 91-11-42093311  
LAB / Unit : M High Energy Batteries (India) Ltd., (Lead Acid Battery Plant) SFNo. 22-24, Raebore Road, Walhur - 622 515, Pudukkottai Dist. Phone: 9449914749  
Website : www.highenergyindia.com

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respondents says fixing compensation and incentives scheme. So the management may also concentrate the employee's point of view.i.e difficulty and expectation.

3. The performance of the employee is satisfied but the company should concentrate more in employee's motivation to make better performance appraisal.
4. The company should take necessary steps for improving performance appraisal system.
5. The management can also try to know about the strength and weakness of employees of the company.
6. The company should concentrate on minimization of labour turn over of the company so that, the company can easily survey for long period of time.

### 4.3 CONCLUSION

Performance appraisal system is vital concept in every organization. In high energy batteries ltd, Trichy, also performance appraisal system was moderately functioning. Even through as my finding is same of the defects are found through executives. That defect must be overcome by taking necessary action taken by the management. Management must concentrate and made some change in their existing performance appraisal system followed by the, which should help the employee's improvement.



**A STUDY ON  
EMPLOYEES ATTITUDE TOWARDS FRINGE BENEFITS IN  
CONCORD HELMET AND SAFETY PRODUCTS PRIVATE LIMITED,  
TRICHY**

**A PROJECT REPORT**

*Submitted by*  
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*of*

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**In**

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DEPARTMENT OF MANAGEMENT STUDIES

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Certified that this project titled "A STUDY ON EMPLOYEES ATTITUDE TOWARDS FRINGE BENEFITS IN CONCORD HELMET AND SAFETY PRODUCTS PRIVATE LIMITED, TRICHY" is the bonafide work of J. WALIES MATHEW (Reg. No.812418631040) who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

Signature of the Supervisor with date


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## ABSTRACT

This project deals with, **A STUDY ON EMPLOYEES ATTITUDE TOWARDS FRINGE BENEFITS IN CONCORD HELMET AND SAFETY PRODUCTS PRIVATE LIMITED, TRICHY** is done as a part of my MBA Curriculum.

For any organization to compete favorably in the competitive society, employee's attitudes and commitment towards work goes a long way in determining the employees' performance and organization productivity. The main objective of this study is to examine the effect of incentives packages on employee's attitudes towards fringe benefits. The results show that strong relationship exists between incentives packages and employee's attitudes towards fringe benefits. However, employers of labor and decision makers should endeavor to review incentives packages at various levels in order to earn employees' commitment and satisfaction. This examination proposes that representative view of the advantages gave to them by their association can impact worker states of mind. Three factors that seem to impact the view of advantages by representatives are advantage fulfillment, advantage significance, and the apparent thought process of the association in giving the advantage to workers. Notwithstanding, it additionally creates the impression that a few advantages are seen as rights that are owed to workers by the association. This investigation proposes and tests a model of advantage discernment that fuses these elements. Results recommend that advantage fulfillment and the apparent thought process of the association in giving an advantage both have an immediate association with representative mentalities. The apparent right status of an advantage seems to direct this relationship. Compensation or Right: An Analysis of Employee "Fringe" Benefit Perception.

**Keywords--** Job Satisfaction, Benefits, Compensation, Employee Attitudes

  
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### 4.3 CONCLUSIONS

The study concludes that, the fringe benefits in “**Concord Helmet & Safety Product Private Limited**” are highly effective. This study highlighted so many factors which will help to create the motivation & job satisfaction among the labor force.

The company is having good welfare activities and the labors are satisfied with their benefit schemes provided by the management. It is helpful for the growth of the company to improve its productivity.

Labor welfare awareness meetings and presentation must carry out periodically, this in turn helps to improve the labor satisfaction and the will show in the improvements of productivity. Fringe benefits are essential part of labor welfare hence is very important to run the company successfully so the company should follow the welfare activities regularly to improve the labor satisfaction in their working environment.

  
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**A STUDY ON  
EMPLOYEE JOB SATISFACTION IN AMMAN TRY PVT LTD, TRICHY**

**A PROJECT REPORT**

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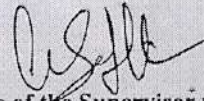
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Signature of the Supervisor with date

## ABSTRACT

AMMAN Steel Group started in 1978, has made remarkable progress over the past 39 years and it is now the leading steel producers. A group of Company, AMMAN Steel Corporation was initially a scrap retail and trade organization. AMMAN Steel Group soon expanded into the biggest integrated steel plant in the private sector in South India. It is one of the largest and most respected companies in South India with 3 Rolling Mill plants in Tamilnadu and 2 Steel making plants one in Puducherry and another in Andhra Pradesh. It is headquartered at Trichirapalli, Tamilnadu.

The company is engaged in the business of manufacturing of Bars and Rods of various sizes. The rolled products are Steel Rods (CTD / TMT/ CRS) from 6mm to 25mm. These rolled products, namely 6, 8, 10, 12, 16, 20 and 25mm rods are extensively used in building and other civil construction works. AMMAN-TRY Steel has always been a leader in the Steel industry, introducing new concepts in steel and started to produce CRS Bars in 2007 after that AMMAN-TRY emerged as the major steel producer in Tamilnadu.

AMMAN Steel Group has grown over the years from a mere 25 dealers to more than 300 dealers now. This growth was possible only because of the cooperation and support offered by dealers. To be deserving, in return the AMMAN-TRY Steels make fine housing comfortable and affordable. AMMAN-TRY Steel is the AMMAN Steel Group's Trade Mark and most popular brand in South India.

- There is Experience is an important factor to provide allowances for work related expenses.
- There is Experience is not an important factor to Recognizes outstanding performance.

## 5.2 SUGGESTIONS

- ❖ Manager/Supervisor should treat the member of team/organization equally since the employers are dissatisfied about their treatment.
- ❖ Instead of giving negative feedback manager/supervisor should encourage the employee in positive manner which in turn makes the employees feel happy.
- ❖ Non monetary rewards will motivate the employee so the organization should try to implement.

## 5.3 CONCLUSION

The aspect of employee motivation plays an important role of the organization productivity. The result shows that of the employee are satisfaction about the facilities and benefits. Some of them are not satisfied about their salary, other monetary benefits and their promotions. The company should communicate their objectives and targets to the employees. Apart from the available facilities, the company should look into the problems and introduce better work environment, working condition for better productivity.