EMPLOYEE WELFARE AND JOB SATISFACTION

IN DECCAN PUMPS, COIMBATORE.

A PROJECT REPORT

Submitted by

B.SWAMINATHAN
Reg. No. 0820400052

In partial fulfillment of the requirements

For the award of the degree

Of

MASTER OF BUSINESS ADMINISTRATION

JUNE, 2010

KCT Business School

Department of Management Studies

Kumaraguru College of Technology

(An autonomous institution affiliated to Anna University, Coimbatore)

Coimbatore – 641 006

DEPARTMENT OF MANAGEMENT STUDIES
KUMARA GURU COLLEGE OF TECHNOLOGY (AUTONOMOUS)
COIMBATORE

BONAFIDE CERTIFICATE

Certified that this project titled "EMPLOYEE WELFARE AND JOB SATISFACTION

IN DECCAN PUMPS, COIMBATORE"is the bonafide work of

Mr B.SWAMINATHAN who carried out this project under my supervision. Certified

further, that to the best of my knowledge the work reported herein does not from part of any

other project report or dissertation on the basis of which a degree or award was conferred on

an earlier occasion on this or any other candidate.

Mr.V.Kaarthiekheyan

Faculty Guide

Prof. Dr. S.V. Devanathan

Director

Evaluated and viva-voce conducted on ......14.6.2010...............

Examiner I

Examiner II

DECLARATION

B.SWAMINATHAN Reg No 0820400052 , hereby declare that the project titled

"EMPLOYEE WELFARE AND JOB SATISFACTION IN DECCAN PUMPS,

COIMBATORE." submitted to the Kumaraguru College of Technology Business school in

partial fulfillment of the requirement for the award of the degree of master of business

administration is a record of original work done by me during MAY 2010 under the

supervision and guidance of Mr.V.Kaarthiekheyan M.com,MBA faculty guide KCT

Business School ,Kumaraguru College, Coimbatore-641659 and that it has not formed the

basis of any degree/ diploma/ associate fellowship/ or other similar title to any candidate of

the college.

Name: B SWAMINATHAN

Place: COIMBATORE
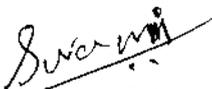
Signature of the student

To Whom It May Concern

This is to certify that **Mr. SWAMINATHAN B** (08MBA52)

Second year MBA student of

KCT Business School,
## *Kumaraguru College of Technology, Coimbatore*

did his project titled

"A STUDY ON EMPLOYEE WELFARE AND JOB SATISFACTION IN DECCAN PUMPS PRIVATE LIMITED, COIMBATORE"

in our industry between 09th March 2010 and 31st May 2010. His approach towards the project was good and the results were satisfactory.

We wish good luck in all his future endeavors.

For Deccanpumps Private Limited
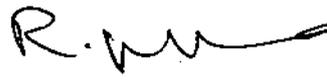
(R. Vivekanandhan)
Manager Sys. & Trg.

ACKNOWLEDGEMENT

I thank the GOD, Almighty for his blessings bestowed upon me, which gave strength, confidence and health for completing this project.

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Finally, I take this opportunity to express my love and gratitude to my beloved parents for their being with me in my entire endeavor including this special achievement.

EXECUTIVE SUMMARY

This project is about "EMPLOYEE WELFARE AND JOB SATISFACTION" amongst the workers of "DECCAN PUMPS PRIVATE LIMITED".The project is undertaken to identify the reasons for dissatisfaction of the employees in the company and also to analyse the job satisfaction amonst the employees.It also analyses the employee welfare schemes taking place in the company.

The survey was taken from 60 employees and data was collected by distributing questionnaire among them.Analysis is made by using percentage analysis,chi square test,two way annova and correlation.

The project is centered at analyzing the reasons for dissatisfaction amongst the employees of the company. The project helps to improve the job satisfaction level amongst the employees

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Chapter I
Introduction

1.1 BACKGROUND OF THE STUDY

Employee welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages.Employee welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration. The employee welfare measures need not be in monetary terms only but in any kind/forms. Employee welfare includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families.Labor welfare entails all those activities of employer which are directed towards providing the employees with certain facilities and services in addition to wages or salaries.

Job satisfaction, a worker's sense of achievement and success, is generally perceived to be directly linked to productivity as well as to personal wellbeing. Job satisfaction implies doing a job one enjoys, doing it well, and being suitably rewarded for one's efforts. Job satisfaction further implies enthusiasm and happiness with one's work. The Harvard Professional Group (1998) sees job satisfaction as the keying redient that leads to recognition, income, promotion, and the achievement of other goals that lead to a general feeling of fulfillment.

It is clear from the definition that employee welfare and job satisfaction is essential for the improvement and motivation of the employees of the employees.It makes an employee feel proud and helps in his betterment.It gives an employee the fondness to work for a company.Employee welfare and job satisfaction makes an employee feel more enthusiastic.The employee welfare and job satisfaction thus contribute to the improvement of the company.

1.2 REVIEW OF LITERATURE

DESIGNING EMPLOYEE WELFARE PROVISION[1]

Describes a process through which organizations might seek to implement interventions relating to employee wellbeing. Emphasizes the importance of a comprehensive needs assessment both in obtaining the breadth of information needed to design appropriate interventions and also in providing baseline information against which to evaluate programme effectiveness. Discusses factors which influence the type of intervention appropriate for a particular situation and highlights their design implications. Finally, provides guidance on programme implementation and evaluation, and discusses some of the advantages and disadvantages of different approaches to tertiary welfare provision.

ORGANIZATIONAL COMMITMENT[2], JOB SATISFACTION, AND TURNOVER AMONG PSYCHIATRIC TECHNICIANS.

Studied changes across time in measures of organizational commitment and job satisfaction as each related to subsequent turnover among 60 recently employed psychiatric technician trainees. A longitudinal study across a 10 1/2-mo period was conducted, with attitude measures (Organizational Commitment Questionnaire and Job Descriptive Index) collected at 4 points in time. Results of a discriminant analysis indicate that significant relationships existed between certain attitudes held by employees

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and turnover. Relationships between attitudes and turnover were found in the last 2 time periods only, suggesting that such relationships are strongest at points in time closest to when an individual leaves the organization. Organizational commitment discriminated better between stayers and leavers than did the various components of job satisfaction.

ORGANIZATIONAL COMMITMENT,[3] JOB SATISFACTION, AND TURNOVER AMONG PSYCHIATRIC TECHNICIANS.

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INTERMEDIATE LINKAGES IN THE RELATIONSHIP [4]BETWEEN JOB SATISFACTION AND EMPLOYEE TURNOVER.

The relationship between job satisfaction and turnover is significant and consistent, but not particularly strong. A more complete understanding of the psychology of the

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[3] **AUTHORS:** Mobley. William H. **JOURNAL:** Journal of Applied Psychology, Vol 62(2), Apr 1977. 237-240.

[4] **AUTHOR:** Hoppock, R. Oxford, England: Harper. (1935). xxi, 303 pp.

withdrawal decision process requires investigation beyond the replication of the satisfaction–turnover relationship. Toward this end, a heuristic model of the employee withdrawal decision process, which identifies possible intermediate linkages in the satisfaction–turnover relationship, is presented.

JOB SATISFACTION[5].

The survey included questionnaire and interview of 309 of the 351 employed adults contacted in a typical community. Data on 500 teachers in 51 urban and rural communities who estimated the degree of their satisfaction with their jobs indicated relationships between job satisfaction and emotional adjustment, religion, social status, interest, age, fatigue, size of community, and other factors. The results suggest that the proportion of dissatisfied workers is probably less than a third. Satisfaction is tentatively defined; its measurement and theoretical implications are considered. Records gleaned from interviews of 20 employed and 20 unemployed persons (age range 20 to 70 years, earnings $780 to $10,000) are briefly sketched. Earnings and 22 other factors are considered as they are related to job satisfaction. Sixteen investigations of a quantitative nature are reviewed and relations examined. A bibliography of 105 titles is appended.

AN INDEX OF JOB SATISFACTION[6]

An attitude scale to give an index of job satisfaction was constructed by a combination of Thurstone and Likert scaling methods. A corrected odd-even reliability coefficient of .87 was computed from scores obtained from a sample of 231 female office employees. Validity was investigated by comparing job satisfaction scores of two groups: (1) 40 students who had personnel jobs, and (2) 51 persons who did not. The mean for the personnel group was 76.9, and for the Non-Personnel group was 65.4. Correlation with the Hoppock Job Satisfaction Blank was $r = .92$.

1.3 OBJECTIVES OF THE STUDY

- To find out the job satisfaction level of the employees in the organization.

- To find out the reasons for the dissatisfaction of the employees in the company.

- To analyse the welfare schemes provided to the employees.

1.4 RESEARCH METHODOLOGY

The research methodology used in this research is exploratory method.

DATA TYPE

Descriptive research design is used in knowing certain details like Age, Income, Educational qualification etc.

TOOLS USED FOR COLLECTION OF DATA

The questionnaire is the major tool used for collecting primary data from the respondants. Secondary data is also collected from various references like website of the company and the company record.

SAMPLING DESIGN

The sample size choosen for the study is 60 samples. There are totally 240 employees in the company. The samples were selected using random sampling method.

TOOLS USED FOR ANALYSIS

The tools used for analysis are

- ➤ Percentage analysis
- ➤ Chi square test
- ➤ Two way annova and
- ➤ Correlation

1.5 LIMITATIONS OF THE STUDY

The number of respondants are just 60 of them.

The employees were pre occupied when the data was collected.

Chapter II
Company Profile

COMPANY PROFILE

INTRODUCTION

The world we live differs from other planets only because of water. Every living creature needs water, as envisaged by sage thiruvalluvar that **'there will be no world if there is no water'**. Increase in population, percapita consumption, industry activity, agricultural operations, environmental necessity, hygienic condition and a host of other processes add the demand day by day. Nature provides us usable water by means of rain and snow. Earth stores it over the surface and under the soil. The stored water can be brought to the beneficiaries place only by the use of pump. Hence in everyday life pump is indespensible. Because of its importance it still occupies the second place as the largest manufacturing engineering product in the world, of course the first being the motor that drives the pump.

CONTOUR

DECCAN INDUSTRIES was started in the year 1981 primarily to manufacture submersible pumps for bringing out the underground water through the bore wells. It is needless to say that 'green revolution' and 'food sufficiency' as claimed by us is possible only because of the installation of large quantity of pumpsets, especially the submersible pumpsets. The promoters of 'DECCAN' are qualified engineers and got very good experience and expertise in this field since 1972. The registered office and manufacturing unit of DECCAN INDUSTRIES is situated on the national highway No.209, connecting coimbatore and mysore, just about four kms from the city centre and bus station. Incidentally coimbatore is called the pump city of Asia and engineering hub of south India, and is well connected with air, rail and road and has a pleasant climate with temperatures ranging between 18 degree celcius and 38 degree celcius through the year.

INFRASTRUCTURE

The company is installed with all modern and precise machineries required to manufacture the pumps in high caliber. Most of the works are done in the factory by using CNC machines. Special purpose machines are used to do jobs of intricate nature. Interchangeability of components and suitability of spares are the main criterion in the shop floor. Jigs and fixtures are freely used to keep the standards and productivity. Utmost care is taken in the planning stage itself to keep the rejection at the lowest level and also to get the job done in minimum time with less effort. Computers are installed at every stage to monitor the processes. Genarators of adequate capacity are installed for uninterrupted power supply. Instruments of high accuracy are used along with standard gauges for inspection. Efficient engineers are provided at each level to monitor and also to contribute their knowledge for continous improvement. Testing benches more than the required are installed for taking care of each and every pumpset for its performance and longevity.

PRODUCTS

The company engaged in the manufacture of bore well submersible pumps suitable for 80mm, 100mm, 140mm, 150mm, 200mm, and 250mm. The rating of power ranges from 0.37kw to 90kw. The other pumpsets with ratings offered for agriculture and water supply schemes are 2.2kw to 66kw in case of openwell submersible pumps and 2.2 kw to 15kw in case of agri moonset pumps. For domestic use and gardening purpose the types of pumpset manufactured and their ratings are, 'Sub-Sevak' mini submersible pumps from 0.37kw to 1.5kw, DSM- suction monoblock from 0.37kw and 0.75kw and double stage centrifugal monoblock from 0.37kw to 1-5kw. For large volumes and low heads 'Fish Pond' pumps and are also manufactured. Beside those the company is having the capability to manufacture pumpset of any nature and specification. Eco friendly materials, efficiency, economical cost, on time delivery, easy maintainance and enlightment of customers are the main objectives of the company and every effort will be taken at each level to fulfill this goal. Pumpsets for different voltages, different frequencies and dual voltages are manufactured regularly.

QUALITY ASSURANCE

The company is adopting the Quality management system ISO-9001 duly certified and monitored by Intertek- the quality registrar approved by the UK society for quality management.BIS standard marking IS 8034 applicable for bore well submersible pumps, IS 14220 applicable for open well submersible pumps, IS 9283 applicable for submersible motors and IS 9079 applicable for moonset pumps are the other quality certificates obtained by the company. As many as 367 models having the rating between 0.37 kw to 90 kw are covered under the BIS certification markings. DECCAN is the prestige holder of more models with BIS markings in the industry. As the energy is becoming costlier day by day in DECCAN only energy efficient pumpsets are manufactured benefiting both the customer and the country.

DECCAN is the first in India to obtain IS 14220 certification mark assigned for open well submersible pumps. Some models of pumpsets available in the market are sold saying DECCAN model by the manufacturer's itself from that the supremacy of DECCAN can be ascertained. DECCAN jet pumps require no control value and it is the discovery of DECCAN. Similarly DECCAN occupies forefront in many designs and developments.

SALES NETWORK:

DECCAN pumpsets are sold throughout India and abroad by its distributors and dealers. The branches owned by the company are used for stocking, imparting necessary support and technical knowledge among the users, dealers and fitters, providng service backups and passing the advice and suggestions from the end users to the concerned authorities for continuous improvement and upgradation. In DECCAN sale is not end of all, but also to use that the customer is getting the maximum benefit out of it? As indicated earlier the customer care is taken in every point of designing to keep the pumpset in the minimum maintenance.. It is the policy of DECCAN that customer should not suffer on behalf of non availability of spares. Apart from that the spares for pumpsets designed before 15 years are also available in factory. In a gesture DECCAN can arrange for its customers the other accessories required for pumpsets such as control panel, cable, pipes and installation works at minimum cost available in the market.

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MONITORING:

Each and every outlet is advised to keep sufficient stock of spares and trained mechanics at the close vicinity. Dealers and technicians are invited regularly and given training to do the service themselves. An operation and maintainance manual is provided for each and every pumpset and the user himself can attend many of the faults if gone through carefully. The company provides guarantee for the pumpsets it supplied and the user can directly contact the company and get the warranty service as agreed in the guarantee clause. A separate service unit is also available in the factory and the first priority is given for the service rather than the production. If a unit enter factory premises in the early hours of a working day maximum care is taken to deliver in the same day duly serviced and checked in all aspects for the better performance. Necessary modification in the pumpsets can also be carried out to meet out the changing water level or head in a minimum cost.

REGISTRATION:

The company's products are approved by most of the state and central government and Quasi Government Institutions. Notable among them are Tamilnadu water supply and Drainage Board (TWAD), Kerala Water Authority(KWA), Karnataka SC & ST Co-operation, Panchayat Raj, Department of Andhra Pradesh, Indian Railways, Central Public Works Department of India.
Airport Authority of India and Maharastra Jeevan Pradhikaran. The company is a member in the engineering Export Promotion Council of India. A few other bodies in which membership shared are Confederation of Indian Industry (CII),
Indian Water Works Association, the Indian Chamber of Commerce and Industry and Southern India Engineering Manufactures Association(SIEMA). All technical journal of world class connected with motor, pump, electricity etc.... are subscribed. A library housing books related with technology, standards, management etc... are has also been put up in the premises for reference and guidance.

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Chapter III
Micro   Macro   Analysis

3.1 MICRO ANALYSIS

Workers in India rate their work environment, teamwork and other aspects of their jobs more favourably than workers in other Asia-Pacific countries, according to a new WorkAsia study done by Watson Wyatt Worldwide, a leading global human capital consulting firm.

The broad Watson Wyatt WorkAsia study surveyed employee attitudes across 11 Asian markets about their commitment, alignment and enablement as well as 10 related workplace factors. WorkIndia, a part of the WorkAsia study, surveyed more than 9,000 participants from 53 companies, representing 14 major industries.

Indian workers rate their job satisfaction, work environment and teamwork higher than any other categories measured. Seventy-one per cent of surveyed employees are satisfied with their jobs. The same percentage also rated their employers favourably on work environment. These numbers are 8 and 11 percentage points higher respectively than the Asia-Pacific norms. Sixty-seven per cent of workers thought their employers facilitated effective teamwork between coworkers, 13 percentage points higher than the average for the region.

"The high rating for effective teamwork are encouraging in the light of the high concentration of information technology and business process outsourcing firms in the Indian economy," said Sanjay Bharwani, Country Manager, Watson Wyatt India.

However, the WorkIndia survey also found that like their Asian counterparts, Indian workers are the least satisfied with their compensation and benefits. More Indian workers (39 per cent) rate this category favourably than workers in any other country in the region. Nonetheless, only 35 per cent feel they are paid fairly in comparison with people with comparable jobs at other companies and only 42 per cent are pleased with their opportunities for incentive pay.

"The relatively low overall satisfaction with compensation highlights the need for Indian employers to ensure they keep up with this rapidly developing economy," said Mr.

Bharwani. "Effective communication about how individual pay is determined and about companies' overall performance will become more and more important as the job market becomes more competitive," he added.

The survey also found that 83 per cent of Indian workers have confidence in the long-term success of their companies while 81 per cent intend to stay with their current employer for at least one more year. A significant 74 per cent of Indian employees say their work gave them a sense of personal achievement while 72 per cent felt the amount of work they are required to do is reasonable.

3.2 MACRO ANALYSIS

EUROPEAN workers are united in at least one respect: they have reported declining levels of job satisfaction to pollsters over the last three decades. In Britain, for example, the proportion of workers who said they were completely satisfied with their jobs was down to 14 percent in 2001 from 23 percent in 1992.

American workers, too, reported a drop in job satisfaction from the mid-1970's through the early 1990's, according to the General Social Survey by the University of Chicago. But the drop was mild, and since then, reported job satisfaction in the United States has inched up. In 1990, 48 percent of American workers said they were very satisfied with their work, and 51 percent said so in 2004.

Of course, one could question whether asking workers how satisfied they are reveals their inner feelings, or whether changes in job satisfaction have significance for anything real in the economy or business world. International comparisons are particularly problematic because of cultural differences in the propensity to gripe or gloat.

Yet there are reasons to pay attention to job satisfaction trends. If nothing else, a worker's job satisfaction rating is a strong predictor of the likelihood that he or she will quit or be absent from work.

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Decades of research by psychologists and organizational behaviorists suggest that self-reported job satisfaction reflects two main factors: the feelings workers experience while actually on the job and a judgment about their employment situation, which reflects, in part, their expectations and aspirations. While job satisfaction can change if work circumstances change, a large component of reported job satisfaction also appears to be tied to workers' personality traits.

Job satisfaction is typically gauged by a general question that asks people how satisfied they are with their work on the whole. Feelings at work are assessed by asking workers while they are on the job about their mood at that specific moment or by asking them to record their feelings in a diary.

Factors like job security, pay and benefits contribute more strongly to reported job satisfaction than to the feelings experienced at work, while day-to-day features of the work environment, like the closeness of supervision, pressures to work quickly and social isolation, have a more depressing effect on feelings than on reported job satisfaction.

The reasons for the rosier trend in job satisfaction in the United States than in Europe are not entirely clear. Michael J. Handel, a sociologist at the University of Wisconsin in Madison, emphasizes that "the main reason for stable perceptions in the 1990's is a general stability in objective conditions." His analysis showed a slight decline in the degree of interest workers expressed in their jobs and a slight improvement in perceived relations with management and co-workers.

One possibility is that American employers have sought to create conditions that enhance worker satisfaction and deter unionization. Dissatisfied workers are much more likely to say they would vote for a labor union. In Europe, union coverage is often set at the industrial or regional level, so individual employers have less incentive to foster social relations at work to discourage union organizing.

Faced with changing technology, like the spread of computer-related monitoring, American employers might have strived to maintain good relations with workers and to

keep them engaged in the company, factors that weigh heavily in job satisfaction, while European employers might have let worker satisfaction slip.

Many American employers certainly act as if they care about worker satisfaction. Companies spend millions of dollars surveying their workers' job satisfaction each year.

Emerging evidence suggests that satisfied and engaged workers are also more productive workers. A study by James K. Harter of the Gallup Organization, Frank Schmidt of the University of Iowa and Theodore L. Hayes of the Immigration and Naturalization Service, published in the Journal of Applied Psychology in 2002, provides extensive evidence, drawing on Gallup's client surveys, which covered 198,514 workers in 7,939 business units from 36 companies.

For each company, they related each unit's profitability, productivity, customer satisfaction, turnover and work accidents to its employees' ratings of job satisfaction and engagement. Engagement included factors like whether employees said they knew what was expected of them and whether they had received encouragement at work.

Business units with more satisfied or engaged workers tended to perform better in all five areas. Acknowledging that cause and effect are difficult to establish, Mr. Harter said that from comparing the timing of changes in employee engagement and business unit performance, he suspected that higher engagement and worker satisfaction led to better business unit performance.

Gallup is not an uninterested bystander - about a quarter of its revenue comes from advising management on employment issues - but scattered case studies also suggest that higher job satisfaction benefits productivity.

Predictions of a joyless job market in the United States are not borne out by the available data in the last decade, despite the erosion of health benefits and sluggish pay growth.

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Chapter IV
Data Analysis & Interpretration

DATA ANALYSIS AND INTERPRETATION

This chapter is allocated for analysis and interpretation of data. Preparing percentage analysis, two-way table and chi-squire test does the analysis of job satisfaction, which are directly extracted from the questionnaire. The variations in the extent of the consumer satisfaction can be measured with the variables such as job secured, promotional opportunity, relationship with management, and satisfaction factors of the respondents.

The following are the tools used to carry out the analysis, are:

✓ **PERCENTAGE ANALYSIS:**

It refers to special kind of ratio; percentages are used in making comparison between two or more series of data, and used to describe the relation. Since to percentage reduced everything to a common based and thereby allows meaningful comparison to be made.

✓ **CHI-SQUARE TEST:**

Chi-square test is applied to test the goodness of fit, to verify the distribution of observed data with assumed theoretical distribution. Therefore it is a measure to study the divergence of actual and expected frequencies, Karl Pearson's has developed a method to test the difference between the theoretical (hypothesis) & the observed value.

Chi – square test $(X^2) = (O - E)^2 / E$

Degrees Of Freedom $= V = (R - 1)(C - 1)$

Were,

'**O**' = Observed Frequency

'**E**' = Expected Frequency

'**R**' = Number of Rows

'**C**' = Number of Columns

NOTE: For all the chi-square test the table value has taken @ 5% level of significance.

✓ CORRELATION:

Correlation is the method for measuring the magnitude of linear relationship between the two variables. It is the most widely used method in practice and it is known as Karl Pearson's coefficient of correlation. It is denoted by 'r'.

$$r_{uv} = \frac{N \sum fuv - (\sum fu)(\sum fv)}{\sqrt{[N \sum fu^2 - (\sum fu)^2][N \sum fv^2 - (\sum fv)^2]}}$$

The correlation test was used to find the type of relationship between the various personal factors (i.e., Age, Experience and Monthly Monthly Income) and Dependent Factors.

TABLE 4.1

TABLE SHOWING THE CLASSIFICATION OF RESPONDENTS ON THE BASIS OF AGE

AGE	Number of Respondents	Percentage
Below 30	38	63.33
30-40	12	20.00
41-50	8	13.33
Above 50	2	3.33
Total	**60**	**100.00**

Interpretation:

The above table indicates that

- ✓ 63.33% of the respondents belongs to the age group of Below 30 years.
- ✓ 20% of the respondents belongs to the age group of 30- 40 years.
- ✓ 13.33% of the respondents belongs to the age group of 41 - 50 years.
- ✓ 3.33% of the respondents belongs to the age group of Above 50 years.

Inference :

Majority of the respondents belong to the age group below 30 years.

CHART 4.1

CHART SHOWING THE CLASSIFICATION OF RESPONDENTS ON THE BASIS OF AGE
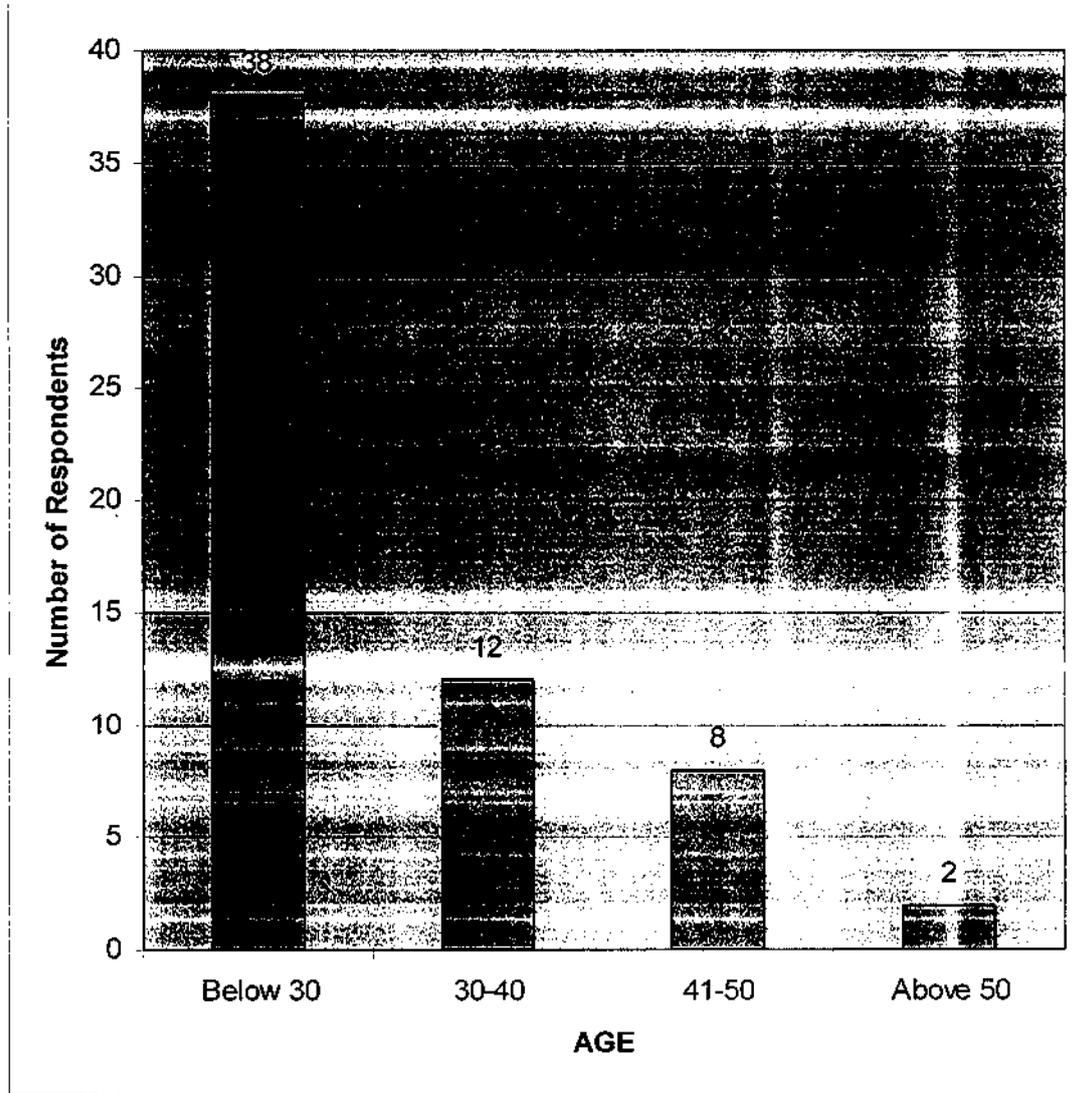
TABLE 4.2

TABLE SHOWING THE CLASSIFICATION OF RESPONDENTS ON THE BASIS OF MARITAL STATUS

Marital status	Number of Respondents	Percentage
Married	24	40.00
Unmarried	36	60.00
Total	60	100.00

Interpretation:

The above table indicates that

   ✓ 40% respondents are married, and

   ✓ 60% of the respondents are unmarried.

Inference :

      Majority of the respondents belongs to married groups.

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CHART 4.2
CHART SHOWING THE CLASSIFICATION OF RESPONDENTS ON THE
BASIS OF
MARITAL STATUS

24

36

☐ Married
■ Unmarried
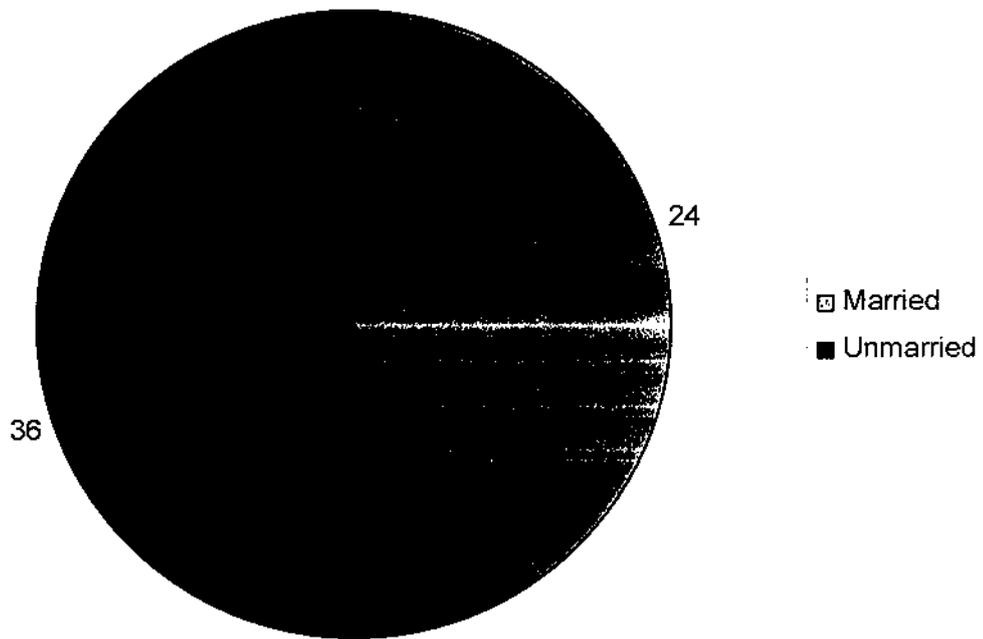
TABLE 4.3

TABLE SHOWING THE CLASSIFICATION OF RESPONDENTS ON THE BASIS OF EDUCATIONAL QUALIFICATION

Education	Number of Respondents	Percentage
Graduate	6	10.00
Diploma	18	30.00
High school	30	50.00
Uneducated	6	10.00
Total	**60**	**100.00**

Interpretation:

The above table indicates that

- 50% of the respondents are having High School Level education.
- 30% of the respondents are Diploma holders.
- 10% of the respondents are Graduates.
- 10% of the respondents are Uneducated.

Inference :

- **Majority of the respondents are having High School Level education.**

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CHART 4.3

CHART SHOWING THE CLASSIFICATION OF RESPONDENTS ON THE BASIS OF EDUCATIONAL QUALIFICATION
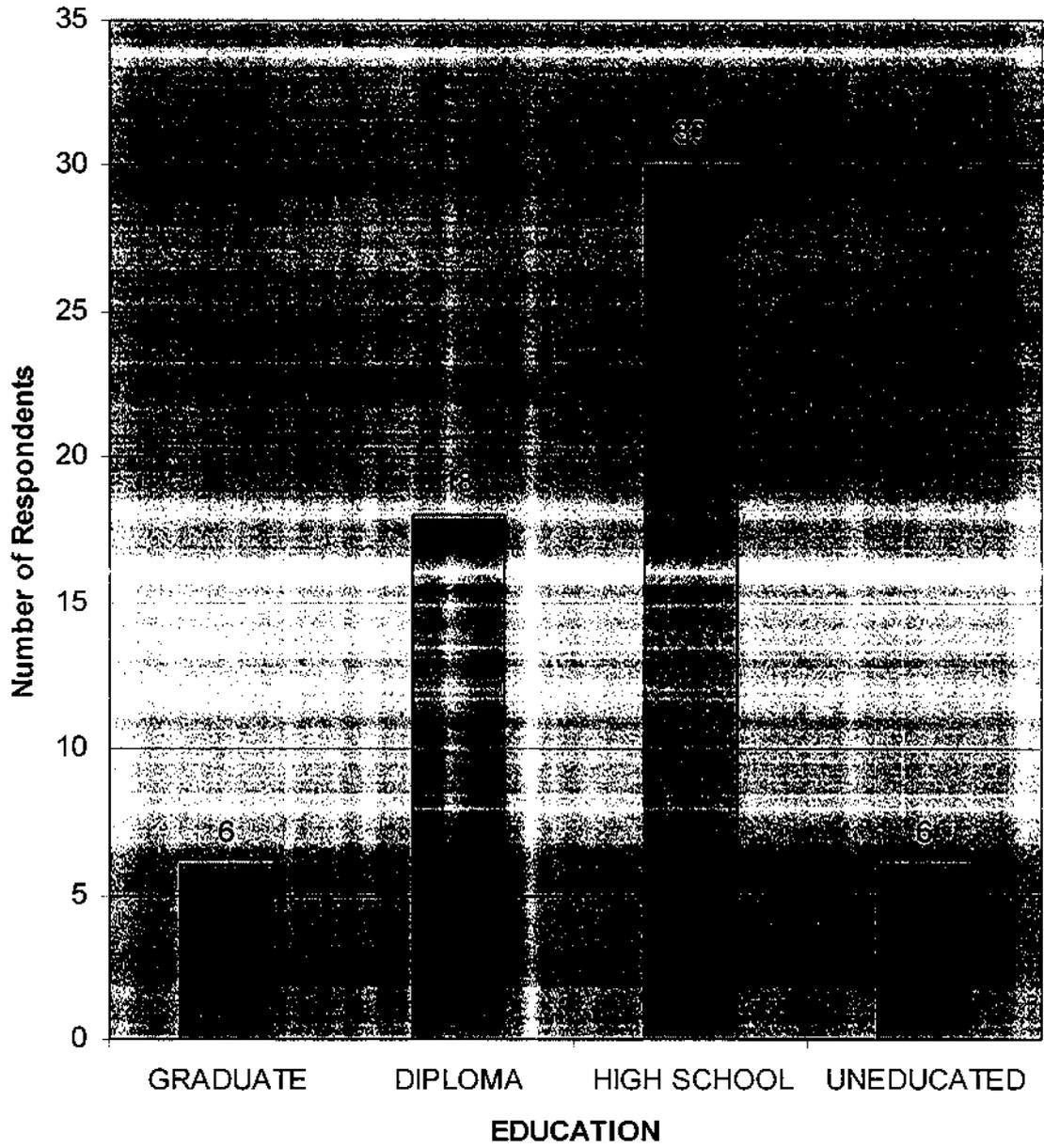
TABLE 4.4

TABLE SHOWING THE CLASSIFICATION OF RESPONDENTS OF DIFFERENT LEVELS OF SKILL LEVEL

Skill Level	Number of Respondents	Percentage
Skilled	40	66.67
Semiskilled	10	16.67
Unskilled	2	3.33
Fresher	8	13.33
Total	60	100.00

Interpretation:

The above table indicates that

- 66.67% of respondents are skilled labours.
- 16.67% of respondents are Semi-Skilled Labours.
- 13.33% of respondents are Fresher and
- 3.33% of respondents are Unskilled labours.

Inference:

Majority of the respondents are skilled labours.

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CHART 4.4

CHART SHOWING THE CLASSIFICATION OF RESPONDENTS OF DIFFERENT LEVELS OF SKILL LEVEL
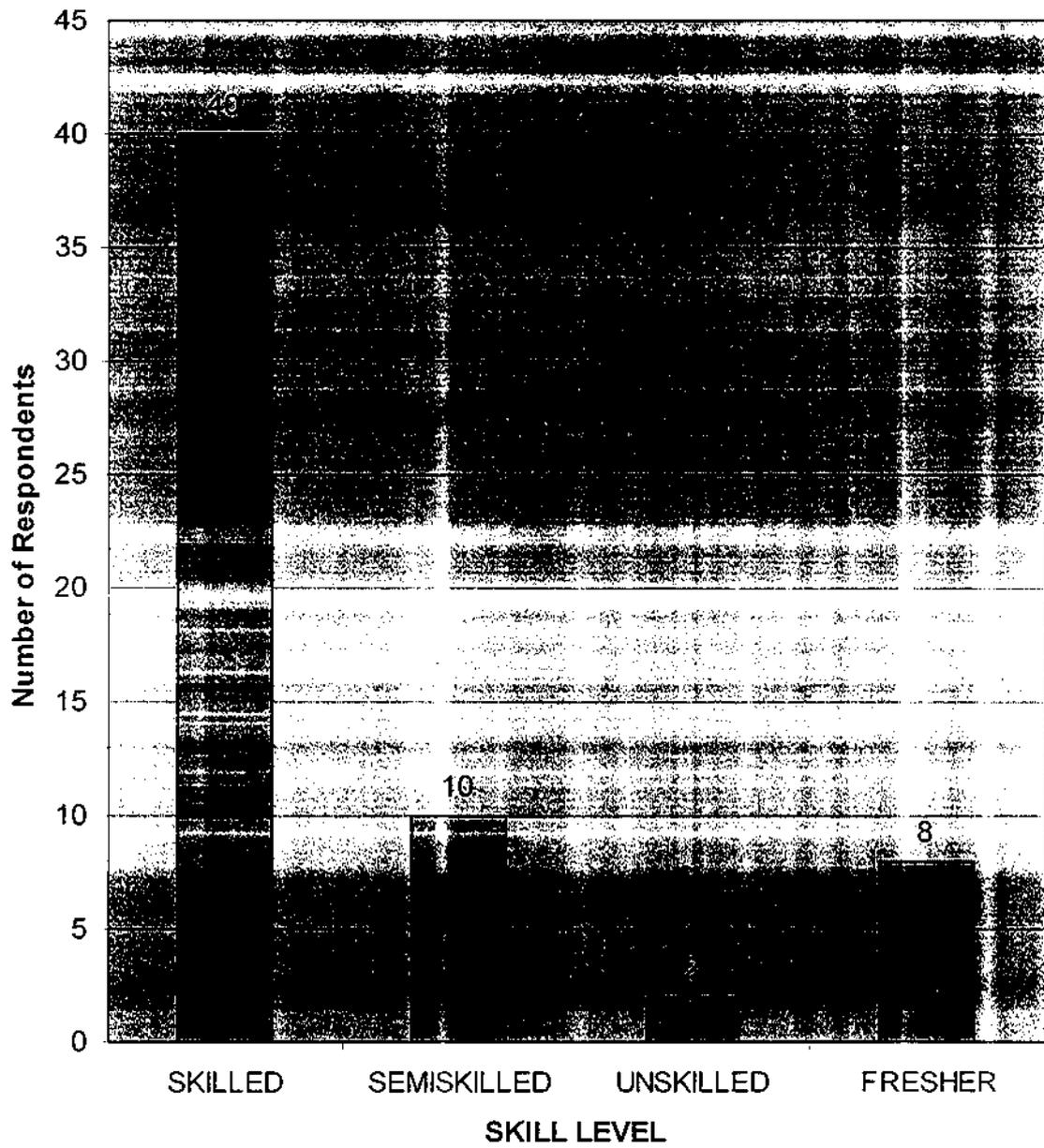
TABLE 4.5

TABLE SHOWING THE CLASSIFICATION OF RESPONDENTS ON THE BASIS OF FAMILY SIZE

Family Size	Number of Respondents	Percentage
2 Members	5	8.33
3 Members	8	13.33
4 Members	22	36.67
More than 4 Members	25	41.67
Total	**60**	**100.00**

Interpretation:

The above table reveals that

✓ 8.33% of the respondents belongs to the group of 2 members family.

✓ 13.33% of the respondents belongs to the group of 3 members family.

✓ 36.67% of the respondents belongs to the group of 4 members family.

✓ 41.67% of the respondents belongs to the group of above 4 members in family.

Inference:

Majority of the respondents belongs to the group of above 4 members in the family.

CHART 4.5

CHART SHOWING THE CLASSIFICATION OF RESPONDENTS ON THE BASIS OF FAMILY SIZE
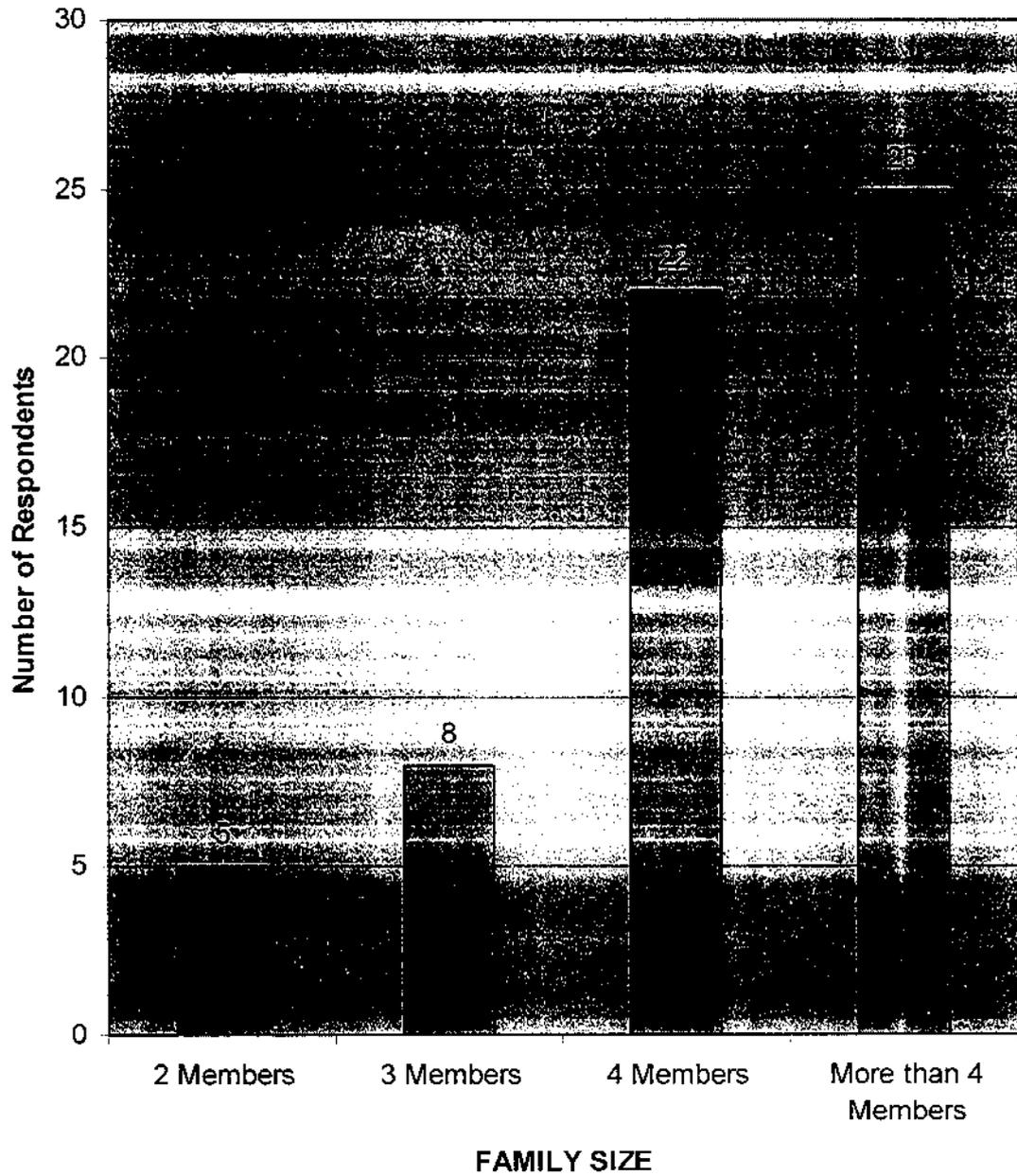
TABLE 4.6

TABLE SHOWING THE CLASSIFICATION OF RESPONDENTS ON THE BASIS OF EXPERIENCE

Experience	Number of Respondents	Percentage
Below 1 year	10	16.67
1 - 5 years	26	43.33
6 - 10 years	16	26.67
More than 10 years	8	13.33
TOTAL	60	100

Interpretation:

The above table indicates that

- ✓ 16.67% of the respondents belongs to the group of less than 1 year experience.
- ✓ 43.33% of the respondents belongs to the group of 1 - 5 years experience.
- ✓ 26.67% of the respondents belongs to the group of 6 - 10 years experience.
- ✓ 13.33% of the respondents belongs to the group of above 10 years experience.

Inference:

Majority of the respondents belongs to the group of above 4 members in the family.

CHART 4. 6

CHART SHOWING THE CLASSIFICATION OF RESPONDENTS ON THE
BASIS OF EXPERIENCE
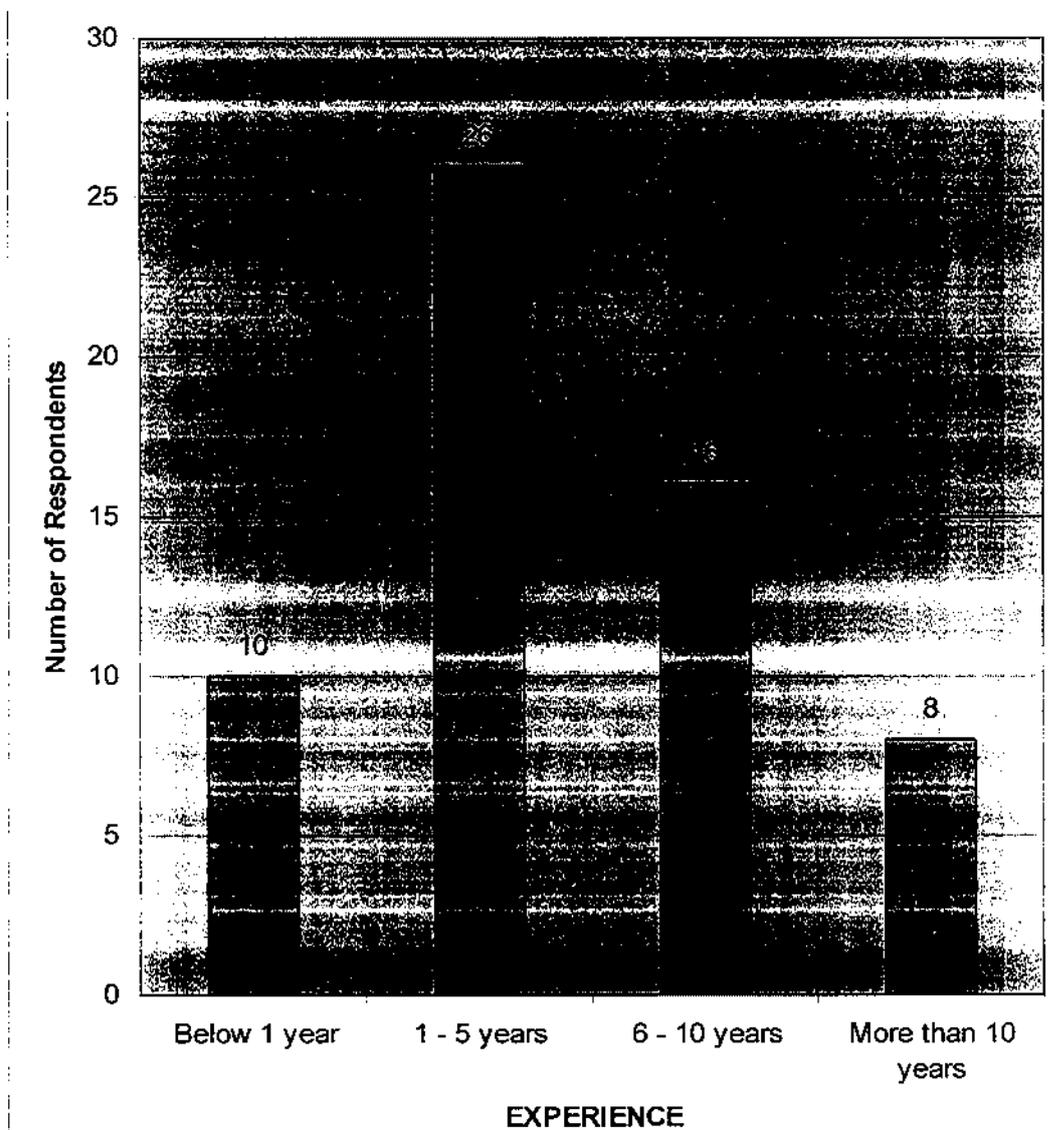
TABLE 4.7

TABLE SHOWING THE CLASSIFICATION OF RESPONDENTS ON THE BASIS OF INCOME LEVEL

Income level	Number of Respondents	Percentage
Below Rs.5000	21	35.00
Rs.5001 - Rs.10000	30	50.00
Rs.10001 - Rs.15000	6	10.00
More then Rs.15000	3	5.00
Total	60	100.00

Interpretation:

The above table indicates that

✓ 35% of the respondents belongs to the income group of Below Rs.5,000.

✓ 50% of the respondents belongs to the income group of Rs.5,001 to Rs.10,000.

✓ 10% of the respondents belongs to the income group of Rs.10,001 to Rs.15,000.

✓ 5% of the respondents belongs to the income group of above Rs.15,000.

Inference:

Majority of the respondents belongs to the income group of Rs.5,001 to Rs.10,000.

31

CHART 4.7

CHART SHOWING THE CLASSIFICATION OF RESPONDENTS ON THE BASIS OF INCOME LEVEL

32
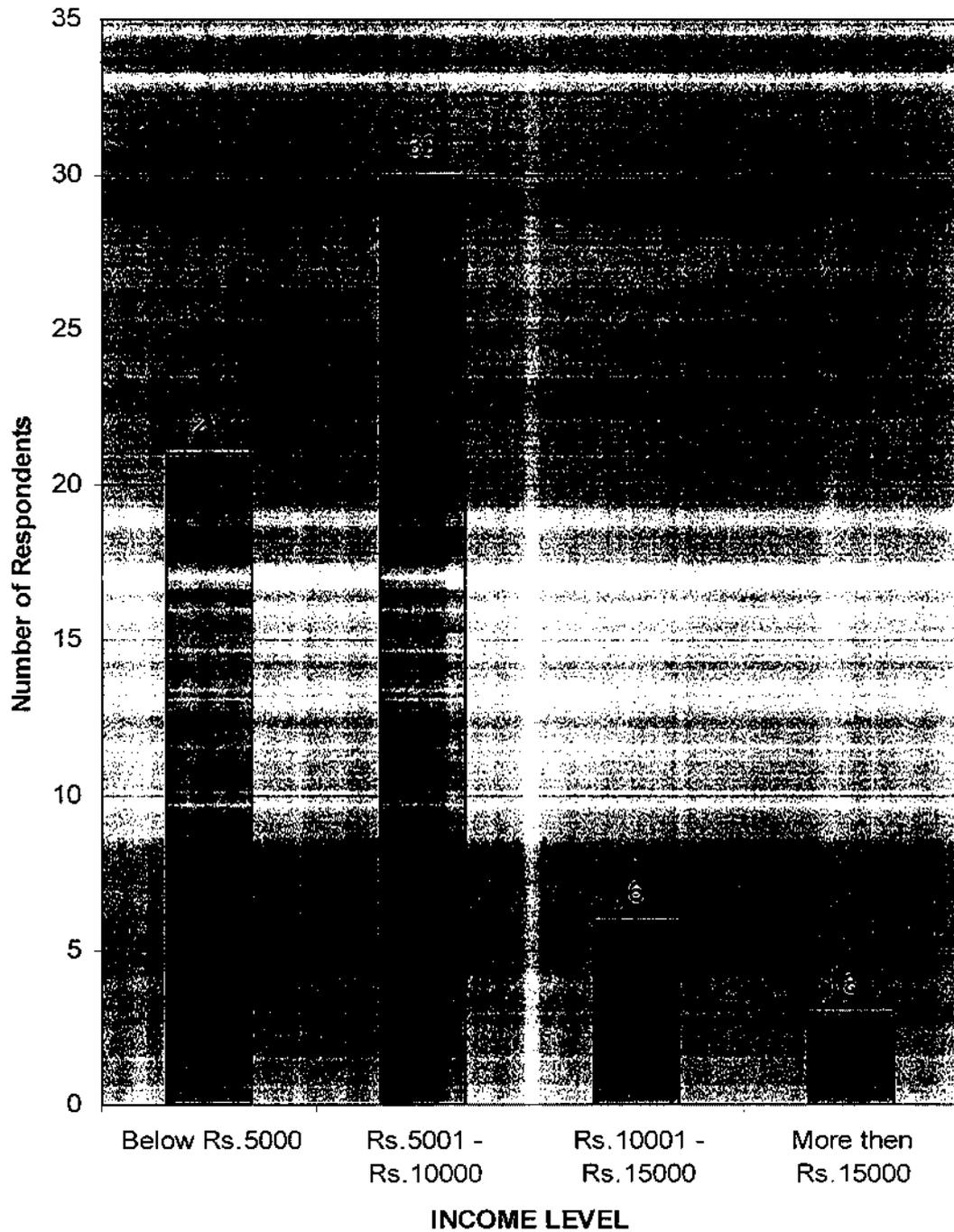
TABLE 4.8

TABLE SHOWING THE CLASSIFICATION OF RESPONDENTS ON THE BASIS OF THEIR RESIDENCE

Family Members	Number of Respondents	Percentage
Village	4	6.67
Town	18	30.00
City	34	56.67
METROPOLITAN CITY	4	6.67
Total	60	100.00

Interpretation:

The above table reveals that

- ✓ 6.67% of the respondents come from Village.

- ✓ 30% of the respondents come from Town.

- ✓ 56.67% of the respondents come from City.

- ✓ 6.67% of the respondents come from Metropolitan City

Inference:

Majority of the respondents come from City.

CHART 4.8

CHART SHOWING THE CLASSIFICATION OF RESPONDENTS ON THE BASIS OF THEIR RESIDENCE
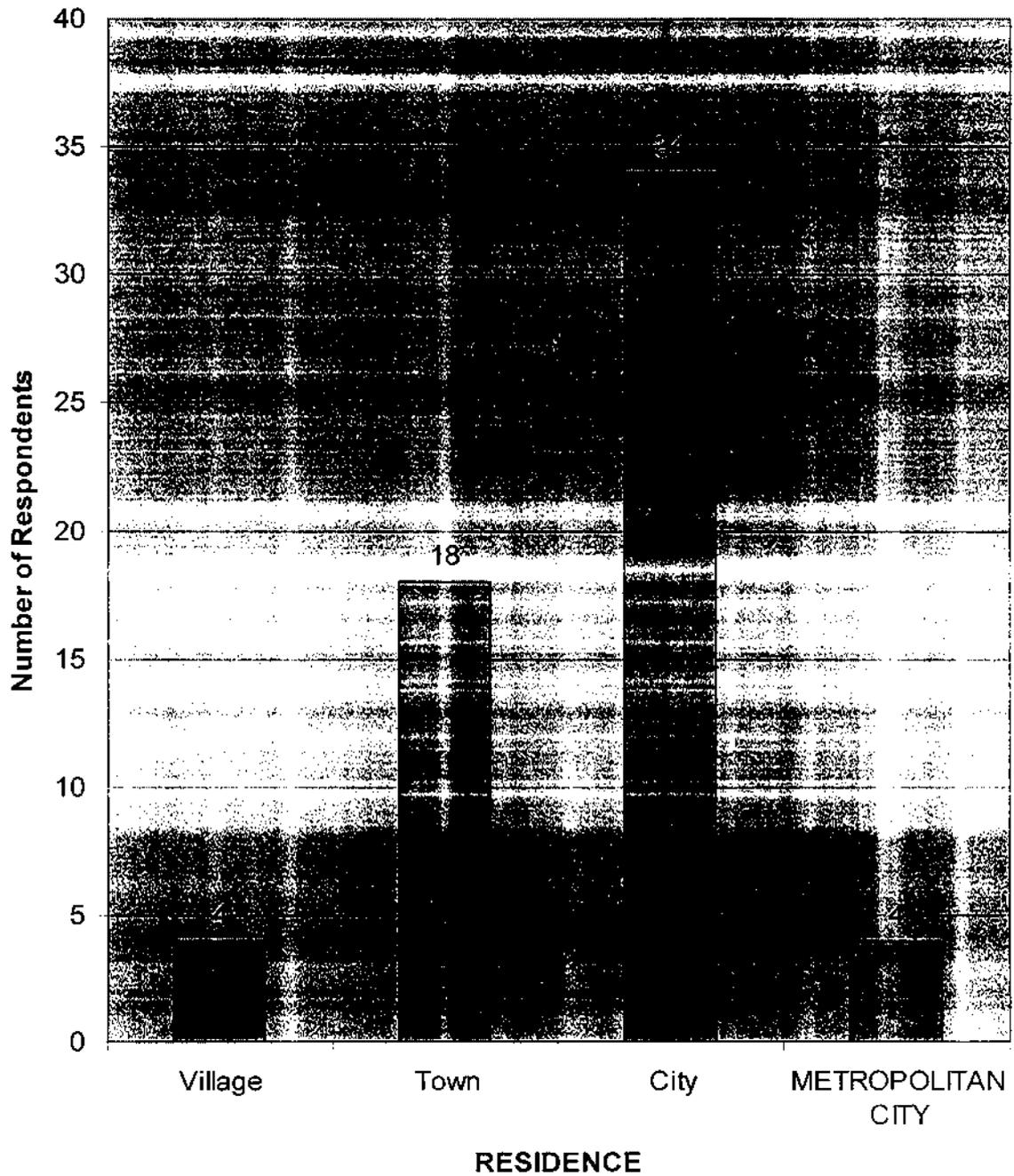
TABLE: 4.9

TWO WAY ANOVA:

TABLE SHOWING THE VARIANCE IN JOB SECURITY WHILE COMPARING WITH AGE.

AGE	Job security				Total
	Best	Good	Satisfying	Not satisfying	
Below 30	24	8	2	4	38
30-40	10	0	0	2	12
41-50	2	2	4	0	8
Above 50	2	0	0	0	2
Total	38	10	6	6	60

Source: Primary data

Null Hypothesis: There is no significant variance in job security while comparing with age

Alternative Hypothesis: There is a significant variance in job security while comparing with age

ANOVA TABLE:

type of variance	SS	Df	MS	F
variance of column	179	3	59.66667	2.698492
variance of row	189	3	63	2.849246
Balance	199	9	22.11111	
Total	567	15		

Table value: Table value of Fo for (3, 9) Degree of freedom at 5% level of significance is 3.86.

Inference:

Since calculated F_C (2.69) is less than table value of Fo (3.86), we may accept our H_0 and say that there is no significant variance in job security while comparing with age.

35

TABLE 4.10

TABLE SHOWING THE VARIANCE IN RECOGNITION WHEN COMPARING WITH AGE.

AGE	Recognition				Total
	Always	Often	Rarely	Never	
Below 30	14	18	6	0	38
30-40	6	5	0	1	12
41-50	0	8	0	0	8
Above 50	0	1	0	1	2
Total	20	32	6	2	60

Source: Primary data

Null Hypothesis: There is no significant variance in Recognition while comparing with age

Alternative Hypothesis: There is a significant variance in Recognition while comparing with age

ANOVA TABLE:

type of variance	SS	Df	MS	F
variance of column	141	3	47	3.27907
variance of row	189	3	63	4.395349
Balance	129	9	14.33333	
Total	459	15		

Table value: Table value of Fo for (3, 9) Degree of freedom at 5% level of significance is 3.86.

Inference:

Since calculated Fc (3.28) is less than table value of Fo (3.86), we may accept our H_0 and say that there is no significant variance in Recognition while comparing with age.

TABLE 4.11

TABLE SHOWING THE VARIANCE IN SAFETY MEASURES WHILE COMPARING WITH AGE.

AGE	safety measures				Total
	Best	Good	Satisfying	Not satisfying	
Below 30	22	12	4	0	38
30-40	4	4	2	2	12
41-50	6	2	0	0	8
Above 50	0	0	2	0	2
Total	32	18	8	2	60

Source: Primary data

Null Hypothesis: There is no significant variance in Safety measures while comparing with age

Alternative Hypothesis: There is a significant variance in Safety measures while comparing with agE.

ANOVA TABLE:

type of variance	SS	Df	MS	F
variance of column	129	3	43	2.091892
variance of row	189	3	63	3.064865
Balance	185	9	20.55556	
Total	503	15		

Table value: Table value of Fo for (3, 9) Degree of freedom at 5% level of significance is 3.86.

Inference:

Since calculated Fc (2.10) is less than table value of Fo (3.86), we may accept our H_0 and say that there is no significant variance in Safety measures while comparing with age.

TABLE 4.13

TABLE SHOWING THE VARIANCE IN JOB SECURITY WHILE COMPARING WITH EDUCATION.

Education	job security				Total
	Best	Good	Satisfying	Not satisfying	
GRADUATE	4	1	0	1	6
DIPLOMA	10	2	4	2	18
HIGH SCHOOL	18	7	2	3	30
UNEDUCATED	6	0	0	0	6
Total	38	10	6	6	60

Source: Primary data

Null Hypothesis: There is no significant variance in job security while comparing with Education

Alternative Hypothesis: There is a significant variance in job security while comparing with Education

ANOVA TABLE:

type of variance	SS	Df	MS	F
variance of column	179	3	59.66667	8.803279
variance of row	99	3	33	4.868852
Balance	61	9	6.777778	
Total	339	15		

Table value: Table value of Fo for (3, 9) Degree of freedom at 5% level of significance is 3.86.

Inference:

Since calculated F_C (8.80) is more than table value of Fo (3.86), we may reject our H_0 and say that there is a significant variance in job security while comparing with Education.

TABLE 4.14

TABLE SHOWING THE VARIANCE IN JOB SECURITY WHILE COMPARING WITH SKILL LEVEL.

Skill level	job security				Total
	Best	Good	Satisfying	Not satisfying	
SKILLED	26	6	4	4	40
SEMISKILLED	8	2	0	0	10
UNSKILLED	0	0	0	2	2
FRESHER	4	2	2	0	8
Total	38	10	6	6	60

Source: Primary data

Null Hypothesis: There is no significant variance in job security while comparing with Skill Level

Alternative Hypothesis: There is a significant variance in job security while comparing with Skill Level

ANOVA TABLE:

type of variance	SS	Df	MS	F
variance of column	179	3	59.66667	2.452055
variance of row	217	3	72.33333	2.972603
Balance	219	9	24.33333	
Total	615	15		

Table value: Table value of Fo for (3, 9) Degree of freedom at 5% level of significance is 3.86.

Inference:

Since calculated F_C (2.45) is less than table value of Fo (3.86), we may accept our H_0 and say that there is no significant variance in job security while comparing with Skill Level.

40

TABLE 4.15

TABLE SHOWING THE VARIANCE IN GROWTH ASPECT WHILE COMPARING WITH SKILL LEVEL.

Skill level	Growth Aspect				Total
	Always	Often	Rarely	Never	
SKILLED	0	12	12	16	40
SEMISKILLED	6	2	0	2	10
UNSKILLED	0	0	0	2	2
FRESHER	8	0	0	0	8
Total	14	14	12	20	60

Source: Primary data

Null Hypothesis: There is no significant variance in Growth Aspect while comparing with Skill Level

Alternative Hypothesis: There is a significant variance in Growth Aspect while comparing with Skill Level

ANOVA TABLE:

type of variance	SS	Df	MS	F
variance of column	9	3	3	7.592593
variance of row	217	3	72.33333	3.17561
Balance	205	9	22.77778	
Total	431	15		

Table value: Table value of Fo for (3, 9) Degree of freedom at 5% level of significance is 3.86.

Inference:

Since calculated Fc (7.59) is more than table value of Fo (3.86), we may reject our H$_0$ and say that there is a significant variance in Growth Aspect while comparing with Skill Level.

41

TABLE 4.16

TABLE SHOWING THE VARIANCE IN RECOGNITION WHILE COMPARING WITH SKILL LEVEL.

Skill level	Recognition				Total
	Always	Often	Rarely	Never	
SKILLED	10	24	4	2	40
SEMISKILLED	4	4	2	0	10
UNSKILLED	2	0	0	0	2
FRESHER	4	4	0	0	8
Total	20	32	6	2	60

Source: Primary data

Null Hypothesis: There is no significant variance in Recognition while comparing with Skill Level

Alternative Hypothesis: There is a significant variance in Recognition while comparing with Skill Level

ANOVA TABLE:

type of variance	SS	Df	MS	F
variance of column	141	3	47	2.286486
variance of row	217	3	72.33333	3.518919
Balance	185	9	20.55556	
Total	543	15		

Table value: Table value of Fo for (3, 9) Degree of freedom at 5% level of significance is 3.86.

Inference:

Since calculated Fc (2.29) is less than table value of Fo (3.86), we may accept our H₀ and say that there is no significant variance in Recognition while comparing with Skill Level.

42

TABLE 4.17

TABLE SHOWING THE VARIANCE IN GROWTH ASPECT WHILE COMPARING WITH FAMILY SIZE.

Family Size	Growth Aspect				Total
	Always	Often	Rarely	Never	
2 Members	1	0	2	2	5
3 Members	0	2	0	6	8
4 Members	4	8	6	4	22
More than 4 Members	9	4	4	8	25
Total	14	14	12	20	60

Source: Primary data

Null Hypothesis: There is no significant variance in Growth Aspect while comparing with Family Size

Alternative Hypothesis: There is a significant variance in Growth Aspect while comparing with Family Size

ANOVA TABLE:

type of variance	SS	Df	MS	F
variance of column	9	3	3	1.833333
variance of row	74.5	3	24.83333	4.515152
Balance	49.5	9	5.5	
Total	133	15		

Table value: Table value of Fo for (3, 9) Degree of freedom at 5% level of significance is 3.86.

Inference:

Since calculated Fc (1.83) is less than table value of Fo (3.86), we may accept our H₀ and say that there is no significant variance in Growth Aspect while comparing with Family Size.

43

TABLE 4.18

TABLE SHOWING THE VARIANCE IN JOB SECURITY WHILE COMPARING WITH EXPERIENCE.

Experience	job security				Total
	Best	Good	Satisfying	Not satisfying	
Below 1 year	2	4	2	2	10
1 - 5 years	18	4	2	2	26
6 - 10 years	12	2	0	2	16
More than 10 years	6	0	2	0	8
Total	38	10	6	6	60

Source: Primary data

Null Hypothesis: There is no significant variance in job security while comparing with Experience

Alternative Hypothesis: There is a significant variance in job security while comparing with Experience

ANOVA TABLE:

type of variance	SS	Df	MS	F
variance of column	179	3	59.66667	4.669565
variance of row	49	3	16.33333	1.278261
Balance	115	9	12.77778	
Total	343	15		

Table value: Table value of Fo for (3, 9) Degree of freedom at 5% level of significance is 3.86.

Inference:

Since calculated F_C (4.66) is more than table value of Fo (3.86), we may reject our H_0 and say that there is a significant variance in job security while comparing with Experience.

44

TABLE 4.19

CHI-SQUARE TEST

TABLE SHOWING THE ASSOCIATION BETWEEN THE AGE AND JOB SECURITY.

Null Hypothesis: There is no association between Age and Job Security.

Alternative Hypothesis: There is an association between Age and Job Security.

ASSOCIATION BETWEEN THE AGE AND JOB SECURITY

AGE	Job security				Total
	Best	Good	Satisfying	Not satisfying	
Below 30	24	8	2	4	38
30-40	10	0	0	2	12
41-50	2	2	4	0	8
Above 50	2	0	0	0	2
Total	38	10	6	6	60

Source: Primary data

Calculated X^2 value	Table Value	Degree of freedom
22.74	16.92	9

Interpretation:

As the calculated X^2 value (22.74) is more than the table value (16.92) at 5% level of Significant. So the **Null Hypothesis** is rejected. Hence, it can be concluded that there is an association between the Age and Job Security.

TABLE 4.20

TABLE SHOWING THE ASSOCIATION BETWEEN THE AGE AND GROWTH ASPECT.

Null Hypothesis: There is no association between Age and Growth Aspect.

Alternative Hypothesis: There is an association between Age and Growth Aspect.

ASSOCIATION BETWEEN THE AGE AND GROWTH ASPECT

AGE	Growth Aspect				Total
	Always	Often	Rarely	Never	
Below 30	14	8	6	10	38
30-40	0	6	2	4	12
41-50	0	0	4	4	8
Above 50	0	0	0	2	2
Total	14	14	12	20	60

Source: Primary data

Calculated X^2 value	Table Value	Degree of freedom
22.48	16.92	9

Interpretation:

As the calculated X^2 value (22.48) is more than the table value (16.92) at 5% level of Significant. So the **Null Hypothesis** is rejected. Hence, it can be concluded that there is an association between the Age and Growth Aspect.

TABLE 4.21

TABLE SHOWING THE ASSOCIATION BETWEEN THE EDUCATION AND JOB SECURITY.

Null Hypothesis: There is no association between Education and Job Security.

Alternative Hypothesis: There is an association between Education and Job Security.

ASSOCIATION BETWEEN THE EDUCATION AND JOB SECURITY

Education	job security				Total
	Best	Good	Satisfying	Not satisfying	
GRADUATE	4	1	0	1	6
DIPLOMA	10	2	4	2	18
HIGH SCHOOL	18	7	2	3	30
UNEDUCATED	6	0	0	0	6
Total	38	10	6	6	60

Source: Primary data

Calculated X^2 value	Table Value	Degree of freedom
8.75	16.92	9

Interpretation:

As the calculated X^2 value (8.75) is less than the table value (16.92) at 5% level of Significant. So the **Null Hypothesis** is accepted. Hence, it can be concluded that there is no association between the Education and Job Security.

TABLE 4.22

TABLE SHOWING THE ASSOCIATION BETWEEN THE EDUCATION AND GROWTH ASPECT.

Null Hypothesis: There is no association between Education and Growth Aspect.

Alternative Hypothesis: There is an association between Education and Growth Aspect.

ASSOCIATION BETWEEN THE EDUCATION AND GROWTH ASPECT

Education	Growth Aspect				Total
	Always	Often	Rarely	Never	
GRADUATE	0	0	1	5	6
DIPLOMA	8	6	2	2	18
HIGH SCHOOL	6	6	5	13	30
UNEDUCATED	0	2	4	0	6
Total	14	14	12	20	60

Source: Primary data

Calculated X^2 value	Table Value	Degree of freedom
26.46	16.92	9

Interpretation:

As the calculated X^2 value (26.46) is more than the table value (16.92) at 5% level of Significant. So the **Null Hypothesis** is rejected. Hence, it can be concluded that there is an association between the Education and Growth Aspect.

48

TABLE 4.23

TABLE SHOWING THE ASSOCIATION BETWEEN THE SKILL LEVEL AND JOB SECURITY.

Null Hypothesis: There is no association between Skill Level and Job Security.

Alternative Hypothesis: There is an association between Skill Level and Job Security.

ASSOCIATION BETWEEN THE SKILL LEVEL AND JOB SECURITY

Skill level	job security				Total
	Best	Good	Satisfying	Not satisfying	
SKILLED	26	6	4	4	40
SEMISKILLED	8	2	0	0	10
UNSKILLED	0	0	0	2	2
FRESHER	4	2	2	0	8
Total	38	10	6	6	60

Source: Primary data

Calculated X^2 value	Table Value	Degree of freedom
23.75	16.92	9

Interpretation:

As the calculated X^2 value (23.75) is more than the table value (16.92) at 5% level of Significant. So the **Null Hypothesis** is rejected. Hence, it can be concluded that there is an association between the Skill Level and Job Security.

49

TABLE 4.24

TABLE SHOWING THE ASSOCIATION BETWEEN THE SKILL LEVEL AND GROWTH ASPECT.

Null Hypothesis: There is no association between Skill Level and Growth Aspect.

Alternative Hypothesis: There is an association between Skill Level and Growth Aspect.

ASSOCIATION BETWEEN THE SKILL LEVEL AND GROWTH ASPECT

Skill level	Growth Aspect				Total
	Always	Often	Rarely	Never	
SKILLED	0	12	12	16	40
SEMISKILLED	6	2	0	2	10
UNSKILLED	0	0	0	2	2
FRESHER	8	0	0	0	8
Total	14	14	12	20	60

Source: Primary data

Calculated X^2 value	Table Value	Degree of freedom
51.26	16.92	9

Interpretation:

As the calculated X^2 value (51.26) is more than the table value (16.92) at 5% level of Significant. So the **Null Hypothesis** is rejected. Hence, it can be concluded that there is an association between the Skill Level and Growth Aspect.

TABLE 4.25

TABLE SHOWING THE ASSOCIATION BETWEEN THE SKILL LEVEL AND RECOGNITION.

Null Hypothesis: There is no association between Skill Level and Recognition.

Alternative Hypothesis: There is an association between Skill Level and Recognition.

ASSOCIATION BETWEEN THE SKILL LEVEL AND RECOGNITION

Skill level	Recognition				Total
	Always	Often	Rarely	Never	
SKILLED	10	24	4	2	40
SEMISKILLED	4	4	2	0	10
UNSKILLED	2	0	0	0	2
FRESHER	4	4	0	0	8
Total	20	32	6	2	60

Source: Primary data

Calculated X^2 value	Table Value	Degree of freedom
9.05	16.92	9

Interpretation:

As the calculated X^2 value (9.05) is less than the table value (16.92) at 5% level of Significant. So the **Null Hypothesis** is accepted. Hence, it can be concluded that there is no association between the Skill Level and Recognition.

TABLE 4.26

TABLE SHOWING THE ASSOCIATION BETWEEN THE SKILL LEVEL AND REWARDS.

Null Hypothesis: There is no association between Skill Level and Rewards.

Alternative Hypothesis: There is an association between Skill Level and Rewards.

ASSOCIATION BETWEEN THE SKILL LEVEL AND REWARDS

Skill level	Rewards				Total
	Promotion	Increment	Incentives	None of the above	
SKILLED	4	14	2	20	40
SEMISKILLED	0	4	1	5	10
UNSKILLED	0	0	0	2	2
FRESHER	0	6	0	2	8
Total	4	24	3	29	60

Source: Primary data

Calculated X^2 value	Table Value	Degree of freedom
8.53	16.92	9

Interpretation:

As the calculated X^2 value (8.53) is less than the table value (16.92) at 5% level of Significant. So the **Null Hypothesis** is accepted. Hence, it can be concluded that there is no association between the Skill Level and Rewards.

TABLE 4.27

TABLE SHOWING THE ASSOCIATION BETWEEN THE INCOME LEVEL AND JOB SECURITY.

Null Hypothesis: There is no association between Income Level and Job Security.

Alternative Hypothesis: There is an association between Income Level and Job Security.

ASSOCIATION BETWEEN THE INCOME LEVEL AND JOB SECURITY

Income Level	job security				Total
	Best	Good	Satisfying	Not satisfying	
Below Rs.5000	12	3	4	2	21
Rs.5001 - Rs.10000	24	4	0	2	30
Rs.10001 - Rs.15000	0	2	2	2	6
More then Rs.15000	2	1	0	0	3
Total	38	10	6	6	60

Source: Primary data

Calculated X^2 value	Table Value	Degree of freedom
19.21	16.92	9

Interpretation:

As the calculated X^2 value (19.21) is more than the table value (16.92) at 5% level of Significant. So the **Null Hypothesis** is rejected. Hence, it can be concluded that there is an association between the Income Level and Job Security.

TABLE 4.28

TABLE SHOWING THE ASSOCIATION BETWEEN THE INCOME LEVEL AND GROWTH ASPECT.

Null Hypothesis: There is no association between Income Level and Growth Aspect.

Alternative Hypothesis: There is an association between Income Level and Growth Aspect.

ASSOCIATION BETWEEN THE INCOME LEVEL AND GROWTH ASPECT

Income Level	Growth Aspect				Total
	Always	Often	Rarely	Never	
Below Rs.5000	10	2	5	4	21
Rs.5001 - Rs.10000	4	12	4	10	30
Rs.10001 - Rs.15000	0	0	2	4	6
More then Rs.15000	0	0	1	2	3
Total	14	14	12	20	60

Source: Primary data

Calculated X^2 value	Table Value	Degree of freedom
21.99	16.92	9

Interpretation:

As the calculated X^2 value (21.99) is more than the table value (16.92) at 5% level of Significant. So the **Null Hypothesis** is rejected. Hence, it can be concluded that there is an association between the Income Level and Growth Aspect.

TABLE 4.29

TABLE SHOWING THE ASSOCIATION BETWEEN THE INCOME LEVEL AND REWARDS.

Null Hypothesis: There is no association between Income Level and Rewards.

Alternative Hypothesis: There is an association between Income Level and Rewards.

ASSOCIATION BETWEEN THE INCOME LEVEL AND REWARDS

Income Level	Rewards				Total
	Promotion	Increment	Incentives	None of the above	
Below Rs.5000	0	10	0	11	21
Rs.5001 - Rs.10000	0	12	3	15	30
Rs.10001 - Rs.15000	4	0	0	2	6
More then Rs.15000	0	2	0	1	3
Total	4	24	3	29	60

Source: Primary data

Calculated X^2 value	Table Value	Degree of freedom
42.75	16.92	9

Interpretation:

As the calculated X^2 value (42.75) is more than the table value (16.92) at 5% level of Significant. So the **Null Hypothesis** is rejected. Hence, it can be concluded that there is an association between the Income Level and Rewards.

TABLE 4.30

TABLE SHOWING THE ASSOCIATION BETWEEN THE EXPERIENCE AND JOB SECURITY.

Null Hypothesis: There is no association between Experience and Job Security.

Alternative Hypothesis: There is an association between Experience and Job Security.

ASSOCIATION BETWEEN THE EXPERIENCE AND JOB SECURITY

Experience	job security				Total
	Best	Good	Satisfying	Not satisfying	
Below 1 year	2	4	2	2	10
1 - 5 years	18	4	2	2	26
6 - 10 years	12	2	0	2	16
More than 10 years	6	0	2	0	8
Total	38	10	6	6	60

Source: Primary data

Calculated X^2 value	Table Value	Degree of freedom
14.99	16.92	9

Interpretation:

As the calculated X^2 value (14.99) is less than the table value (16.92) at 5% level of Significant. So the **Null Hypothesis** is accepted. Hence, it can be concluded that there is no association between the Experience and Job Security.

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TABLE 4.31

TABLE SHOWING THE ASSOCIATION BETWEEN THE EXPERIENCE AND RECOGNITION.

Null Hypothesis: There is no association between Experience and Recognition.

Alternative Hypothesis: There is an association between Experience and Recognition.

ASSOCIATION BETWEEN THE EXPERIENCE AND RECOGNITION

Experience	Recognition				Total
	Always	Often	Rarely	Never	
Below 1 year	6	2	2	0	10
1 - 5 years	8	16	2	0	26
6 - 10 years	6	7	2	1	16
More than 10 years	0	7	0	1	8
Total	20	32	6	2	60

Source: Primary data

Calculated X^2 value	Table Value	Degree of freedom
15.04	16.92	9

Interpretation:

As the calculated X^2 value (15.04) is less than the table value (16.92) at 5% level of Significant. So the **Null Hypothesis** is accepted. Hence, it can be concluded that there is no association between the Experience and Recognition.

TABLE 4.32

TABLE SHOWING THE CORRELATION TEST CONDUCTED TO EXTENT THE RELATIONSHIP BETWEEN THE AGE AND JOB SECURITY

	4	3	2	1	f	U	fu	fu^2	fuv
25	24	4	8	2	38	-1.5	-57	85.5	46.5
35	10	2	0	0	12	-0.5	-6	3	8
45	2	0	2	4	8	0.5	4	2	2
55	2	0	0	0	2	1.5	3	4.5	-4.5
F	38	6	10	6	60	0	-56	95	52
V	-1.5	-0.5	0.5	1.5	0				
Fv	-57	-3	5	9	-46				
Fv^2	85.5	1.5	2.5	13.5	103				

Result:

$$r = \frac{544}{3228.017} = 0.168524$$

Inference:

The correlation shows the positive result, so the correlation between the age and Job Security is positive.

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TABLE 4.33

TABLE SHOWING THE CORRELATION TEST CONDUCTED TO EXTENT THE RELATIONSHIP BETWEEN THE AGE AND GROWTH ASPECT

	4	3	2	1	f	u	fu	fu^2	fuv
25	14	8	6	10	38	-1.5	-57	85.5	10.5
35	0	6	2	4	12	-0.5	-6	3	-2
45	0	0	4	4	8	0.5	4	2	4
55	0	0	0	2	2	1.5	3	4.5	4.5
F	14	14	12	20	60	0	-56	95	17
V	-1.5	-0.5	0.5	1.5	0				
Fv	-21	-7	6	30	8				
Fv^2	31.5	3.5	3	45	83				

Result:

$$ r = \frac{1468}{3550.299} = 0.413486 $$

Inference:

The correlation shows the positive result, so the correlation between the age and Growth Aspect is positive.

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TABLE 4.34

TABLE SHOWING THE CORRELATION TEST CONDUCTED TO EXTENT
THE RELATIONSHIP BETWEEN THE AGE AND RECOGNITION

	4	3	2	1	f	u	fu	fu^2	fuv
25	14	18	6	0	38	-1.5	-57	85.5	40.5
35	6	5	0	1	12	-0.5	-6	3	5
45	0	8	0	0	8	0.5	4	2	-2
55	0	1	0	1	2	1.5	3	4.5	1.5
F	20	32	6	2	60	0	-56	95	45
V	-1.5	-0.5	0.5	1.5	0				
Fv	-30	-16	3	3	-40				
Fv^2	45	8	1.5	4.5	59				

Result:

$$r = \frac{460}{2230.282} = 0.206252$$

Inference:

The correlation shows the positive result, so the correlation between the age and Recognition is positive.

TABLE 4.35

TABLE SHOWING THE CORRELATION TEST CONDUCTED TO EXTENT THE RELATIONSHIP BETWEEN THE AGE AND REWARDS

	4	3	2	1	f	u	fu	fu^2	fuv
25	0	20	1	17	38	-1.5	-57	85.5	-24
35	0	4	2	6	12	-0.5	-6	3	-4
45	4	0	0	4	8	0.5	4	2	0
55	0	0	0	2	2	1.5	3	4.5	4.5
F	4	24	3	29	60	0	-56	95	-23.5
V	-1.5	-0.5	0.5	1.5	0				
Fv	-6	-12	1.5	43.5	27				
Fv^2	9	6	0.75	65.25	81				

Result:

$$r = \frac{102}{3254.517} = 0.031341$$

Inference:

The correlation shows the positive result, so the correlation between the age and Rewards is positive.

TABLE 4.36

TABLE SHOWING THE CORRELATION TEST CONDUCTED TO EXTENT THE RELATIONSHIP BETWEEN THE AGE AND SAFETY MEASURES

	4	3	2	1	f	u	fu	fu^2	fuv
25	22	12	4	0	38	-1.5	-57	85.5	55.5
35	4	4	2	2	12	-0.5	-6	3	2
45	6	2	0	0	8	0.5	4	2	-5
55	0	0	2	0	2	1.5	3	4.5	1.5
F	32	18	8	2	60	0	-56	95	54
V	-1.5	-0.5	0.5	1.5	0				
Fv	-48	-9	4	3	-50				
Fv^2	72	4.5	2	4.5	83				

Result:

$$r = \frac{440}{2521.65} = 0.174489$$

Inference:

The correlation shows the positive result, so the correlation between the age and Safety Measures is positive.

TABLE 4.37

TABLE SHOWING THE CORRELATION TEST CONDUCTED TO EXTENT THE RELATIONSHIP BETWEEN THE AGE AND WELFARE SCHEMES

	4	3	2	1	f	u	fu	fu^2	fuv
25	4	12	14	8	38	-1.5	-57	85.5	-10.5
35	3	0	2	7	12	-0.5	-6	3	-3.5
45	0	0	4	4	8	0.5	4	2	4
55	0	0	0	2	2	1.5	3	4.5	4.5
F	7	12	20	21	60	0	-56	95	-5.5
V	-1.5	-0.5	0.5	1.5	0				
Fv	-10.5	-6	10	31.5	25				
Fv^2	15.75	3	5	47.25	71				

Result:

$$r = \frac{1070}{3052.89} = 0.350488$$

Inference:

The correlation shows the positive result, so the correlation between the age and Welfare Schemes is positive.

TABLE 4.38

TABLE SHOWING THE CORRELATION TEST CONDUCTED TO EXTENT THE RELATIONSHIP BETWEEN THE FAMILY SIZE AND JOB SECURITY

	4	3	2	1	f	u	fu	fu^2	fuv
2	1	1	2	1	5	-1.5	-7.5	11.25	-0.75
3	4	4	0	0	8	-0.5	-4	2	4
4	12	4	2	4	22	0.5	11	5.5	-6.5
5	21	1	2	1	25	1.5	37.5	56.25	-44.25
F	38	10	6	6	60	0	37	75	-47.5
V	-1.5	-0.5	0.5	1.5	0				
Fv	-57	-5	3	9	-50				
Fv^2	85.5	2.5	1.5	13.5	103				

Result:

$$r = \frac{-1000}{3394.419} = -0.2946$$

Inference:

The correlation shows the Negative result, so the correlation between the Family Size and Job Security is Negative.

<p style="text-align:center">TABLE 4.39</p>

TABLE SHOWING THE CORRELATION TEST CONDUCTED TO EXTENT THE RELATIONSHIP BETWEEN THE FAMILY SIZE AND RECOGNITION

	4	3	2	1	f	u	fu	fu^2	fuv
2	2	3	0	0	5	-1.5	-7.5	11.25	6.75
3	0	8	0	0	8	-0.5	-4	2	2
4	4	12	6	0	22	0.5	11	5.5	-4.5
5	14	9	0	2	25	1.5	37.5	56.25	-33.75
F	20	32	6	2	60	0	37	75	-29.5
V	-1.5	-0.5	0.5	1.5	0				
Fv	-30	-16	3	3	-40				
Fv^2	45	8	1.5	4.5	59				

Result:

$$r = \frac{-290}{2464.577} = -0.11767$$

Inference:

The correlation shows the Negative result, so the correlation between the Family Size and Recognition is Negative.

TABLE 4.40

TABLE SHOWING THE CORRELATION TEST CONDUCTED TO EXTENT THE RELATIONSHIP BETWEEN THE FAMILY SIZE AND REWARDS

	4	3	2	1	f	u	fu	fu^2	fuv
2	0	1	1	3	5	-1.5	-7.5	11.25	-6.75
3	2	4	0	2	8	-0.5	-4	2	1
4	2	4	2	14	22	0.5	11	5.5	8.5
5	0	15	0	10	25	1.5	37.5	56.25	11.25
F	4	24	3	29	60	0	37	75	14
V	-1.5	-0.5	0.5	1.5	0				
Fv	-6	-12	1.5	43.5	27				
Fv^2	9	6	0.75	65.25	81				

Result:

$$r = \frac{-159}{3596.409} = -0.04421$$

Inference:

The correlation shows the Negative result, so the correlation between the Family Size and Rewards is Negative.

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TABLE 4.41

TABLE SHOWING THE CORRELATION TEST CONDUCTED TO EXTENT THE RELATIONSHIP BETWEEN THE INCOME LEVEL AND JOB SECURITY

	4	3	2	1	f	u	fu	fu^2	fuv
2500	12	3	4	2	21	-1.5	-31.5	47.25	21.75
7500	24	4	0	2	30	-0.5	-15	7.5	17.5
12500	0	2	2	2	6	0.5	3	1.5	1.5
17500	2	1	0	0	3	1.5	4.5	6.75	-5.25
F	38	10	6	6	60	0	-39	63	35.5
V	-1.5	-0.5	0.5	1.5	0				
Fv	-57	-5	3	9	-50				
Fv^2	85.5	2.5	1.5	13.5	103				

Result:

$$r = \frac{180}{2883.248} = 0.06243$$

Inference:

The correlation shows the positive result, so the correlation between the Income Level and Job Security is positive.

TABLE 4.42

TABLE SHOWING THE CORRELATION TEST CONDUCTED TO EXTENT THE RELATIONSHIP BETWEEN THE INCOME LEVEL AND GROWTH ASPECT

	4	3	2	1	f	u	fu	fu^2	fuv
2500	10	2	5	4	21	-1.5	-31.5	47.25	11.25
7500	4	12	4	10	30	-0.5	-15	7.5	-2.5
12500	0	0	2	4	6	0.5	3	1.5	3.5
17500	0	0	1	2	3	1.5	4.5	6.75	5.25
F	14	14	12	20	60	0	-39	63	17.5
V	-1.5	-0.5	0.5	1.5	0				
Fv	-21	-7	6	30	8				
Fv^2	31.5	3.5	3	45	83				

Result:

$$r = \frac{1362}{3332.453} = 0.408708$$

Inference:

The correlation shows the positive result, so the correlation between the Income Level and Growth Aspect is positive.

TABLE 4.43

TABLE SHOWING THE CORRELATION TEST CONDUCTED TO EXTENT THE RELATIONSHIP BETWEEN THE INCOME LEVEL AND REWARDS

	4	3	2	1	f	u	fu	fu^2	fuv
2500	0	10	0	11	21	-1.5	-31.5	47.25	-17.25
7500	0	12	3	15	30	-0.5	-15	7.5	-9
12500	4	0	0	2	6	0.5	3	1.5	-1.5
17500	0	2	0	1	3	1.5	4.5	6.75	0.75
F	4	24	3	29	60	0	-39	63	-27
V	-1.5	-0.5	0.5	1.5	0				
Fv	-6	-12	1.5	43.5	27				
Fv^2	9	6	0.75	65.25	81				

Result:

$$r = \frac{-567}{3054.821} = -0.18561$$

Inference:

The correlation shows the Negative result, so the correlation between the Income Level and Rewards is Negative.

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TABLE 4.44

TABLE SHOWING THE CORRELATION TEST CONDUCTED TO EXTENT THE RELATIONSHIP BETWEEN THE EXPERIENCE AND GROWTH ASPECT

	4	3	2	1	f	u	fu	fu^2	fuv
0.5	8	0	0	2	10	-2	-20	40	18
3	4	8	6	8	26	-1	-26	26	-5
8	2	4	4	6	16	1	16	16	6
12	0	2	2	4	8	2.6	20.8	54.08	15.6
F	14	14	12	20	60	0.6	-9.2	136.08	34.6
V	-1.5	-0.5	0.5	1.5	0				
Fv	-21	-7	6	30	8				
Fv^2	31.5	3.5	3	45	83				

Result:

$$r = \frac{2149.6}{6302.544} = 0.341069$$

Inference:

The correlation shows the positive result, so the correlation between the Experience and Growth Aspect is positive.

TABLE 4.45

TABLE SHOWING THE CORRELATION TEST CONDUCTED TO EXTENT THE RELATIONSHIP BETWEEN THE EXPERIENCE AND SAFETY MEASURES

	4	3	2	1	f	u	fu	fu^2	fuv
0.5	6	4	0	0	10	-2	-20	40	22
3	14	6	6	0	26	-1	-26	26	21
8	6	8	0	2	16	1	16	16	-10
12	6	0	2	0	8	2.6	20.8	54.08	-20.8
F	32	18	8	2	60	0.6	-9.2	136.08	12.2
V	-1.5	-0.5	0.5	1.5	0				
Fv	-48	-9	4	3	-50				
Fv^2	72	4.5	2	4.5	83				

Result:

$$r = \frac{272}{4476.471} = 0.060762$$

Inference:

The correlation shows the positive result, so the correlation between the Experience and Safety Measures is positive.

Chapter V
Findings Suggestions
Conclusion

5.1 FINDINGS

- Out of 60,63% of the respondents are below 30 years of age.

- Out of 60 , 60% of the respondents are unmarried.

- Out of 60, 66% of the respondents are skilled labours.

- Out of 60, 35% belong to the group of 5001-10000 income level.

- Out of 60, 56% of the respondents reside in cities.

- There is a positive correlation between age and job security.Hence the high aged people feel the job is more secure.

- The higher the age of the people the more they get the opportunity to learn new things.

- The higher the age of the people the more they are recognized for their work.

- The promotions and increment are mostly given to the employees as the age increases.

- The higher the income level of the employees the more secure they feel to be in the job.

- The people with higher income get to learn new things.

- The increment of the employees decreases as the income level of the employees increases.

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- The people with more experience get to learn more things.

- Most of the workers become skilled by learning through self interest. No specific training is given to these people.

- Almost all the skilled labours are promoted as contract labours from company labours

- The contracted laborers are paid more salary since they are skilled.

- There is a good flexibility in the working hours of the company.

- The main requirement is that the workers must finish the work within the given period. But they can work at any time.

- The supervisors provide god assistance in cases of break down in machinery.

- The safety measures against accidents in the company is very good.

- The higher the income of the employee the less privileged they feel to work in the company.

- The welfare schemes provided to the families of the employees are not sufficient.

- Majority of workers in the company are contracted labours.

- The infrastructure of the company is not satisfying.

- The employees relations with the HR is good.

- The feed backs are not collected from the employees.

- The company has a nice goodwill amomg the public.

- The workers help each others very well.

- The allowances provided to the workers are not sufficient.

- The workers feel privileged to work in the company.

5.2 SUGGESTIONS

- The young aged employees must be given a sense of job security.

- The younger employees must be given more opportunity to learn new things.

- The employees must be recognized more for their work.

- The young workers must be motivated more by providing increments and promotions.

- The employees must be given more responsibilities so that it gives a sense of pride to them.

- The employees must be given job security irrespective of their salary and experience.

- More increment must be given to the workers with high income.

- The company must provide more welfare schemes to the families of the workers so that it motivates the workers.

- The company can improve upon its infrastructure.

- The company must collect the feedback and suggestions of the employees frequently.

- The company must provide more allowances to the employees like food allowance, snacks allowance etc.

- The company labours can be provided with on job training so that they become skilled.

5.3 CONCLUSION

Employee welfare and job satisfaction is an important factor for the improvement of the company. When the employees are satisfied with the organization they tend to give their best for the company. It is clear from the research that majority of the employees are married and are members of family size which is more than four. Also majority of the workers reside in cities. So it is clear that the employees are unable to meet their expenses with their salary in cities where the cost of living is high.

In the company the qualification counts for nothing if the employee is not skilled. It is only through experience and self learning that the employees are promoted and earn more. The company has a recognized goodwill amongst the public and its work environment and HR activities are highly appreciateable. The assistance by the supervisors in times of emergency and the safety measures in the company are up to the mark and good. The employees feel mostly previlaged to work in th company. On the other hand the infrastructure of the company can be improved and the suggestions of the employees must be collected more frequently.

Though there are a few reasons for the dissatisfaction of the employees there are more reasons for the employees to be satisfied. If the company take up the reasons for dissatisfaction and analyse it, that would prove to be a major plus for the welfare and development of the company.

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APPENDIX

QUESTIONNAIRE ON EMPLOYEE WELFARE AND JOB SATISFACTION

EMPLOYEE PERSONAL DETAILS

1) What is your age level?
   a) below 30 b) 30-40 c) 40-50 d) above 50

2) What is your gender?
   a) male b) female

3) What is your marital status?
   a) married b) single

4) What is your qualification?
   a) graduate b) diploma c) high school d) uneducated

5) What is your skill level?
   a) skilled b) semi skilled c) unskilled d) fresher

6) What is your family size?
   a) 2 members b) 3 members c) 4 members d) more than 4 members

7) What is your residential locality?
   a) village b) town c) city d) metropolitan city

MONEY TALKS

8) What is your income level?
   a) below 5000 b) 5000-10000 c) 10000-15000 d) above 15000

9) What is your experience in the company?
   a) below 1 yr b) 1-5 yrs c) 5-10 yrs d) more than 10 yrs

CATEGORY OF WORKERS

10) What is your work category?
    a) contracted labor b) company labour

WORKING HOURS AND CONDITIONS

11) Is there flexibility in your working hours?
a) yes b) no

RESPONSIBILITY AND ACCOUNTABILITY

12) Are you given responsibilities in the company ?
a) always b) often c) rarely d) never

JOB SECURITY

13) What is your opinion about the security of your job?
a) best b) good c) satisfying d) not satisfying

WORK ENVIRONMENT

14) Are the people working with you helping you?
a) always b) often c) rarely d) never

15) What is your opinion about the infrastructure of the company?
a) best b) good c) satisfying d) not satisfying

GOODWILL OF THE COMPANY

16) What is your opinion about the goodwill of the company?
a) best b) good c) satisfying d) not satisfying

HUMAN RESOURCE ACTIVITY

17) What is your opinon about the human resource activities of the company?
a) best b) good c) satisfying d) not satisfying

GROWTH ASPECT

18) Are you given opportunity to learn new things?
a) always b) often c) rarely d) never

RECOGNITION

19) Are you recognized for your work?
a) always b) often c) rarely d) never

REWARDS

20) What are the rewards given to you for performing well?
a) promotion b) increment c) incentives d) bonus

TRAINING

21) What is the type of training given to you?
    a) self based b) on job c) off job d) all the above

SUPERIOR ASSISTANCE

22) Do the supervisors assist you in case of break down?
    a) always b) often c) rarely d) never

23) Are the supervisors flexible to you?
    a) always b) often c) rarely d) never

IMPROVEMENT

24) Are the feedback and suggestion collected from you?
    a) always b) often c) rarely d) never

25) Do the authorities take action on your feed back and suggestion?
    a) always b) often c) rarely d) never

SAFETY MEASURES

26) What is your opinion on the safety measures taken by the company against accidents?
    a) best b) good c) satisfying d) not satisfying

27) Are you provided with mediclaim insurance?
    a) yes b) no

ENJOYMENT

28) What is your opinion on the various allowances provided to you?
    a) best b) good c) satisfying d) not satisfying

WELFARE SCHEME

29) What is your opinion on the welfare schemes provided to you and your family?
    a) best b) good c) satisfying d) not satisfying

PREVILAGE

30) Do you feel privileged to work in this company?
    a) yes b) no