

**A STUDY ON OF EMPLOYEE SAFETY AND WELFARE MEASURES IN PEPSICO
INDIA HOLDINGS PVT LTD-MADURAI. TAMILNADU.**

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BONAFIDE CERTIFICATE

Certified that this project report titled "A STUDY ON SAFETY AND WELFARE MEASURES OF EMPLOYEES IN PEPSICO" is the bonafide work of Mr. VP.RAJESHKUMAR 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 project report or dissertation of the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

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we wish him all the best, in future endeavors.

Thanking you!
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ABSTRACT

A study on safety and welfare measures of PepsiCo has been made to know whether safety and welfare measures are up to the expectation of employees. The problem or work taken up is to find welfare and safety measures in which improvement is expected by the employees and to recommend suggestions to the company for the improvement of safety and welfare measures.

The research design followed here is descriptive research due to the descriptive nature of the study. The sampling technique used is simple random sampling. Primary and secondary data had collected for the study from various sources. Primary data are collected through personal interview and questionnaire with scaling, choice questions, ranking questions. Secondary data are collected from the earlier studies, company profile, annual report and websites. The tools used for analyzing the data are percentage analysis, weighted average method, chi-square test, rank correlation.

Majority of the respondents felt welfare measures improve effort by the employees and contribute to the maintenance of employee morale and loyalty. The major findings are respondents are not satisfied with the medical, canteen and transportation facility. Most of respondents felt that occupational safety is provided during working hours.

The researcher made the study in all areas of welfare and safety measures provided by the company but found that improvement is required in some of the areas. The researcher puts forward some suggestions which may be implemented by the organization to improve further employee safety and welfare measures.

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TABLE OF CONTENTS

CHAPTER	TITLE	PAGE NO.
1.	INTRODUCTION	
	1.1 Introduction	1
	1.2 Industry Profile	2
	1.3 Company Profile	5
2.	REVIEW OF LITERATURE	
	2.Review of Literature	10
3.	RESEARCH METHODOLOGY	
	3.1 Scope of the study	14
	3.2 Need of the study	14
	3.3 Objective of the study	14
	3.4 Sampling Method	15
	3.5 Sample Size	15
	3.6 Source of Data collection	15
	3.7 Tools used for analysis	15
	3.8 Period of study	15
	3.9 Area of study	16
	3.10 Limitation of the study	16
4.	ANALYSIS AND INTERPRETATIONS	17
5.	FINDINGS, SUGGESTIONS AND CONCLUSION	
	5.1 Findings	47
	5.2 Suggestions	48
	5.3 Conclusion	49
	APPENDIX	
	Questionnaire	50
	References	55

LIST OF TABLES

SI NO	PARTICULARS	PAGE NO
4.1	GENDER WISE CLASSIFICATION OF RESPONDENT	17
4.2	QUALIFICATION WISE CLASSIFICATION OF RESPONDENT	18
4.3	EXPERIENCE WISE CLASSIFICATION OF RESPONDENT	19
4.4	CADER WISE CLASSIFICATION OF RESPONDENT	20
4.5	PROVISIONS OF SAFETY AND WELFARE MEASURES	21
4.6	SAFETY TRAINING ON REGULAR BASIS	23
4.7	ACCIDENT DURING WORK	24
4.8	REASON FOR CAUSE OF INJURY	25
4.9	TYPE OF INJURY	26
4.10	ESCAPE IN CASE OF EMERGENCY	27
4.11	SAFETY KITS IN PLACE	28
4.12	FUNCTIONING OF MACHINERY	29
4.13	MEDICAL ASSISTANCE DISPENSARY FACILITY	30
4.14	DISPLAY OF SAFETY PRECAUTIONS	31
4.15	MOCKUP EMERGENCY DRILL	32
4.16	TIME INTERVAL DURING WORK	33
4.17	UNIFORM/SAFETY ACCESSORIES	34
4.18	ESI,PF,PENSION SCHEME	35
4.19	RECREATION PROGRAMS REWARDS	36
4.20	HEALTH INSURANCE SCHEME	37
4.21	EMPLOYEE WELFARE AWARENESS	38
4.22	INCREMENT IN SALARY	39
4.23	TRANSPORTATION FACILITY	40
4.24	EXPERINCE AND OVERALL SATISFACTION WITH SAFETY AND WELFARE MEASURES	41
4.25	SAFETY TRAINING AND TYPES OF INJURY	43
4.26	RANK CORRELATION	45

LIST OF CHARTS

SI NO	PARTICULARS	PAGE NO
4.1	GENDER WISE CLASSIFICATION OF RESPONDENT	17
4.2	QUALIFICATION WISE CLASSIFICATION OF RESPONDENT	18
4.3	EXPERIENCE WISE CLASSIFICATION OF RESPONDENT	19
4.4	CADER WISE CLASSIFICATION OF RESPONDENT	20
4.5	SAFETY TRAINING ON REGULAR BASIS	23
4.6	ACCIDENT DURING WORK	24
4.7	REASON FOR CAUSE OF INJURY	25
4.8	TYPE OF INJURY	26
4.9	ESCAPE IN CASE OF EMERGENCY	27
4.10	SAFETY KITS IN PLACE	28
4.11	FUNCTIONING OF MACHINERY	29
4.12	MEDICAL ASSISTANCE DISPENSARY FACILITY	30
4.13	DISPLAY OF SAFETY PRECAUTIONS	31
4.14	MOCKUP EMERGENCY DRILL	32
4.15	TIME INTERVAL DURING WORK	33
4.16	UNIFORM/SAFETY ACCESSORIES	34
4.17	ESI,PF,PENSION SCHEME	35
4.18	RECREATION PROGRAMS REWARDS	36
4.19	HEALTH INSURANCE SCHEME	37
4.20	EMPLOYEE WELFARE AWARENESS	38
4.21	INCREMENT IN SALARY	39
4.22	TRANSPORTATION FACILITY	40

CHAPTER 1

1.1 INTRODUCTION

Employees have the expectation that their workplace will offer a safe environment in which to do work. Some workplaces are safer than others just as some occupations offer more safety than others. Workplace safety ranks high on the list of goals for most workplaces. Employers care about employee safety and welfare in the organization. Successful occupational health and safety practice requires the collaboration and participation of both employers and workers in health and safety programmers, and involves the consideration of issues relating to occupational medicine, industrial hygiene, toxicology, education, engineering safety, ergonomics, psychology, etc.

Work-related accidents or diseases are very costly and can have many serious direct and indirect effects on the lives of workers and their families. It is essential that there be strong management commitment and strong worker participation in the effort to create and maintain a safe and healthy workplace. An effective management addresses all work-related hazards, not only those covered by government standards.

Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration. The welfare measures need not be in monetary terms only but in any kind/forms. Employee welfare means monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers.

Welfare schemes are to create efficient, healthy, loyal and satisfied labour force for the organization. The purpose of providing such facilities is to make their work life better and also to raise their standard of living.

1.2 INDUSTRY PROFILE

Soft Drink Industry at Global Level

The earliest soft drinks were sherbets developed by Arabic chemists and originally served in the medieval Near East. These were juiced soft drinks made of crushed fruit, herbs, or flowers. From around 1265, a popular drink known as Dandelion & Burdock appeared in England, made from fermented dandelion (*Taraxacum officinale*) and burdock (*Arctium lappa*) roots, and is naturally carbonated. The drink (similar to sarsaparilla) is still available today, but is made with flavorings and carbonated water, since the safrole in the original recipe was found to be carcinogenic.

The first marketed soft drinks (non-carbonated) in the Western world appeared in the 17th century. They were made from water and lemon juice sweetened with honey. In 1676, the Compagnie des Limonadiers of Paris was granted a monopoly for the sale of lemonade soft drinks. Vendors carried tanks of lemonade on their backs and dispensed cups of the soft drink to thirsty Parisians.

In the United States, soft drinks are sold in 3, 2, 1.5, 1 liter, 500 ml, 8, 12, 20 and 24 U.S. fluid ounce plastic bottles, 12 U.S. fluid ounce cans, and short eight-ounce cans. Some Coca-Cola products can be purchased in 8 and 12 U.S. fluid ounce glass bottles. Jones Soda and Orange Crush are sold in 16 U.S. fluid ounce (1 U.S. pint) glass bottles. Cans are packaged in a variety of quantities such as six packs, 12 packs and cases of 24, 36 and 360. With the advent of energy drinks sold in eight-ounce cans in the US, some soft drinks are now sold in similarly sized cans. It is also common for carbonated soft drinks to be served as fountain drinks in which carbonation is added to a concentrate immediately prior to serving.

In Europe, soft drinks are typically sold in 2, 1.5, 1 litre, 330 ml plastic or 500 ml glass bottles; aluminum cans are traditionally sized in 330 ml, although 250 ml slim cans have become popular since the introduction of canned energy drinks and 355 ml variants of the slim cans have been introduced by Red Bull more recently. Cans and bottles often come in packs of six or four. Several countries have standard recyclable

packaging with a container deposit, typically ranging from € 0.15 to 0.25. The bottles are smelted, or cleaned and refilled; cans are crushed and sold as scrap aluminium.

In Australia, soft drinks are usually sold in 375 ml cans or glass or plastic bottles. Bottles are usually 390 ml, 600 ml, 1.25 or 2 litre. However, 1.5 litre bottles have more recently been used by the the Coca-Cola Company. South Australia is the only state to offer a container recycling scheme, recently having lifted the deposit from 5 cents to 10 cents. This scheme is also done in the Philippines; people usually buy glass bottles and return them in exchange for a small amount of money.

In Canada, soft drinks are sold in cans of 236 ml, 355 ml, 473 ml, and bottles of 591 ml, 710 ml, 1 l, 1.89 l, and 2 l. The odd sizes are due to being the metric near-equivalents to 8, 12, 16, 20, 24 and 64 U.S. fluid ounces. This allows bottlers to use the same-sized containers as in the U.S. market. This is an example of a wider phenomenon in North America. Brands of more international soft drinks such as Fanta and Red Bull are more likely to come in round-figure capacities.

In India, soft drinks are available in 200 ml and 300 ml glass bottles, 250 ml and 330 ml cans, and 600 ml, 1.25 l, 1.5 l and 2 l plastic bottles.

Carbonated drinks

In late 18th century, scientists made important progress in replicating naturally carbonated mineral waters. In 1767, Englishman Joseph Priestley first discovered a method of infusing water with carbon dioxide to make carbonated water when he suspended a bowl of distilled water above a beer vat at a local brewery in Leeds, England. His invention of carbonated water, (also known as soda water), is the major and defining component of most soft drinks. Priestley found water thus treated had a pleasant taste, and he offered it to friends as a refreshing drink. In 1772, Priestley published a paper entitled *Impregnating Water with Fixed Air* in which he describes dripping oil of vitriol (or sulfuric acid as it is now called) onto chalk to produce carbon dioxide gas, and encouraging the gas to dissolve into an agitated bowl of water.

Another Englishman, John Mervin Nooth, improved Priestley's design and sold his apparatus for commercial use in pharmacies. Swedish chemist Torbern Bergman invented a generating apparatus that made carbonated water from chalk by the use of sulfuric acid. Bergman's apparatus allowed imitation mineral water to be produced in large amounts. Swedish chemist Jöns Jacob Berzelius started to add flavors (spices, juices and wine) to carbonated water in the late 18th century.

Soft Drinks in India

The multinationals Coca-Cola India and PepsiCo India Holdings saw their off-trade value shares of soft drinks in India decline over the review period, as other national and regional players updated their brand portfolios and increased the penetration of their brands in India. Bottled water players, such as Parle Bisleri and Dhariwal Industries, were particularly successful in expanding their consumer base through a concerted effort to increase their manufacturing capacity and move to newer regions within India. Dabur India and Parle Agro benefited from their first mover advantage in being present in high-growth emerging product categories, such as 100% juice and other non-cola carbonates.

Rising temperatures across the sub continent promises a hotter Indian summer than the last, boosting sales of beverages and ice-cream and making sugar costly. Most parts of the country recorded temperature 2-4 degrees Celsius above normal in the last 1-1/2 months, and in certain places it exceeded 40 degrees C

1.3. COMPANY PROFILE

PepsiCo is one of the largest companies there is that is engaged in the food, beverage, and snack industries., Their stock symbol is PEP and they are listed on the NYSE. PepsiCo, Inc. is engaged in the snack food, soft drink, juice, and fast food franchise businesses. PepsiCo's domestic snack food business is conducted by Frito-Lay North America, and its international snack food business is conducted through Frito-Lay International. The Company's soft drink business operates as the Pepsi-Cola Company and is comprised of two business units, Pepsi-Cola North America (PCNA) and Pepsi-Cola International (PCI).

. The transaction is expected to close in the first half of 2001. Pepsico also operates several food franchises including Pizza Hut, KFC, and Taco Bell.

History of Pepsico

Headquartered in Purchase, New York, with Research and Development Headquarters in Valhalla, The Pepsi Cola Company began in 1898 by a Pharmacist and Industrialist Caleb Bradham, but it only became known as PepsiCo when it merged with Frito Lay in 1965. Until 1997, it also owned KFC, Pizza Hut, and Taco Bell, but these fast-food restaurants were spun off into Tricon Global Restaurants, now Yum! Brands, Inc. PepsiCo purchased Tropicana in 1998 and Quaker Oats in 2001. In December 2005, PepsiCo surpassed Coca-Cola Company in market value for the first time in 112 years since both companies began to compete

Pepsico Brands

PepsiCo owns 5 different billion-dollar brands. These are Pepsi, Tropicana, Frito-Lay, Quaker, and Gatorade. The company owns many other brands as well.

- Pepsi, Caffeine-Free Pepsi, Diet Pepsi/Pepsi Light,
- Mountain Dew, Slice, Tropicana,
- 7 Up (Globally, outside the USA)
- Mirinda,
- Aquafina
- Frito-Lay brands: Cheetos, Lay's
- Quaker Oats

Pepsico Head Quarters

The Head Quarters is located at New York city in an area of "144 acres" within built infrastructure of 10 acres.

Pepsico in India

PepsiCo gained entry to India in 1988 by creating a joint venture with the Punjab government-owned Punjab Agro Industrial Corporation (PAIC) and Voltas India Limited. This joint venture marketed and sold Lehar Pepsi until 1991, when the use of foreign brands was allowed; PepsiCo bought out its partners and ended the joint venture in 1994. Others claim that firstly Pepsi was banned from import in India, in 1970, for having refused to release the list of its ingredients and in 1993, the ban was lifted, with Pepsi arriving on the market shortly afterwards.

PepsiCo entered India in 1989 and has grown to become one of the country's leading food and beverage companies. One of the largest multinational investors in the country, PepsiCo has established a business which aims to serve the long term dynamic needs of consumers in India. PepsiCo India and its partners have invested more than U.S. \$1 billion since the company was established in the country. PepsiCo provides direct and indirect employment to 150,000 people including suppliers and distributors. The group has built an expansive beverage and foods business. To support its operations, PepsiCo has 43 bottling plants in India, of which 15 are company owned and 28 are franchisee owned.

Mission

"To be the world's premier consumer product company focused on convenience foods and beverages. We seek to produce healthy financial rewards to investors as we provide opportunities for growth and enrichment to our employees, our business partners and the communities in which we operate. And in everything we do, we strive for honesty, fairness and integrity."

Vision

PepsiCo's business is based on its sustainability vision of **making tomorrow better than today**. Their vision is put into action through programs and a focus on

In the year 1998 it won the IQA Gold Award (one of the 5 plants worldwide) and was rated 'The Best COBO Plant for Product Quality'. Again in the year 1999 it won the IQA Gold Award and was rated "The Best COBO Plant for Product Quality". It completed the year 1999 without a single lost time Accident and hence obtained laurels on Safety. In the year 1999 it was certified as ISO 9002 by Det Norske Veritas (DNV). In the year 2000 & 2001 it won the IQA Gold Award and secured # 1 place in India B.U. In the year 2000 it achieved another landmark Million Man-hours without LTA, which again proved that it provides absolutely safer environment for the employees working inside. In the year 2000 it was certified as SQF 2000 by Society General de Surveillance (SGS).

The company won the "Center of Excellence "award for Manufacturing & Warehousing 2000 in the year 2001. The Company prepared for Golden Peacock National Quality Award (GPNQA) in 2001 and eventually achieved it in Jan 2002, thus putting one more step forward in the National race for Quality.

This organization qualified for recertification of ISO 9001: 2000 version on 28/08/2002 (Certificate No. RIN 251 – AQ – 3243) and again won the "Center of Excellence "award for Manufacturing & Warehousing 2000 in the year 2002

CHAPTER 2

REVIEW OF LITERATURE

According to Arthur F. McEvoy –states that in his article the history of industrial safety law in the united states ,one that places particular emphasis on the development of competing attributions of the cause of industrial injury as that development relates to changes in technology,political economy,and culture.

According to Miceli,Marcia(2009) –Success in business depends on identifying and fixing problems before they become crises.The ethical position regarding possible organization wrongdoing is to try to stop it before it happens or to respond fast by investigating any complaint of wrongdoing and taking corrective action if needed.if firms self-correct their wrongdoing, then employees do not need to notify outsiders of problems,saving the firm’s reputation and sparing potential legal costs incurred in the firm’s defence.

Michael Carroll(1995)- said in his book ,’workplace counselling’through the process of counseling itself may be similar in many respects,a significant difference in the preliminary activities required to initiate counseling with individuals .In fact,Counselling in an industrial organization aims mainly to increase the efficiency of the individual,so he can contribute to the greater profitability of the organization.

Claire Mayhew and Michael Quinlan - This study assessed the OHS implications of the shift to home-based workers in the Australian clothing industry by systematically comparing the OHS experiences of 100 factory-based workers and 100 outworkers. The level of self-reported injury was over three times higher among outworkers than factory-based workers undertaking similar tasks. The most significant factor explaining this difference was the payment system. All outworkers were paid solely by the piece,

whereas factory workers were paid either under a time plus production bonus system or solely on a time basis. While the incidence of injury was far higher among outworkers, factory-based workers paid under an incentive system reported more injuries than those paid solely on a time basis. Increasing injury was correlated with piecework payment systems.

According to Frederic Harison(1973) Human beings are the active agents who accumulate capital, exploit natural resources and build social, economic and political organizations and carry forward national development.

According to gupta (2000), employee welfare is the effort to make life worth living for workmen and anything done for the comfort and improvement-intellectual or social of the employees over and above wages paid which is not a necessity of the industry.

According to ILO (1984) workers welfare should be understood as meaning such service facilities and amenities which may be established in or in the vicinity of undertaking to enable the persons employed to perform their work in healthy and congenial surroundings provided with amenities conducive to good health and high morals. Review of literature is to analyze critically a segment of a published body of knowledge through summary, classification and comparison of prior research studies, review of literature and theoretical articles.

Sharma[2000] says that the social economic agonies of the production workers of North East India.

The process of unequal recruitment and unfair wage relations has continued through their history. The workers had hardly any possibility of exploring alternatives. They lived on daily basis wages that did not provide any possibilities of savings and mobility.

Bhadra [2005] clearly explains the social and health conditions of the tea plantation workers in India.

Health security is one of the major components of social security. The basic facilities that are necessary for the mental, physical and intellectual development of a person. Health security includes health care facilities such as dispensary, medical, water supply, drainage and sanitation.

Carl Wellman [1996:268] defined social benefits as assistance provided to an individual who is in need. This "welfare" or "social security" is the collective name for all social benefits especially for groups that need protection to grow into better citizens. It also includes crèche since it plays a major role in children's health. A human being can lay an ethical claim from society on the minimum livelihood. If he or she lacks the means of sustaining life because of circumstances beyond his or her control.

Pigou [2005] defined economic welfare as the part of social welfare that can be brought directly or indirectly into relation with measuring need of money. According to him "the economic welfare of a community of a given size is likely to be greater, the larger is the share that accrues to the poor".

In the Report II of the ILO Asian Regional Conference, it has been stated that workers welfare may be understood to mean "such services, facilities, and amenities,

which may be established outside or in the visibility of undertakings, to enable the persons employed therein to perform their work in healthy and congenial surroundings and to provide them with the amenities conducive to good health and high morale.

The labour Investigate Committee [1994-1996] includes under labour welfare activities” anything done for the intellectual, physical , morale and economic betterment of workers, whether by employers, by government or by other agencies, over and above what is laid down by law or what is normally expected as per of the contractual benefits for which the workers may have bargained.

The Report of the committee on Labour Welfare [1969]includes under it “ such services, facilities an amenities as adequate canteens, rest and recreational facilities, sanitary and medical facilities, arrangements for travel to and from work and for the accommodation of workers employed at a distance from their homes and as such other services, amenities and facilities including social security measures as contribute to improve the conditions under which workers are employed.

Pigeos [2005] defined economic welfare as that part of social welfare that can be brought directly or indirectly into relation with the measuring of money.

The Oxford Dictionary of social defines welfare as “ A state of faring or doing well. Free from calamity, enjoyment of health and prosperity”.

The Encyclopedia of social science defines it as “ the voluntary efforts of the employer to English, within the existing industrial system, working and sometimes living and cultural condition of employees beyond what is required by law, the customs of the industry and conditions of the market.

CHAPTER 3

RESEARCH METHODOLOGY

RESEARCH DESIGN

Research Design is a framework or blue prints for conducting the research project. It specifies the details of the procedures necessary for obtaining the information, needed to structure and/or solve research problems.

3.1 Scope of the study

- The study gives valuable information regarding workman attitude towards safety and welfare programs
- This study was conducted on employee's perception about safety and welfare measures
- With the help of the study and also from the suggestions given by the employees the company can provide the necessary facilities and changes which the employee expects

3.2 Need of the study

- To have a better overview of the working conditions found in company
- To study the effectiveness of the safety programme
- The study is necessary to improve the activities of the safety and welfare program

3.3 Objectives of the study

- To study the safety and welfare measures provided by the organization.
- To assess the addition of safety and welfare measures required by the employee.
- To study the safety training programs provided by the organization and its impact.
- To find out the measures to promote employee's welfare.
- To assess the provisions related to various welfare measures in organization
- To provide the findings and suggestions towards safety and welfare measures of the organization

3.4 Sampling Method

Simple random sampling method is used

3.5 Sample size

In the company total number of employee 275. From which 100 samples were taken to my study

3.6 Sources of data collection

Primary data

The primary data are that information which are collected afresh and for the first time and thus happen to be original in character .primary data has been collected from respondents with the help of questionnaire

Secondary data

The Secondary data has been collected through oral communication with the employee, safety and welfare books, articles, company websites, journals and company reports.

3.7 Tools for analysis

Analytical technique are used to obtain finding and arrange information in a logical sequence from the raw data collected .after the tabulation

- ✓ Percentage Analysis
- ✓ Weighted Average Method
- ✓ Chi-square Test
- ✓ Rank Correlation Method

3.8 Period of the study

The study was under taken for 4 months Jan 21 to 15 may 2010. During the period following steps were taken:

- Objectives were set and questionnaire was finalized .
- Data were collected and recorded
- Data were analyzed and interpreted and reports were generated.

3.9 Area of the study

The research was conducted in PepsiCo India holdings pvt ltd, Madurai

3.10 Limitations of the study

- ✦ Unwillingness of the respondents to provide information.
- ✦ The survey was conducted with in the limited period.
- ✦ Since the project is of qualitative nature there was the participant's bias in some cases
- ✦ It was difficult to meet all the respondents in the unit due to shift constraints.
- ✦ The respondents were reluctant to answer due to their busy schedule.

CHAPTER- 4

DATA ANALYSIS AND INTERPRETATIONS

Data analysis is the process of computation of certain indices or measures along with searching for patterns of relationship that exists among the data groups. Interpretation refers to the task of drawing inferences from the collected facts after an analytical or experimental study .In fact it is a broader meaning of research findings.

PERSONAL INFORMATION

4.1 GENDER

Classification of respondents on the basis of gender

Gender	No of respondents	Percentage
Male	86	86
Female	14	14
Total	100	100

Source: primary data

Table 4.1

Classification of respondents on the basis of gender

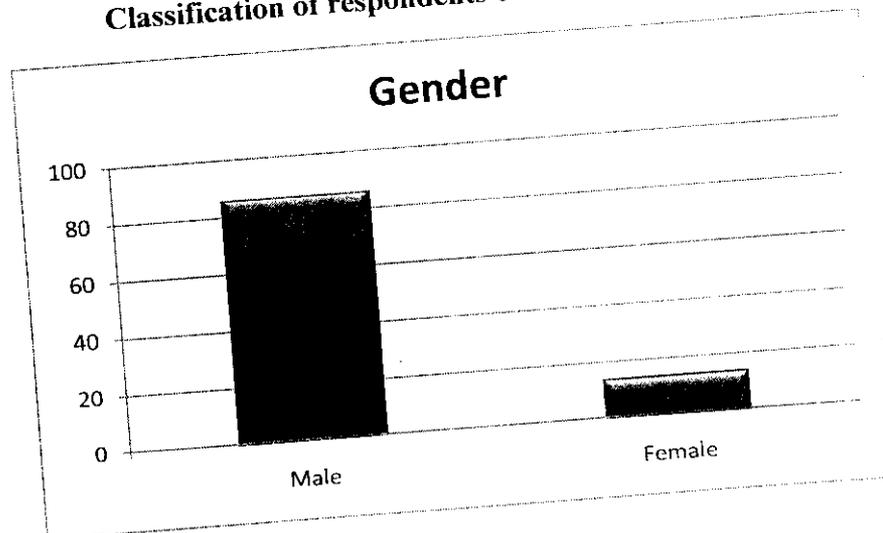


Chart 4.1

Out of 100 respondents 86 respondents of the respondents are male and 14 respondents of the respondents are female

4.2 QUALIFICATION

Classification of respondents on the basis of qualification

Qualification	No of respondents	Percentage
Below 10 th	34	34
12 th	18	18
Diploma	11	11
Degree	37	37
Total	100	100

Source: Primary data

Table 4.2

Classification of respondents on the basis of qualification

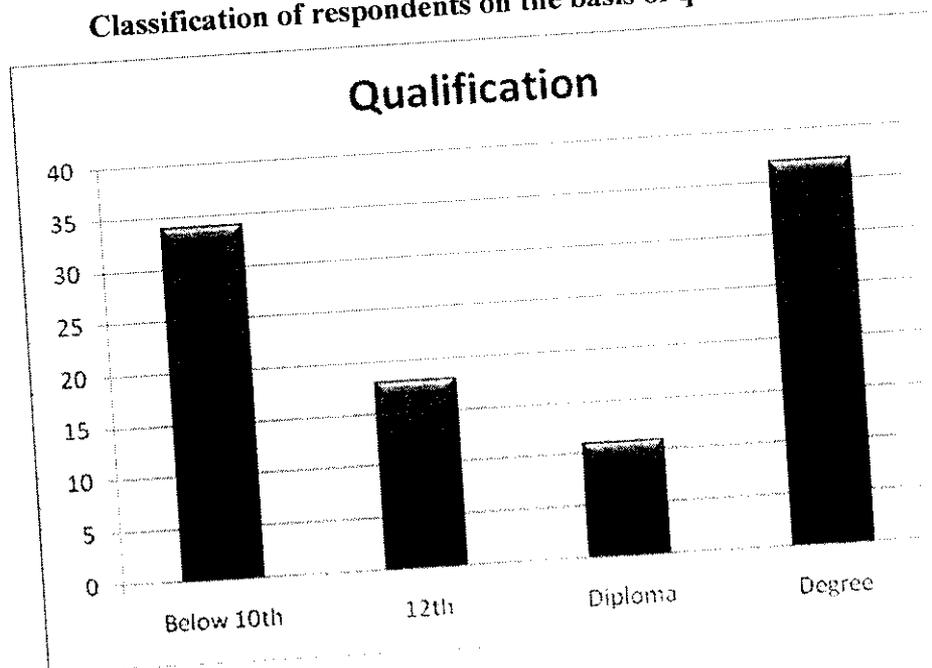


Chart 4.2

44 respondents of the respondents qualification are of below 10th , 18 respondents of them are upto 12 th , 11 respondents of the respondents are of diploma and 27 respondents of them finished degree

4.3 EXPERIENCE(YEARS)

Classification of respondents on the basis of Experience

Experience	No of respondents	Percentage
Below 3	51	51
3-6	34	34
6-9	4	4
9-12	6	6
Above 12	5	5
Total	100	100

Source: primary data

Table 4.3

Classification of respondents on the basis of Experience

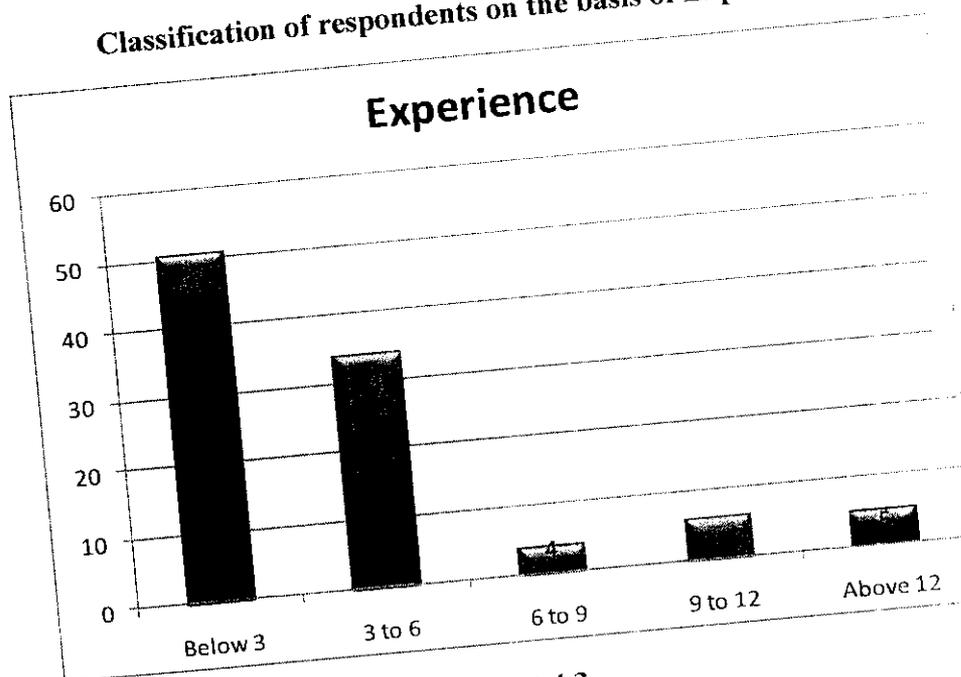


Chart 4.3

From the above table 51 percentage of respondents are below 3 years of experience, 34 percentage of respondents are 3 to 6 years of experience, 4 percentage of respondents are 6 to 9 years of experience, 6 percentage of respondents are 9 to 12 of experience and 5 respondents above 12

4.4 CADER

Classification of respondents on the basis of cader

Cader	No of respondents	Percentage
Executives	24	24
Associates	46	46
Contract Labours	30	30
Total	100	100

Source: primary data

Table 4.4

Classification of respondents on the basis of cader

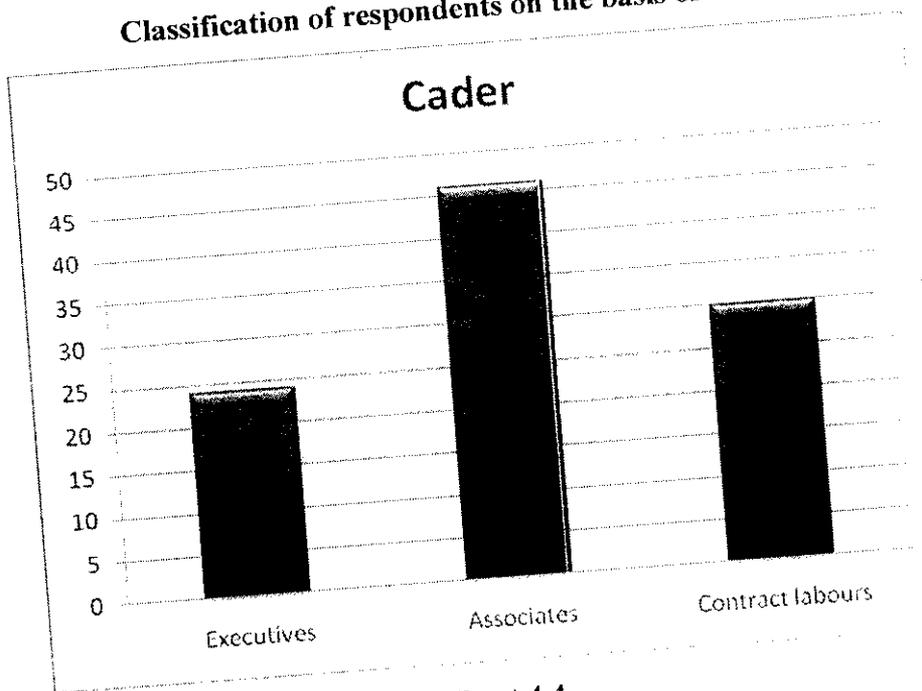


Chart 4.4

24 respondents of the respondents are of Executives, 46 respondents of them are associates and 30 respondents of them are contract labours

4.5 Respondents Satisfaction level in safety and welfare measures

Facilities	Safety and Welfare					WEIGHTED SCORE	AVG SCORE	RANK
	HS (5)	S (4)	N (3)	D (2)	HD (1)			
Cleanliness, disposal of wastes	20	45	12	18	15	367	3.67	3
Ventilation and temperature	16	42	10	14	18	324	3.24	9
Dust and fumes	8	25	34	20	13	295	2.95	14
Artificial humidification	5	10	47	21	17	265	2.65	15
overcrowding	10	36	21	15	18	305	3.05	12
Lighting	10	26	41	12	11	312	3.12	10
Drinking water	38	24	34	4	0	392	3.92	1
Conservancy services	16	28	32	24	0	336	3.36	7
spittoons	12	14	47	19	8	303	3.03	13
Fencing of machinery	18	22	28	17	15	311	3.11	11
Machinery and conveyors condition	27	24	32	9	8	353	3.53	5
Hoists and lifts	15	23	47	15	0	338	3.38	6
Washing facility	0	0	27	43	30	197	1.97	17
Storing ,drying clothes	0	24	21	26	29	240	2.40	16
Sitting facility	17	34	38	10	1	356	3.56	4

First aid appliances	28	38	24	8	2	382	3.82	2	
Shelters, rest rooms and dining hall	10	23	53	14	0	329	3.29	8	
Canteen	0	7	18	32	43	183	1.83	18	
TOTAL MEAN SCORE							55.88		
AVG MEAN SCORE							3.104		

Source: Primary

Table 4.5

Result:

Rank 1 goes to drinking water, rank 2 goes to first aid appliances, cleanliness disposal of wastes stands with the rank 3 and also Rank 16 goes to Storing /drying/ clothing, washing facility ranks 17 and rank 18 goes to canteen

4.9 Type of injury

Opinion of respondents on type of injury

Types of injury	No of respondents	Percentage
Head ache	17	17
Finger cut injury	21	21
Skin disease	-	-
Breathing difficulties	47	47
Eye defects	15	15
Total	100	100

Source : primary data

Table 4.9

Opinion of respondents on type of injury

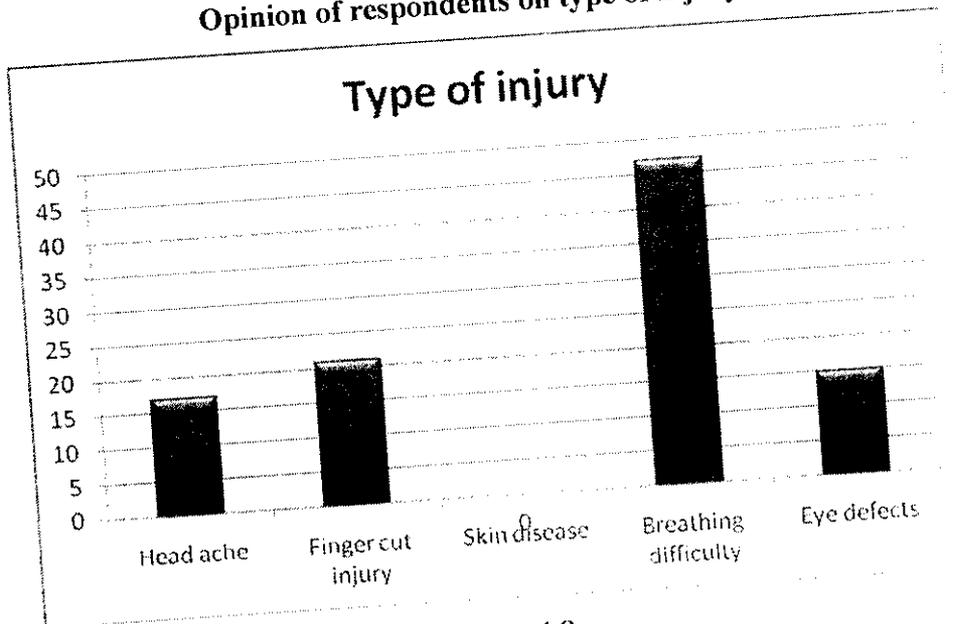


Chart 4.8

It is evident from the above table that 18 percentage of respondents are affected by head ache, 31 percentage of respondents suffer by finger cut injury, 0 percentage of respondents free from skin disease

4.10 Prompt escape in case of emergency

Yes-68 No-32

Opinion of respondents escape in case of emergency

Variables	No of respondents	percentage
Highly satisfied	42	61.76
Satisfied	18	26.5
Neutral	5	7.35
Dissatisfied	3	4.41
Highly dissatisfied	0	0
Total	68	100

Table 4.10

Opinion of respondents escape in case of emergency

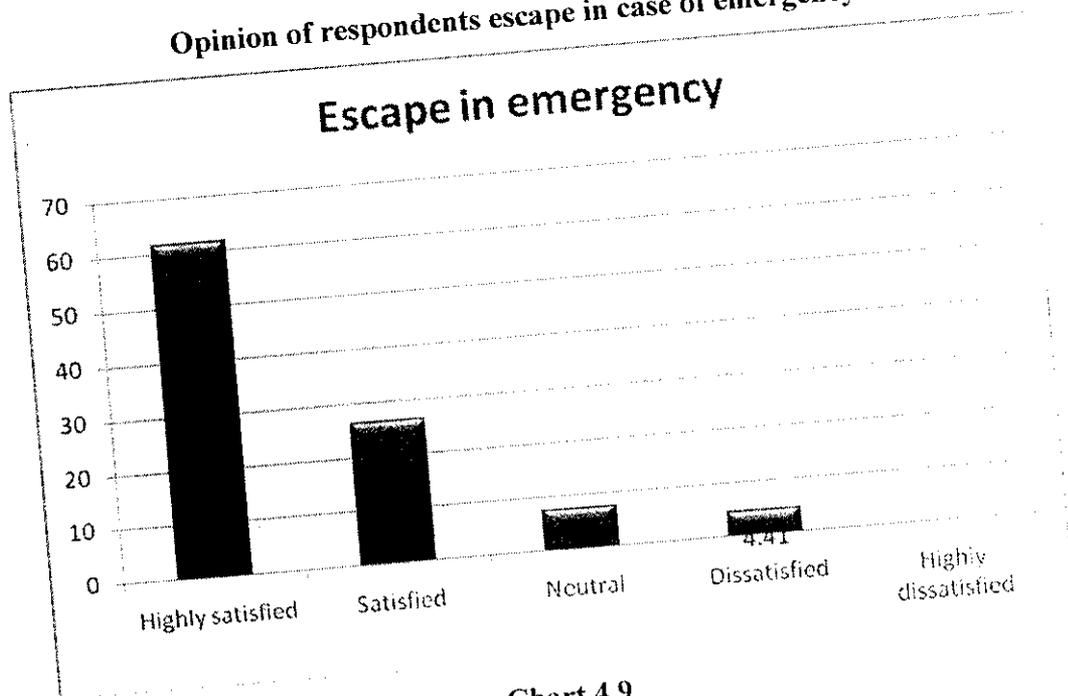


Chart 4.9

From the above table 61.76 percentage of respondents are highly satisfied with escape in case of emergency, 26.5 percentage of respondents are satisfied with it, 7.35 percentage of

respondents are neutral, 4.41 percentage of respondents dissatisfied with it and 0 percentage respondents highly dissatisfied with it .

4.11 Safety kits in place

Yes 90 No-10

Opinion of respondents regarding availability of safety kits at proper places

Variables	No of respondents	percentage
Highly satisfied	10	11.11
Satisfied	56	62.22
Neutral	24	26.67
Dissatisfied	0	0
Highly dissatisfied	0	0
Total	90	100

Source : Primary

Table 4.11

Opinion of respondents regarding availability of safety kits at proper places

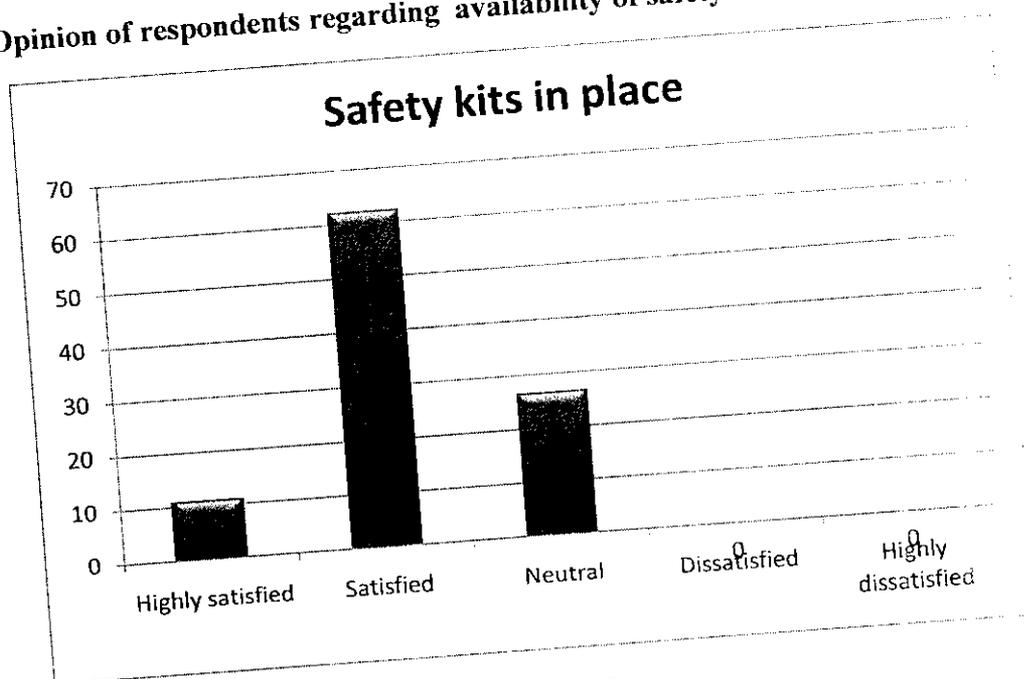


Chart 4.10

From the above table 11.11 percentage of respondents highly satisfied ,62.22 percentage of respondents are satisfied ,26.67 percentage of respondents are neutral ,finally none of them for dissatisfied and highly dissatisfied.

4.12 Functioning of production machinery

Respondents opinion about machinery condition

Variables	No of respondents	percentage
Yes	82	82
No	18	18
Total	100	100

Source : primary

Table 4.12

Respondents opinion about machinery condition

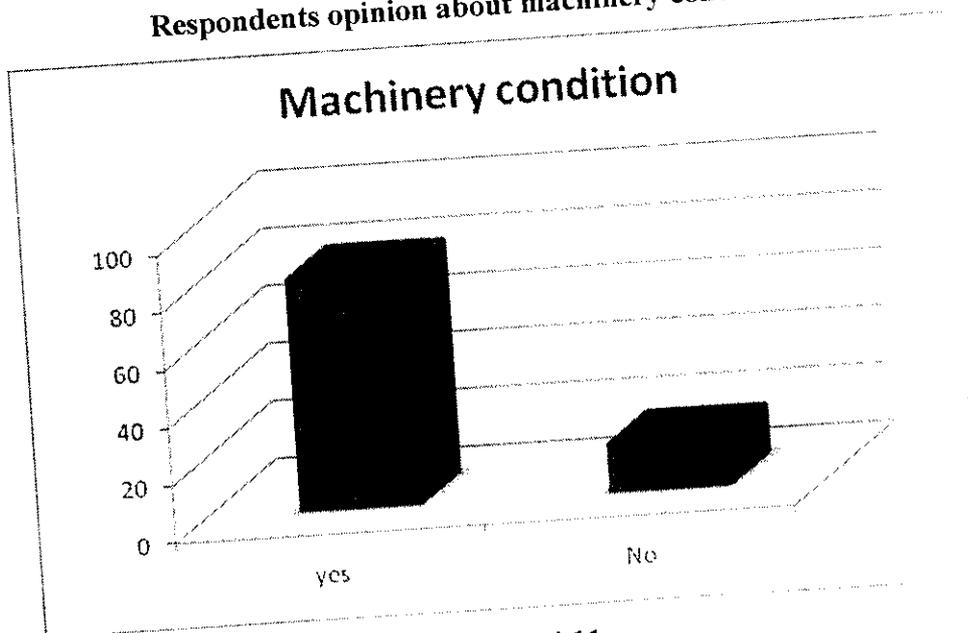


Chart 4.11

From the above table out of all respondents, 82 percentage of respondents says production machinery are in proper condition and 18 percentage of respondents says production machinery is not in proper working condition

4.13 Medical assistance/Dispensary facility

Yes-80 No-20

Respondents opinion about Medical assistance/Dispensary facility

Variables	No of respondents	percentage
Highly satisfied	0	0
Satisfied	18	22.5
Neutral	45	56.25
Dissatisfied	17	21.25
Highly dissatisfied	0	0
Total	80	100

Source -primary data

Table 4.13

Respondents opinion about Medical assistance/Dispensary facility

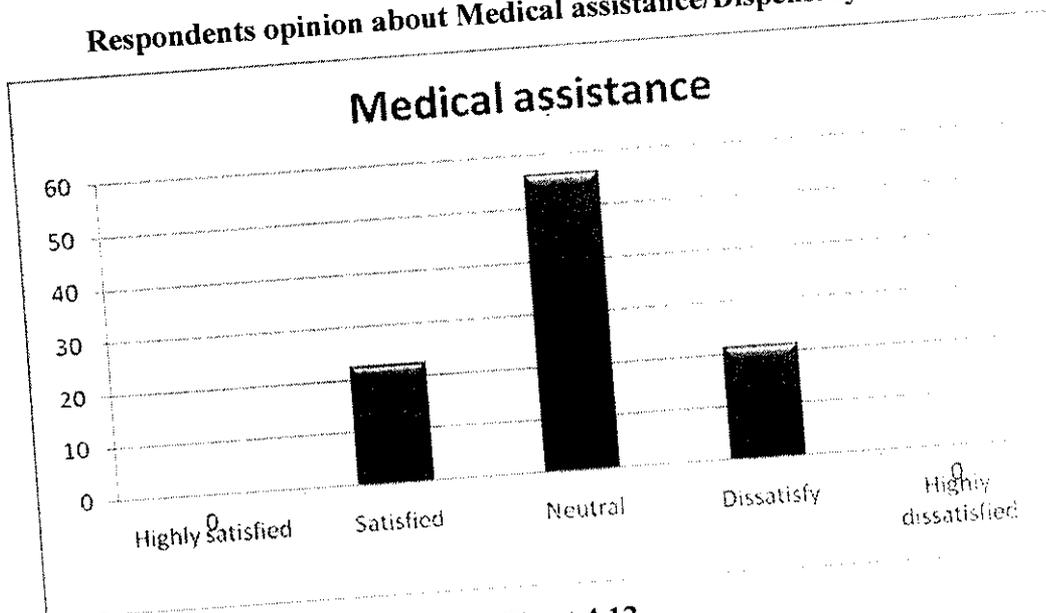


Chart 4.12

4.15 Mockup Emergency Drills

Opinion of respondents about mockup programs

Variable	No of respondents	Percentage
Yes	63	63
No	37	37
Total	100	100

Source : primary data

Table 4.15

Opinion of respondents about mockup programs

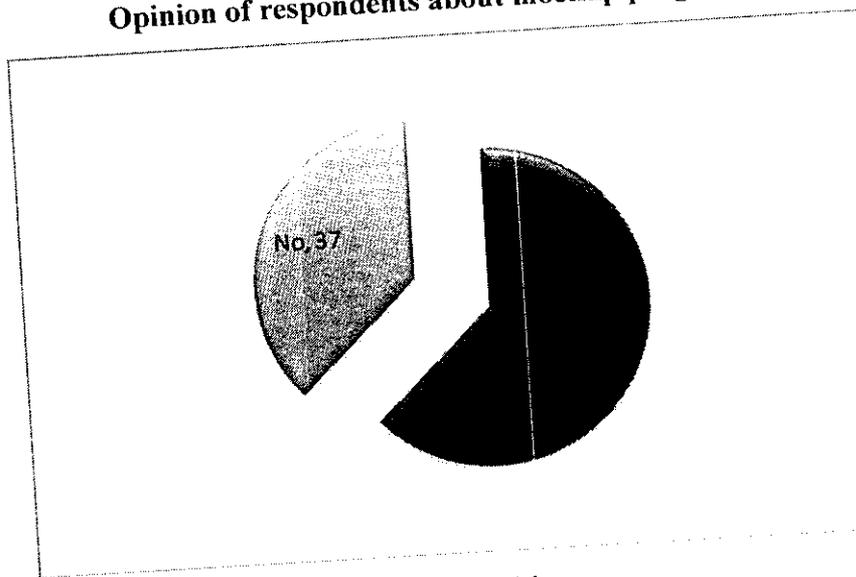


Chart 4.14

From the above table 63 percentage of respondents says company arranging for mockup emergency drills and 37 percentage of respondents says company not arranging for it.

4.16 Adequacy of time intervals provided during working hours

Variable	No of respondents	Percentage
Adequate	72	72
Inadequate	28	28
Total	100	100

Source : primary data

Table 4.16

Respondents opinion about time intervals

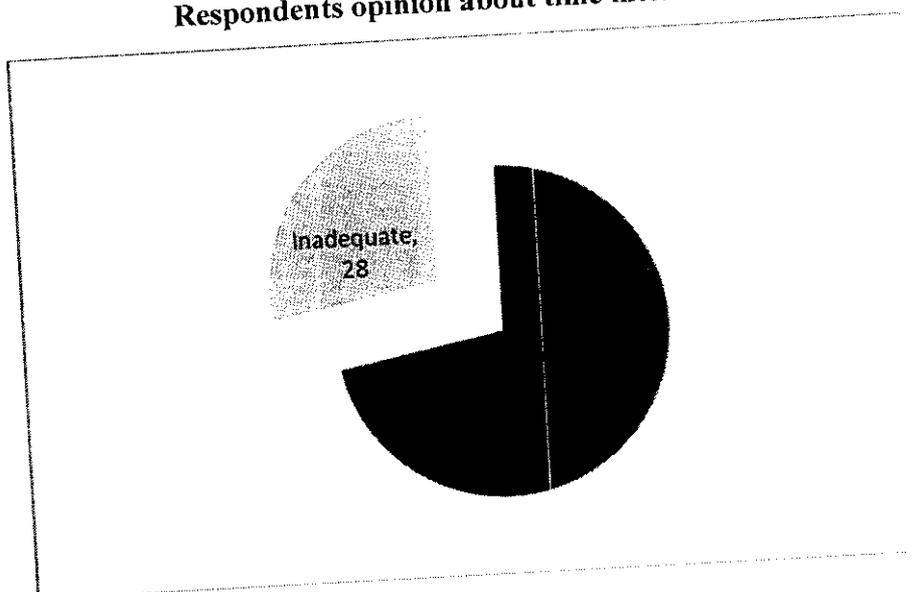


Chart 4.15

From the above table 72 percentage of respondents says that time interval provided during working hours is adequate and 28 percentage of respondents says that the time interval provided by the company are inadequate.

4.17 Quality in uniform/safety accessories provided

Variables	No of respondents	Percentage
Highly satisfied	79	79
Satisfied	11	11
Neutral	5	5
Dissatisfied	4	4
Highly dissatisfied	1	1
Total	100	100

Source: primary data

Table 4.17

Respondents opinion regarding uniform/safety accessories

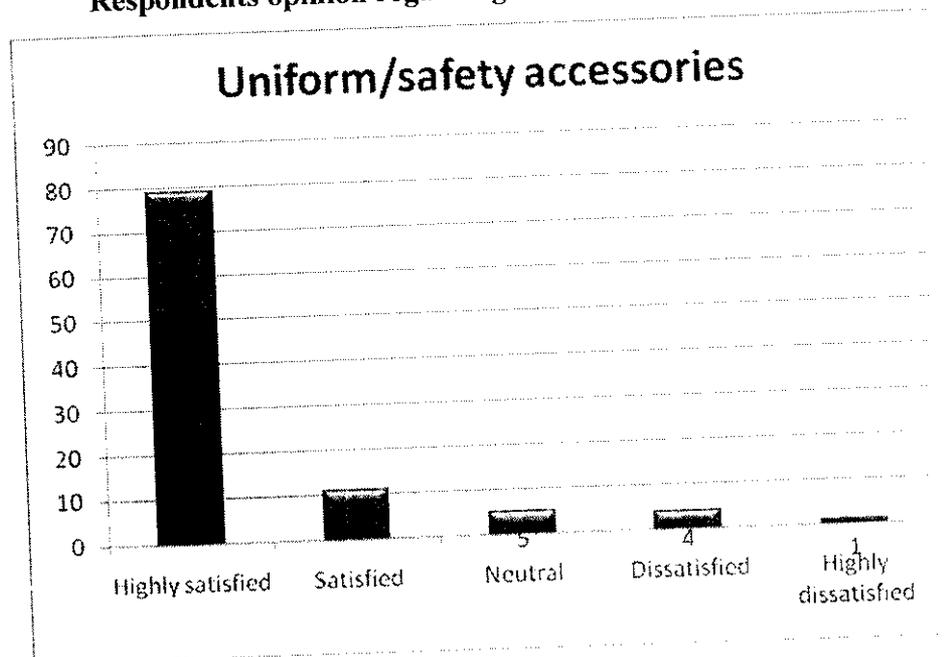


Chart 4.16

From the above table ,79 percentage of respondents highly satisfied with uniform/safety accessories,11 percentage of respondents satisfied with uniform/safety accessories,5 percentage of employees are neutral with it , 4 percentage of respondents are dissatisfied with uniform/safety accessories and finally 1 percentage of respondent is highly dissatisfied with it.

4.18 ESI, PF, Pension scheme

Yes-67 No -23

Opinion of respondents regarding ESI, PF, Pension scheme

Variables	No of respondents	Percentage
Highly satisfied	14	20.89
Satisfied	21	31.35
Neutral	19	28.35
Dissatisfied	8	11.94
Highly dissatisfied	5	7.47
Total	67	100

Source: primary data

Table 4.18

Opinion of respondents regarding ESI, PF, Pension scheme

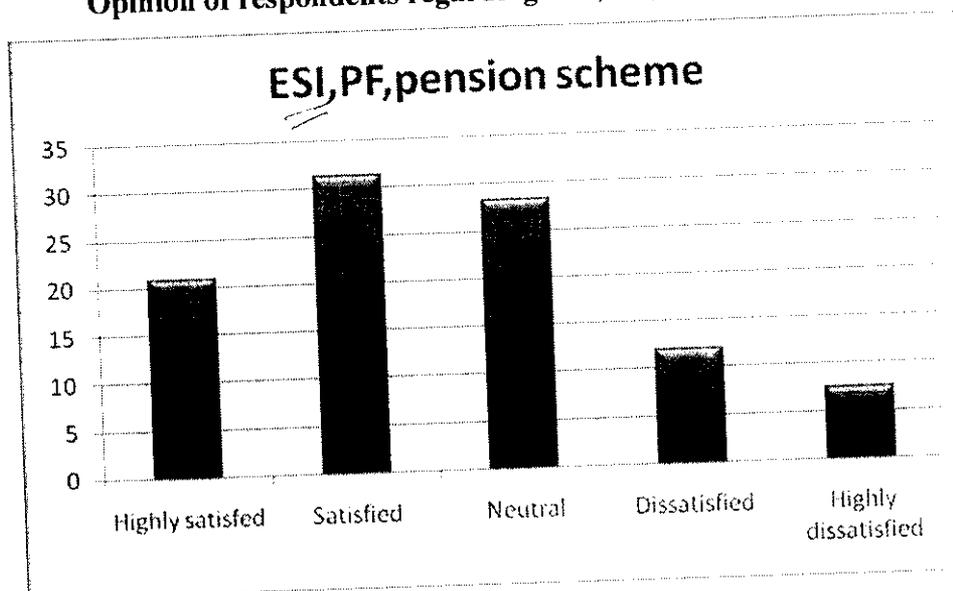


Chart 4.17

It is inferred from the above table, out of 100 respondents 67 agrees with company providing ESI, PF and pension. Out of 67 respondents 20.89 percentage of respondents highly satisfied with ESI, PF and pension, 31.35 percentage of respondents are satisfied with it, 28.35 percentage of respondents are neutral with it, 11.94 percentage of respondents are dissatisfied and finally 5 percentage of respondents are highly dissatisfied.

4.19 Recreation programs/Rewards

Yes-82 No-18

Opinion of respondents towards Recreation programs/Rewards

Variables	No of respondents	percentage
Highly satisfied	16	19.5
Satisfied	13	15.85
Neutral	7	8.53
Dissatisfied	21	25.6
Highly dissatisfied	25	30.48
Total	82	100

Source: primary data

Table 4.19

Opinion of respondents towards Recreation programs/Rewards

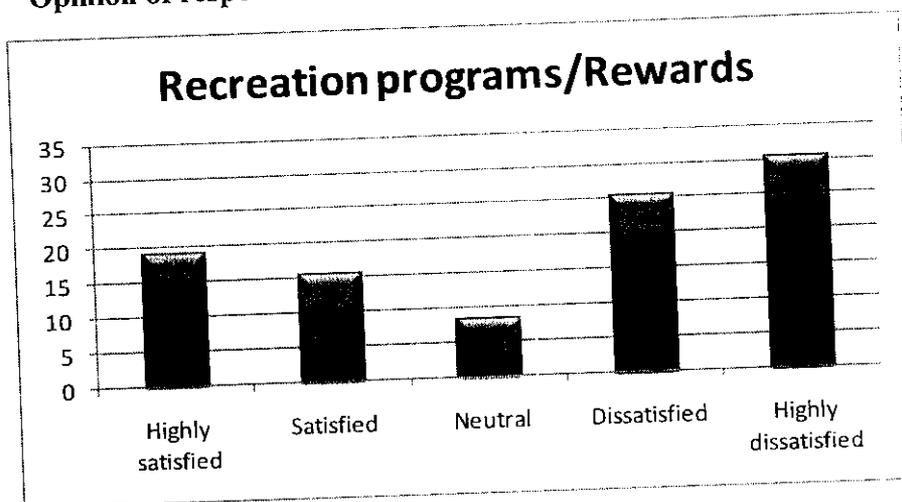


Chart 4.18

It is evident from above table that, out of all respondents 82 agrees with company provides them recreation programs /rewards.19.5 percentage of respondents highly satisfied with recreation programs/rewards,15.85 percentage of respondents are satisfied with it,8.53 percentage of respondents are neutral in recreation programs/rewards,25.6 percentage of respondents says dissatisfied and 30.48 percentage of respondents are highly dissatisfied with the recreation programs/rewards provided by the company.

4.20 Health Insurance Scheme

Yes- 48 No-52

Respondents opinion towards health insurance

Variables	No of respondents	percentage
Highly satisfied	8	16.67
Satisfied	21	43.75
Neutral	12	25
Dissatisfied	3	6.25
Highly dissatisfied	4	8.33
Total	48	100

Source : primary data

Table 4.20

Respondents opinion towards health insurance

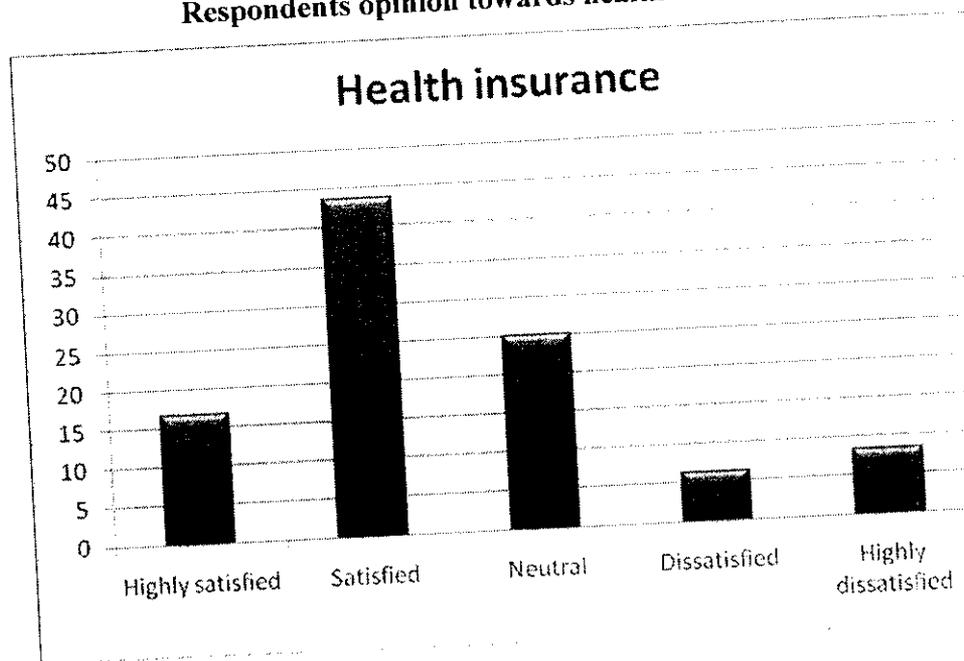


Chart 4.19

It is evident from above table that ,out of all respondents 48 of them agreed.16.67% of respondents are highly satisfied,43.75% of respondents are satisfied with health insurance ,25% of respondents are in neutral , 6.25% of respondents are dissatisfied with health insurance and finally 8.33% of respondents are highly dissatisfied with health insurance

4.22 Periodic Increment in Salary

Yes -74 No-26

Opinion regarding increment in salary/wages

Variables	No of respondents	percentage
Highly satisfied	21	28.37
Satisfied	39	52.07
Neutral	9	12.16
Dissatisfied	5	6.75
Highly dissatisfied	0	0
Total	74	100

Source: primary data

Table 4.22

Opinion regarding increment in salary/wages

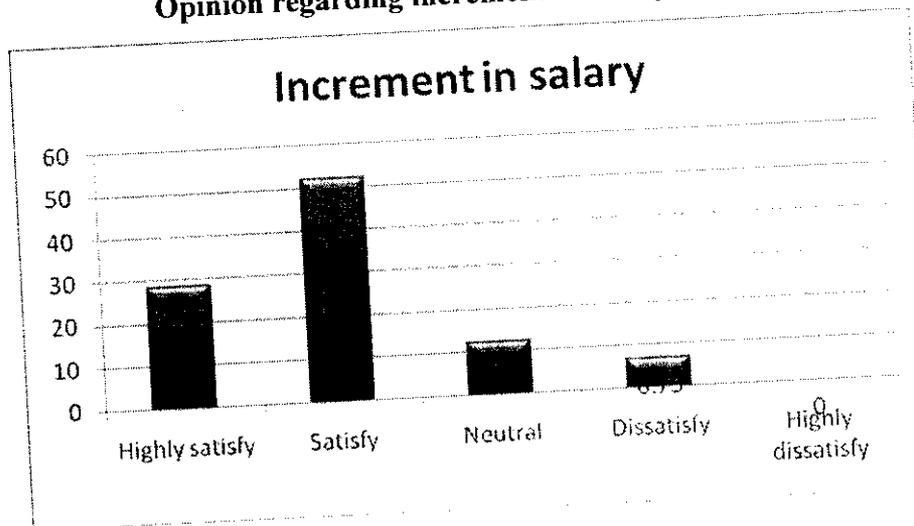


Chart 4.21

From the above table it's inferred that 74 percentage of employees agreed with periodic increment in salary. 28.37 percentage of employees are highly satisfied periodic increment in salary, 52.07 percentage of employees are satisfied with it, 12.16 percentage of respondents are in neutral, 6.75 percentage of respondents are dissatisfied with it and finally none highly dissatisfied with it.

4.24. Relationship between the experience of the respondents and satisfaction level with the safety and welfare measures

Null hypothesis (Ho): There is no relation between the experience and the satisfaction with the safety and welfare measures

Alternative hypothesis (H1): There is a relation between the experience and the satisfaction with the safety and welfare measures

$$\chi^2 = \sum \frac{(O-E)^2}{E}$$

Safety and welfare	Experience					Total
	0-3	3-6	6-9	9-12	< 12	
Highly Satisfied	2	0	0	0	0	2
Satisfied	20	21	2	4	2	49
Neutral	17	6	2	2	2	29
Dissatisfied	10	2	0	0	0	12
Highly dissatisfied	2	5	0	0	1	8
Total	51	34	4	6	5	100

Source : Data computed from table no:4.6 and 4.9

Table 4.24.1

O	E	O-E	(O-E) ² /E
2	1.02	0.98	0.9415
0	0.68	-0.68	0.68
0	0.08	-0.08	0.04
0	0.12	-0.12	0.12
0	0.1	-0.1	0.1
20	24.99	-4.99	0.9964
21	16.66	4.34	1.1305
2	1.96	0.04	8.163
4	2.94	1.06	0.382

2	2.45	-0.45	0.0826
17	14.79	2.21	0.3302
6	9.86	-3.86	1.5111
2	1.16	0.84	0.6082
2	1.74	0.26	0.0388
2	1.45	0.55	0.2086
10	6.12	3.88	2.4598
2	4.08	-2.08	1.0603
0	0.48	-0.48	0.48
0	0.6	-0.6	0.6
0	0.6	-0.6	0.6
2	4.08	-2.08	1.0603
5	2.72	2.28	1.9111
0	0.32	-0.32	0.32
0	0.48	-0.48	0.48
1	0.4	0.6	0.9
TOTAL (calculated value)			25.2044

Table 4.24.2

Degrees of freedom = (No. of rows-1) (No. of columns-1)

$$(5-1)(5-1)$$

$$=16$$

Table value of Chi-square at 5% level of significance = 11.070

Calculated value of Chi-square = 25.2044

Here the calculated value is greater than the table value.

As the calculated value is greater than the table value the null hypothesis is rejected.

Therefore there is a relation between the experience and the respondents satisfaction with the safety and welfare measures

4.25 Relationship between the Safety Training and Type of Injury that the respondents encountered in the working time.

Null hypothesis (Ho) : There is relation between the Safety Training and Type of Injury that the respondents encountered in the working time.

Alternative hypothesis (H1) : There is no relation between the Safety Training and Type of Injury that the respondents encountered in the working time.

$$\chi^2 = \sum \frac{(O-E)^2}{E}$$

Safety Training	Type of injury					Total
	Head ache	Finger cut	Skin disease	Breathing difficulty	Eye defects	
Highly Satisfied	2	15	0	4	7	28
Satisfied	7	3	0	37	7	54
Neutral	8	1	0	5	0	14
Dissatisfied	0	1	0	1	0	2
Highly dissatisfied	0	1	0	0	1	2
Total	17	21	0	47	15	100

Table 4.25.1

O	E	O-E	(O-E) ² /E
2	4.76	-2.76	1.600
15	5.88	9.12	14.145
0	0	0	0
4	13.16	-9.16	6.375
7	4.20	2.80	1.867
7	9.18	-2.18	0.517

3	11.34	-8.34	6.133
0	0	0	0
37	25.38	11.62	5.32
7	8.10	-1.1	0.149
8	2.38	5.62	13.27
1	2.94	-1.94	1.280
0	0	0	0
5	6.58	-1.58	0.379
0	2.10	-2.10	2.1
0	0.34	-0.34	0.34
1	0.42	0.58	0.800
0	0	0	0
1	0.94	0.06	0.004
0	0.30	-0.30	0.3
0	0.34	-0.34	0.34
1	0.42	0.58	.800
0	0	0	0
0	0.94	0.06	.003
1	0.30	0.70	1.633
TOTAL (calculated value)			57.055

Table 4.25.2

Degrees of freedom = (No. of rows-1) (No. of columns-1)

$$(5-1)(5-1)$$

$$=16$$

Table value of Chi-square at 5% level of significance = 11.070

Calculated value of Chi-square = 57.055

Here the calculated value is greater than the table value.

As the calculated value is greater than the table value the null hypothesis is rejected.

Therefore there is a relation between the Safety Training and Type of Injury that the respondents encountered in the working time.

4.26. Satisfaction level with provisions' of Safety Measures and provisions of Welfare Measures

Table 4.26.1

Safety measures	Weighted score of safety measures	Welfare measures	Weighted score of welfare measures
Cleanliness	367	Hoists and Lifts	338
Ventilation	324	Washing Facility	397
Dust and fumes	295	Sitting Facility	356
Artificial Humidification	265	First- Aid Appliances	382
Fencing of Machinery	311	Canteen	383

Ranking for satisfaction level with provisions' of Safety Measures and provisions of Welfare Measures

Safety measures (x)	Welfare measures	x-y	(x-y) ²
1	3	-2	4
2	4	-2	4
4	2	2	4
5	1	4	16
3	5	-2	4
		$\sum d^2$	32

$$\begin{aligned}
 r_s &= 1 - \frac{6 \sum d^2}{n(n-1)} \\
 &= 1 - \frac{(6)(32)}{(5)(25-1)} \\
 &= 0.60
 \end{aligned}$$

Hence,

$r_s = 0.60$ indicates a positive correlation between the safety measures and welfare measures

Result:

The above calculated rank correlation value is 0.60 which indicates a positive correlation between the satisfaction of various safety measures and welfare measures among the respondents

CHAPTER 5

FINDINGS, SUGGESTIONS AND CONCLUSIONS

5.1 FINDINGS

1. Majority of the respondents are dissatisfied with the facilities like canteen, washing facilities, storing and drying of clothes .Because these facilities are needed for their refreshment
2. Majority of respondents have mentioned absent mindness is the reason for injury.
3. Most of the respondents feel difficulty in breathing within the factory. Because of chemicals and carbonated gases spread with in the working area
4. Most of the respondents have responded that mockup programs were not conducted by company
5. Minority of respondents said functioning of production machinery is not in proper condition .Because of the cause of friction in the machinery.
6. Minority of respondents revealed that time allotted for interval during work is not sufficient. Because the work load is high.
7. Majority of the respondents are dissatisfied with Recreation programs and the rewards honoured for their efforts in reaching the goals conducted by the company
8. Minority of respondents responded they are dissatisfied with medical assistance. Because the organization providing a average pay structure for employees.
9. Majority of the respondents were dissatisfied about employee welfare awareness sessions as there were no such sessions were conducted by the company
10. Majority of respondents were dissatisfied with transportation facility as there were no such facilities provided by the company
11. There is a significant a relationship between the experience and satisfaction level with safety and welfare measures. This shows employee's are working for their safety and welfare.
12. There is a significant relationship between the safety training and type of injury. This shows safety programs helps employee to prevent them from injuries

5.2 SUGGESTIONS

1. The company should improve washing facility, canteen facility, conservancy services, provide shelves and lockers to store clothes/valuable things of the employee to refresh themselves and to improve the working environment.
2. The company can conduct effective safety programmes in order to prevent work-related injuries and accidents
3. The company should provide more number of ventilators/exhaust fans for pumping out fumes, gases helping to prevent breathing difficulty and discomfort to its employees
4. The company can arrange mockup emergency programs on a regular basis so that the workers will be familiar with the safety measures in case of emergency
5. The company must check the production machinery periodically, in order to prevent the time delay in production
6. The company can increase its employee strength in order to reduce the workload of existing staff
7. The company should provide effective recreation programs and rewards in different style to satisfy the employee
8. Better to conduct counseling/welfare sessions hour to receive the feedback/problems directly from employee through which worker can get suggestions to solve problems easily
9. The company must provide medical assistance .so, the organization needs to take steps to introduce progression plan for the further growth of the organization.
10. The company can provide transportation facility to the employee on shift basis as it creates comfortness for its employees and hence indirectly achieve a higher score on production.

C
L
C
Sf

7. Does your company have all safety kits in place?

Yes	no
-----	----

(if yes)

Your level of satisfaction in the availability of safety kits(Fire extinguisher/First Aid kit/etc.,)

Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
------------------	-----------	---------	--------------	---------------------

8. Does your company verify the proper functioning of production machinery?

Yes	no
-----	----

9. Does your company provide medical assistance/ dispensary facility?

Yes	no
-----	----

(if yes)

Your level of satisfaction in medical assistance/ dispensary facility provided by your company

Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
------------------	-----------	---------	--------------	---------------------

10. Are safety precautions displayed in your work premises?

Yes	no
-----	----

11. Does your company conduct mockup emergency drills on regular basis?

Yes	no
-----	----

12. How you feel about the time interval provided during working time?

Adequate	Inadequate
----------	------------

13. Are you satisfied with the quality in uniform/safety accessories provided?

Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
------------------	-----------	---------	--------------	---------------------

14. Does your company offer ESI, PF, and Pension scheme?

Yes	no
-----	----

(if yes)

your satisfaction level with ESI, PF, and Pension scheme offered by your company?

Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
------------------	-----------	---------	--------------	---------------------

15. Does your company provide recreation programs and rewards?

Yes	No
-----	----

(if yes)

Your level of satisfaction in the recreation programs and rewards provided by your company

Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
------------------	-----------	---------	--------------	---------------------

16. Does your company provide Health Insurance scheme?

yes	No
-----	----

(if yes)

Your level of satisfaction in the Health Insurance provided by your company

Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
------------------	-----------	---------	--------------	---------------------

17. Does your company organize Employee Welfare awareness session on regular basis?

yes	No
-----	----

(if yes)

your level of satisfaction in the Employee Welfare awareness session organized by your company

Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
------------------	-----------	---------	--------------	---------------------

18. Does your company provide periodic increment in the salary?

Yes	No
-----	----

Your level of satisfaction in increment in the salary provided by your company

Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
------------------	-----------	---------	--------------	---------------------

19. Does your company provide transportation facility?

Yes	No
-----	----

your level of satisfaction for transport facility provided by your company

Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
------------------	-----------	---------	--------------	---------------------

20. your over all satisfaction level with safety and welfare measures provided in the company

Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
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