

VAMSHADHARA PAPER MILLS LTD.

REGD. OFFICE & MILLS: MADAPAM, CHIKKALAPALLEM-517274, DISTRICT NELLORE, ANDHRA PRADESH
GRAND: PAPER, FAX: 01-8648-232130/232136
e-mail: vamsadhara@vpl.com, vamsadhara@vpl.com

VMPL/KP/HR/2020-21-14

15/12/2021

TO WHOM SO EVER IT MAY CONCERN

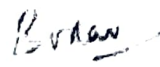
This is to certify that **MS GORLE SIRISHA** with Regd. No. 20811E0007 MBA (HR) student of Avanthi Institute of Engineering and Technology, Makavarapalem has pursued her project work on **WELFARE MEASURES** in our organization between 10-11-2021 to 10-12-2021.

During this period he was found very hardworking and dedicated his work.

Thanking you,

Yours faithfully,

For Vamshadhara Paper Mills Limited


B. Vasudeva Rao
Manager-HR

**A STUDY ON
WELFARE MEASURES
With reference to
VAMSHADARA PAPER MILLS LIMITED MADAPAM,
SRIKAKULAM.**

**A Project Report Submitted to
Jawaharlal Nehru Technological University, Kakinada
In Partial fulfillment for the Award of the Degree of**

MASTER OF BUSINESS ADMINISTRATION

**Submitted By
GORLE SIRISHA
(Regd. No: 20811E0007)**

Under the Guidance of

**P.PAVANI
Asst Professor**



**DEPARTMENT OF MANAGEMENT STUDIES
AVANTHI INSTITUTE OF ENGINEERING AND
TECHNOLOGY**

**(An NBA Accredited Institution)
(Approved by AICTE, Recognized by the Govt. of A.P. &
Affiliated to JNT University, Kakinada.)
Narsipatnam, Visakhapatnam.**

DEPARTMENT OF MANAGEMENT STUDIES

**AVANTHI INSTITUTE OF ENGINEERING AND TECHNOLOGY
NARSIPATNAM, VISAKHAPATNAM.**



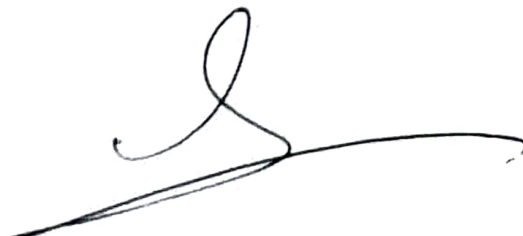
CERTIFICATE

This is to certify that the project "A STUDY ON WELFARE MEASURES" with reference to "VAMSADHARA PAPER MILLS LIMITED", SRIKAKULAM has been carried out by GORLE SIRISHA under my guidance, and the project report has not been submitted to any other university or institution any time before.


DR LOVA BALIJI

(Head of the Department)


P. PAVANI
(Project guide)



1.3 OBJECTIVES OF THE STUDY

The objectives of the study are as follows:

- To have a comprehensive understanding of labour welfare and the flow it has evolved over the years with particular reference to VPML
- To understand and evaluate various aspects of labour welfare measures.
- To access and analyze the labour welfare measures undertaken in VPML
- To know about the role and importance of VPML in the country.
- To determine whether the labour welfare measures are meeting the objectives of the management.
- To assess the workers attitude towards the welfare facilities in the organization.
- To suggest measures to improve welfare measures of the employee in the organization.

L. Kishan
COORDINATOR

SUMMARY

The Vamsadhara Paper Mills Ltd., was established at MADAPAM on the Bank of river VAMSHADHARA in SRIKAKULAM District, a centrally declared backward area as an agro based industry. The labour welfare work can be divided into statutory and non-statutory or voluntary or into intra-mural welfare work or extra-mural welfare work. Statutory welfare measures in industry may stem from the direct concern for efficiency and productivity. But, to the extent these measure are employee-oriented, they could be considered to fall within the scope of labour welfare.

Welfare measure into intra-mural and extra-mural. Intra-mural are those welfare amenities which are provided within the precincts, of the establishment such as latrines and urinals, washing and bathing facilities, crèches, rest shelters, canteens, drinking water, health services safety measures uniform and protective clothing, shift allowance, etc. Extra – mural are those welfare amenities which are provided outside the establishment like maternity benefit, social insurance measures including sports. cultural activities library and reading room, holiday homes, leave travel facilities. consumer cooperative stores, fair price shops, vocational training for the dependents or workers transport to and from the place of work, etc., etc. According to the study

L. Venkateshwarar

COORDINATOR