



**THE ETIKOPPAKA CO-OPERATIVE AGRICULTURE AND INDUSTRIAL  
SOCIETY LTD NO.M191**

Sri R.S RAMABHADRA RAJU  
President.

Etikoppaka-531082

Visakhapatnam  
Andhra pradesh

Ref .no. 118/Estt/project work/2021

**CERTIFICATE**

This is to certify that MR K.SAI KRISHNA, (Roll No.20811E0013) M.B.A., student of Avanthi Institute of Engineering & Technology, Tamaram, Visakhapatnam Dist., undergone 4 weeks Project work in this Co-operative Sugar Factory on the area of " EMPLOYEE WELFARE AMENITIES" in Human Resource Management, with effect from 11/11/2021 to 10/12/2021

His Conduct and performance during the above period have been found to be 'SATISFACTORY'

Managing Director

**A STUDYON  
"EMPLOYEE WELFARE AMENITIES "**

**With reference to  
ETIKOPPAKA CO-OPERATIVE AGRICULTURAL & INDUSTRIAL  
SOCIETY ,LTD.**

**VISAKHAPATNAM**

**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**

**K.SAI KIRAN**

**(Regd. No: 20811E0013)**

**Under the Guidance of**

**GANESH**

**Assistant 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.**

**(2020-2022)**

**DEPARTMENT OF MANAGEMENT STUDIES**  
**AVANTHI INSTITUTE OF ENGINEERING AND TECHNOLOGY**  
**NARSIPATNAM, VISAKHAPATNAM.**



**CERTIFICATE**

This is to certify that the project “A Study on EMPLOYEE WELFARE AMENITIES ” with reference to “ETIKOPPAKA CO-OPERATIVE AGRICULTURAL AND INDUSTRIAL SOCIETY LTD, VISAKHAPATNAM, has been carried out by **K.SAI KIRAN** under my guidance and the project report has not been submitted to any other university or institution any time before.

  
**D. B. LOVA**

**(Head of the Department)**



**P. GANESH**

**(Project guide)**

  
**External Guide**

## **OBJECTIVES OF THE STUDY**

- To study about employees work life and working atmosphere in the responsible society.
- To learning about welfare activities (Accommodation, health facilities) and welfare bodies providing by the organization.
- To study about recreation and facilitative services to the team-workers.
- To discovery the estimation of the staffs about the various structures in their occupied place.
- To training the Employee Safety measures of organization and various participative welfare forums.
- To variety the management feel the employees are satisfied about the effort and working conditions.
- To study about the necessities of the employees in the direction of the better welfare measures like other companies.
- To recognize the comprehensive skill of employees about Welfare and Health provisions.

*L. Keutelman*

**COORDINATOR**

# SUMMARY

Industrial progress depends on the satisfied employee force, for that providing of adequate welfare measures is important. The ancient industrial system was not as complex and complicated as we find industries in modern world. The main industry of our ancestors was agriculture. The up-to-date industrial working calls grew up in India after the arrival of company revolution.

Due to division of employee in the factory system, the workers could get required satisfaction, the employers used to behave according to their whims and fancies. Trendy the plantscheme the worker had to live in overcrowded colonies with very poor sanitary conditions, which adversely affect their health, social and family life. The work involved the use of bid machines, which exposed him to many hazards use to illiteracy and ignore.

Earlier, employer regarded their workers as a more factors production and didn't give much attention to their well-being and satisfaction. On the another hand they cared more for machines.

The wages also were low & employers dictated the terms & condition of service. To protect the labours and to give them just hare in the profits of the place of work, the sate interfered and laid down certain laws, rules and enactments and made them binding on the part of employers who employe a certain amount of workers.

Employee welfare implies setting up of minimum desirable standards and the provision of facilitates like health, food, clothing, housing, medical assistance, ...tion etc...

L. Keishna Veni  
COORDINATOR