

PROJECT REPORT ON
“A STUDY ON WELFARE MEASURES AND ITS IMPACT ON EMPLOYEES’
PERFORMANCE WITH SPECIAL REFERENCE TO LAMINA FOUNDRIES,
NITTE”

Submitted By
AMISHA DEVADIGA
USN: 4AL22BA008



Submitted To
VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI
In partial fulfillment of the requirements for the award of the degree of
MASTER OF BUSINESS ADMINISTRATION

Under the guidance of

INTERNAL GUIDE
Mr. JOHNSON FERNANDES
ASST. PROFESSOR

EXTERNAL GUIDE
MR. AVINASH UPADYA
Dy MANAGER HR DEPT



PG DEPARTRMENT OF BUSINESS ADMINISTRATION
ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY, MOODBIDRI

2023 - 24



Lamina Foundries Limited

Regd. office & Works: NITTE-574 110, Karkala taluk, Udupi dist., Karnataka State, India
Tel: 91-08258-298890 * Email: foundrysales@lamina.co.in * CIN: U85110KA1981PLC004151

Accounts : 17-19, Baikampady Industrial Area, New Mangalore-575011, Karnataka, India
Tel: 91-0824-2407364 * Web: www.laminafoundries.com

IATF 16949:2016



www.ltv.com
ID: 9000022429

Ref: LFN/HRD/ 0106/ 2024-2025

Date: 06.07.2024

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Ms.Amisha Devadiga(4AL22BA008) 2nd year MBA the bonafide student from ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY, MOODBIDRI has undergone Project for 6 weeks in our Company "A STUDY ON WELFARE MEASURES AND ITS IMPACT ON EMPLOYEES' PERFORMANCE WITH SPECIAL REFERENCE" a partial fulfilment of requirement of Master of Business administration.

During the project work she has shown keen interest towards learning various aspects.

We wish her all the best for her future endeavours.

For LAMINA FOUNDRIES LTD


Authorised Signatories

AN IATF 16949 : 2016 COMPANY



ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

(A Unit of Alva's Education Foundation @ Moodbidri)

Affiliated to Visvesvaraya Technological University, Belagavi

Approved by AICTE, New Delhi & Recognised by Government of Karnataka

Accredited by NBA (CSE & ECE)

Date: 09/09/2024

CERTIFICATE

This is to certify that **Amisha Devadiga** bearing USN 4AL22BA008, is a bonafide student of Master of Business Administration course of Alva's Institute of Engineering and Technology, Moodbidri for the batch 2022-2024, affiliated to Visvesvaraya Technological University, Belagavi. The Project report on "**A Study on welfare measures and its impact on employees performance with special reference to Lamina Foundries Nitte**", is prepared by her under the guidance of Johnson Fernandes, Assistant Professor, in partial fulfilment of the requirements for the award of the degree of Master of Business Administration of Visvesvaraya Technological University, Belagavi, Karnataka.

Signature of Internal Guide

Signature of HOD

Signature of Principal

Viva – Voce Examination

HOD
PG Dept. of Business Administration
Alva's Institute of Engg. & Technology
Mijar - 574225

Signature of Internal Examiner
(Name & Affiliation)

Signature of External Examiner
(Name & Affiliation)

DECLARATION

I **AMISHA DEVADIGA** (4AL22BA008), hereby declare that the Project report entitled " A study on welfare measures and its impact on employees performance with special reference to Lamina Foundries Nitte" prepared by me under the guidance of **Mr. Johnson Fernandes**, Assistant Professor, MBA department, Alva's Institute of Engineering & Technology, Mijar. And external assistance by **Mr. Avinash Upadya** Manager HR dept, Lamina Foundries Nitte

I also declare that this Project work is towards the partial fulfillment of the university Regulation for the award of the degree of Master of Business Administration by Visvesvaraya Technological University, Belagavi.

I have undergone a summer project for a period of 6 weeks. I further declare that this Project is based on the original study undertaken by me and has not been submitted for the award of any degree from any other University/Institution.

Place: Mijar, Moodbidri

Date: 21/9/2024


Signature of the student

ACKNOWLEDGEMENT

I would like to take this opportunity to express my sincere gratitude to all those who have helped me throughout this Project work. It gives me immense pleasure to acknowledge all those who have encouraged and supported the successful completion of this work.

I would like to express my sincere thanks to Principal **Dr. Peter Fernandes**, AIET, Moodbidri. I would like to express my gratitude to **Mrs. Priya Sequeira**, HOD, Department of Business Administration, AIET for this her excellent guidance, suggestions and support. And I express my deep sense of gratitude to my internal guide **Mr. Johnson Fernandes**, Assistant Professor of the MBA department, his for constant support and encouragement to carry out my report successfully without much difficulty.

I express my heartfelt thanks for their constant encouragement and support during the entire report.

I extend my sincere thanks to my external guide for their guidance.

Finally, I express my sincere thanks to my parents, family, friends, and all the staff of the MBA department, whose support and encouragement kept me going in times of need. My deepest thanks to you all. They are all indeed the reason for the successful completion of this report.

Place: Mijar, Moodbidri

AMISHA DEVADIGA

Date:

4AL22BA008

TABLE OF CONTENT

SL.NO	CHAPTERS	PAGE
01	INTRODUCTION i. Introduction ii. Industry profile iii. Company profile iv. Promoters v. Vision, Mission, and Quality Policy vi. Products / Services vii. Infrastructure Facilities viii. Competitor's Information ix. SWOT Analysis x. Future growth and prospects and Financial Statement	1 - 12
02	Conceptual background and Literature review i. Theoretical Background ii. Literature Review	14 - 23
03	Research Design i. Statement of the Problem ii. Need for the Study iii. Objectives iv. Scope of the study v. Research Methodology vi. Hypothesis vii. Limitations of the study viii. Chapter Scheme	23 - 29
04	Analysis and Interpretation	30 - 62
05	Findings, Conclusion and Suggestions	63 - 64
06	Bibliography	65
07	Annexure	66 - 71

List of Tables and Chart

Chart No	Particular	Page no
Table no 4.1	Showing responses regarding age of 100 responses	31
Table no 4.2	Showing responses of the gender distribution of 100 respondents in their current company	32
Table 4.3	Showing responses of distribution of work experience among 100 respondents in their current company	33
Table 4.4	Showing responses of distribution of areas belongs of 100 respondents in their current company	34
Table 4.5	Showing responses education qualification of 100 respondent in their current company	35
Table 4.6	Showing responses of organization provides a wide range of welfare benefits of 100 respondent in their current company	36
Table 4.7	Showing response of working environment of the organization	37
Table 4.8	Showing the responses of how satisfied employees are with canteen facilities provided by the organization	38
Table 4.9	Showing the responses of how satisfied employees are with the medical facilities provided by the organization	39
Table 4.10	Showing the responses of organization benefits provided by the organization for their employees and their families	40
Table 4.11	Showing responses of how employees satisfied with the working hour in the organization	41
Table 4.12	Showing responses of the company efforts in ensuring workplace safety are commendable	42
Table 4.13	Showing responses of the how employees are satisfied with the overtime allowances in organization	43
Table 4.14	Showing responses of hygiene and sanitation in the workplace that are up to standards	44
Table 4.15	Showing the responses of how frequently safety and welfare training is offered in organization	45
Table 4.16	Showing the responses of employee's programs feel valued by the organization	46
Table 4.17	Showing responses of organization provides insurance facilities to the employees of the organization	47

Table 4.18	Showing responses of how often the organization provide health checkup for their employees	48
Table 4.19	Showing responses of how satisfied with employees in company's policies support a work life balance	49
Table 4.20	Showing responses of organization provides all mandatory welfare facilities to the employees	50
Table 4.21	Showing responses of organization provides transportation facilities to the employees of the organization	51
Table 4.22	Showing responses of how satisfied with the health and safety measures at Lamina Foundries Ltd to the employees	52
Table 4.23	Showing the response of the retirement benefits provided by the company are satisfactory with employees of the organization	53
Table 4.24	Showing the responses of employees be live companies welfare measurers have positively impacted job satisfaction of the employees of the organization	54
Table 4.25	Showing responses of employees feel safe working in this organization	55
Table 4.26	Showing the responses how satisfied with drinking facilities are clean and well- maintained in the organization	56
Table 4.27	Showing responses how satisfied are employees with the company efforts to promote a health work environment in the organization	57
Table 4.28	Showing responses of how employees feel comfortable using first aid supplied by the organization	58
Table 4.29	Showing the responses of employees be live that welfare measures improve their productivity at work	59

EXECUTIVE SUMMARY

This project focuses on employee welfare programs at Lamina Foundries and their impact on employee performance and satisfaction. Welfare measures such as clean drinking water, rest areas, health and safety provisions, and comprehensive employee benefits are governed under the Indian Factories Act of 1948. The company has dedicated welfare officers to ensure these services are efficiently managed.

The project concludes that Lamina Foundries welfare programs positively impact job satisfaction and productivity, but further enhancements in marketing, financial management, and technological adoption are necessary for sustained growth and competitive advantage.

The first chapter deals with the Introduction, Industry profile and company profile along with the products that are offered, areas of operations etc.

The Second chapter deals with the theoretical background of the study and the literature review.

The Third chapter deals with the Research design such as problem statement, need, objectives, scope, methodology, hypothesis and limitations of the study.

The fourth chapter deals with Analysis and interpretation of the collected data.

The fifth and the final chapter deals with the findings, Conclusion and suggestions given for the study conducted.