

**A STUDY ON WORKING ENVIRONMENT OF
CONTRACT WORKERS WITH REFERENCE TO
FOREST INDUSTRIES, TRAVANCORE LIMITED (FIT)
ALUVA
Project Report**

Submitted in partial fulfillment of the requirements

For the award of the degree of

MASTER OF BUSINESS ADMINISTRATION



University of Calicut

By

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IV Semester MBA

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CERTIFICATE FROM THE PRINCIPAL

This is to certify that **Ms. JITTY JOHNSON, Registration No. YPAWMBA025** of MBA 2022-24 Batch has successfully completed the 4th semester MBA Project work at **FOREST INDUSTRIES (TRAVANCORE) LTD, ALUVA** for a duration of 56 days from 1st April to 26th May 2024.

Place: koratty East, Thrissur

Date:05/07/2024

Prof. Dr. Jacob P.M

Principal, NBS

CERTIFICATE FROM THE FACULTY GUIDE

This is to certify that the project, entitled “**A STUDY ON WORKING ENVIRONMEWNT OF CONTRACT WORKERS WITH REFERENCE TO FOREST INDUSTRIES (TRAVANCORE) LIMITED**”, submitted to the Calicut University, in partial fulfillment of the requirements for the award of the Degree of Master of Business Administration is a record of original project work done by **MS. JITTY JOHNSON, Registration No. YPAWMBA025** during the period from 01/04/2024 to 26/05/2024 of his study under my supervision and guidance.

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DECLARATION

I, **JITTY JOHNSON (Reg. No. YPAWMBA025)**, hereby declare that the project report entitled “**A STUDY ON WORKING ENVIRONMENT OF CONTRACT WORKERS WITH REFERENCE TO FOREST INDUSTRIES (TRAVANCORE) LIMITED**” has been submitted to the University of Calicut in partial fulfilment of the requirement for the award of Master of Business Administration, is a record of original work done by me under the supervision of **FR. AJO MOOTHEDAN**, Assistant Professor, Naipunnya Business School, pongam, koratty East, Thrissur.

I also declare that this project work has not been submitted by me fully or partly for the award of any Degree, Diploma, Title or other similar title or recognition before any authority.

Place: koratty East, Thrissur

JITTY JOHNSON

Date:

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Place: Pongam, Thrissur

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CHAPTER 1
INTRODUCTION

1.1 INTRODUCTION

Contract workers represent a vital segment of today's workforce, contributing their skills and labour across various industries. A contract employee, also known as a contingent worker or freelancer, is an individual hired by a company for a specific period, project, or task. Contract employees have a set period of employment, usually decided by the length of the project or assignment, in contrast to permanent employees who have an ongoing employment connection with the business. Contract workers may play a variety of roles, depending on the demands of the company. They might be hired to substitute for missing workers, cover short-term skill gaps, offer specialized knowledge for certain projects, or handle peak demand. Businesses may adapt their workforce to shifting demands with the help of contract workers, making them invaluable assets in

today's competitive business environment. The working environment of contract workers are crucial for understanding their occupational health and labor rights. Contract workers, often employed temporarily, face unique challenges impacting their work environment and overall well-being. They work across diverse sectors, including construction, manufacturing, IT, and healthcare, often experiencing variable and less predictable work environments. Safety concerns are significant, with exposure to hazardous conditions, inadequate training, and unfamiliarity with safety protocols. Physical environment issues include safety hazards and poor ergonomics, leading to health risks. Health and safety standards often fall short due to inconsistent regulatory compliance, limited access to personal protective equipment (PPE), and healthcare services. Psychosocial challenges such as job insecurity, workplace integration difficulties, and stress further complicate their situation. Legal frameworks exist to protect contract workers, but enforcement varies, and access to benefits like health insurance and compensation is limited. Employers are responsible for providing adequate training, safety orientation, and regular monitoring of conditions. Improving environmental conditions for contract workers involves enhanced safety protocols, better health provisions, and fostering a supportive work culture. This includes comprehensive training, frequent safety audits, access to healthcare, adequate PPE, inclusive practices, and mental health support. Addressing these multifaceted challenges requires a concerted effort from employers, regulatory bodies, and the workers themselves to ensure a safe, healthy, and supportive working environment.

Contract workmen are indirect employees; persons who are hired, supervised and remunerated by a contractor who, in turn, is compensated by the establishment. Contract labour has to be employed for work which is specific and for definite duration. Contract labour, by and large is not borne on pay roll or is paid directly. Contract labour is significant and growing form of employment. The practice of employing contract labour is observed all over the world and has been in operation since ages. Contract labour generally refers to “workers employed by or through an intermediary on work of any establishment” such labour can be distinguished from the direct workers in terms of employee-employer relationship and the method of wage payment. the contract workers do not have any direct relationship with the principal employer.it has a distinct way of working unlike in any other classes of labour like permanent, temporary, casual, etc. the contract the system is based on triangular relationship between the user enterprises, the contractors including the sub-contractors, and the worker.

Overall, while contract work offers flexibility and opportunities for employers and workers alike, it also poses significant challenges in terms of job stability, benefits, and workplace rights. Addressing these issues requires a comprehensive approach that balances the needs of employers with the rights and well-being of contract workers. Improving the working environment for contract workers at FIT Aluva requires concerted efforts from employers and regulatory bodies. This includes ensuring comprehensive safety training, regular safety audits, and strict adherence to health and safety regulations. Providing access to healthcare services and adequate PPE is essential. Moreover, fostering an inclusive and supportive work culture can help mitigate the psychosocial challenges faced by these workers.

The working environment of contract workers at FIT Aluva highlight the need for robust safety protocols, better health provisions, and an inclusive work environment to ensure their well-being and productivity. Addressing these issues involves a multi-faceted approach, integrating regulatory enforcement, employer responsibility, and supportive workplace practices.In the contemporary global economy, there has been a significant shift in the structure of work and relationships, with a heightened focus on contract labour. This transition to contract labor working environments has brought about profound changes in the traditional employer-employee dynamics, with significant implications for the quality of work, job stability, and overall welfare of workers. Consequently, the study of work conditions in settings employment that

involve contract labor has assumed paramount importance in gaining insight into the evolving landscape of the present-day labor market. Contract labor, a rapidly expanding employment model, is the focus of this study. We delve into the working conditions that contract laborers encounter in diverse environments. This research explores the distinctive challenges and opportunities these workers face, shedding light on their essential role in the modern workforce. Contract labor represents a significant and continually growing mode of employment. This practice of utilizing contract labor is a global phenomenon with historical roots.

Contract labor, in general, refers to individuals employed either directly or through intermediaries to carry out work within various establishments. It distinguishes itself from other labor categories, such as permanent, temporary, casual, workers, primarily in terms of the employment relationship and wage payment mechanisms. Contract workers lack a direct association with the principal employer, and their working arrangement follows a distinct pattern compared to other labor classifications. The contract labor system is characterized by a triangular relationship involving user enterprises, contractors (including sub-contractors), and the laborers themselves. Workers are typically recruited by external agencies or individuals and are subsequently engaged in work within an establishment. Unlike direct employees, they do not appear on the muster roll of the principal employer or receive direct compensation. The establishment offering work to the contractor bears no direct responsibility for the workers supplied by the contractor.

The origins of the contract labor system can be traced back to the emergence of small-scale industries that found it economically unviable to handle all production processes in-house. Instead, they opted to delegate certain tasks to contract laborers. During colonial times, British employers and their representatives relied on intermediaries to assist with labor recruitment and management due to the complexities arising from cultural differences, such as caste and religious taboos, language barriers, and limited mobility. These intermediaries and contractors went by various names in different regions of the country. The contract labor system is prevalent in a wide range of sectors, including industry, agriculture, allied activities, and the service industry.

The advent of liberalization, privatization, and globalization (LPG) marked a significant international economic shift. In July 1991, India adopted a similar economic policy, aiming to integrate its economy into the global market. The primary objective of this new economic policy was to create a more competitive environment, thereby enhancing productivity and efficiency in the economy. Consequently, numerous global businesses entered the Indian market, leading to increased competition, technological advancements, improved efficiency, and overall national economic growth. However, alongside these opportunities, LPG measures presented challenges, particularly for the labor force. Employers, driven by a desire to increase productivity and reduce production costs at any cost, have initiated a race that places the labor force, which is readily available, as a focal point. Employers seek a labor market governed by market dynamics, free from regulatory constraints and state control. The state's role in economic matters is undergoing redefinition, with a discernible pro-capital shift in government policies. This shift is raising feelings of insecurity and deprivation a percentage of the workforce

with contract laborers being particularly affected. The need for robust legal provisions regulating contract labor and ensuring employment security has become a central issue in the current labor law reform agenda in India. This study endeavors to delve into the multifaceted dimensions of contract labor working environments. It seeks to explore the conditions under which contract workers operate, addressing issues such as job security, workplace safety, wages, benefits, and the impact of contractual arrangements on the physical and mental well-being of workers. By examining these aspects, we aim to shed light on the challenges and opportunities presented by the growing prevalence of contract labor in today's workforce.

1.2 STATEMENT OF PROBLEM

The problem lies in the treatment and conditions experienced by contract workers at forest industries ltd. “contract workers constitute a growing segment of the workforce, yet they often face unique challenges compared to permanent employees. These challenges include job insecurity, lower access to benefits, and limited opportunities for career advancement. Their working conditions and experiences may not be well understood due to limited research on this group. This study seeks to address this gap by examining the environmental conditions of contract workers and identifying factors that influence their job satisfaction, security, and overall wellbeing.”

1.3 OBJECTIVE OF THE STUDY

-) To study the environmental conditions of contract workers.
-) To understand the working environment of contract workers.
-) To suggest ways to improve environmental condition of contract workers.

1.4 SCOPE OF THE STUDY

The study on working environment of contract workers dives into the details of their employment situation. This entails scrutinizing the contractual agreements to gauge the terms and conditions offered to these workers, including wages, benefits, and contract duration. The study delves into the health and safety protocols implemented within the workplace evaluating their efficacy in safeguarding the well-being of contract workers. it accesses job satisfaction levels and overall worker welfare. The study aims to provide actionable recommendations to enhance the working conditions and treatment of contract workers at forest industries ltd, fostering a fair and equitable work environment.

1.5 RESEARCH METHODOLOGY

Research methodology is the scientific way to solve the research problem, this involves exploring all possible methods of solving the research problem. Examine the alternative methods one by one and arriving at best possible methods considering the resources at

the disposal of the researcher. It is the sum total ways and means of planning, conducting and reporting the outcome of a research study. Research methodology is the description, explanation and justification of various methods of conducting research.

1.5.1 RESEARCH DESIGN

The research design is followed for this research study is descriptive research design where we find a solution to an existing problem. The problem of this study is environmental condition of contract workers at forest industries (Travancore) limited. In this study I am using questionnaire method to collect data. Research design is the specification of the method and procedure for accruing the information needed to solve the problem. In this report consist of four chapters. Chapter one is introduction. It includes introduction of the study, objectives, statement of the problem, scope, research methodology, limitation of the study, industry profile, company profile. This chapter gives the information on how this report is structured. It may include research design, source of data, tools of data analysis, period of the study, hypothesis, questionnaire design, nature of the study, sample unit, size, population, sample frame, sampling strategies. Chapter two includes review of literature and theoretical frame work. Chapter three is data analysis and interpretation of data, chapter four includes findings and suggestions and conclusion.

1.5.2 SOURCE OF DATA

The project was compiled using facts, figures, information and analysis by the researcher. The information thus collected is taken from two sources namely

-) Primary data
-) Secondary data

Primary data:

A primary source is also known as first-hand information. It is collected by the researcher himself directly from original source. The important sources of primary data:

-) Interview

-) Questionnaire
-) Formal conversation
-) Observation
-) Experimentation
-) Mail survey
-) Group discussion

Secondary data:

The data which have been collected and compiled for some other purpose by someone else and is used by researcher for the interest of his research study is known as secondary data. The important sources of secondary data are:

-) Text book
-) Magazines/articles
-) Web page
-) Specialist book
-) Government reports
-) Journals
-) Company report
-) Act of parliament

For this study the researcher uses both primary and secondary data.

-) Questionnaire
-) Internet
-) Articles
-) Journals
-) Formal conversation

1.5.3 TOOLS OF DATA ANALYSIS

the study has selected 100 employees working in forest industries Travancore Ltd, Aluva and primary data were collected using structured interview. The data analysis is done with the help of statistical tools like percentage analysis for analysing the socio-economic profile and index method for analysing the independent variables of the study.

Percentage Analysis

A percentage frequency distribution is a display information that indicates the proportion of observations for each data point or set of data points. It is a particularly useful method of expressing the relative frequency of survey responses and other data. Percentage analysis is used for the representation of the distribution of data. It refers to a special kind of rates, percentage are used in making comparison between two or more series of data. A percentage is used to determine relationship between the series. It is a particularly useful method of expressing the relative frequency of survey responses and other data.

Percentage = (No. of respondents / Total no. of respondents) *100

) Tables

Tables are used to present large quantities of data arranged in labelled rows and columns. The researcher used tables to present data because measurement units are shown clearly. Tables are also easy to refer and the data can be easily interpreted.

) Pie chart

Pie chart the researcher used pie chart to present data because they help to facilitate comparisons by virtue of their clear visual impact.

) Bar graph

Rectangular bars with heights or lengths proportionate to the values they represent are used to display categorical data in bar charts and bar graphs.

1.5.4 PERIOD OF THE STUDY

The period of the study is from eight week

1.5.5 QUESTIONNAIRE DRAFTING

- Selecting a particular topic on the area which the researcher wants to take.
- Learn and go through the topic which the researcher selected.
- Identify and study the problem which the researcher has selected for.
- The data are conducted through academic books and internet.
- The next step is to create hypothesis on the basis of information from the published books which researcher used.
- The time and expenses spend for preparing the data and hypothesis.
- Next step is to the collect the relevant data with the help of convenience sampling method from respondent that you have been proposed to give.
- Next step is collecting data by observing, conducting personal interview, and through schedules.
- Data collection is possible if researcher uses structured questionnaires
- The collected data use for analysing the data by editing, coding and tabulation. The tabulated data put in to tables, prepare charts and make calculations with the figures by using percentage analysis, correlation.
- The next stage is hypothesis testing calculated with the help correlation and mean
- After hypothesis testing, the researcher interprets the data.
- Report preparation

1.5.6 NATURE OF STUDY

The study on contract workers `working conditions aim to understand their work experiences and challenges. It explores aspects like job security, benefits, pay, work hours, and career growth opportunities. By using both numerical data and personal stories, the study provides a broad view of different contract worker's situations. The goal is to use these findings to help improve policies and practices for better working conditions and fair treatment in the labor market.

1.5.7 SAMPLE SIZE

Number of sample units are selected from the universe to form a sample is called sample size. Here the sample size consists of 100.

1.5.8 POPULATION

The group of individuals under the study is known as population. It is the aggregate of all unit studied in any field of enquiry. Thus 100 samples randomly taken from the universe for the universe for the study.

1.5.9 SAMPLE FRAME

The target population for the study consist of contract workers of forest industries Travancore ltd.

1.5.10 SAMPLING STRATEGIES

Sampling technique used in this study is census method. The census method is a systematic approach to sampling and data collection designed to achieve representative samples from larger populations, thereby ensuring accurate and reliable conclusions.

The census method is also called as a complete enumeration survey method wherein each and every item in the universe is selected for data collection. The essential feature of this method is that it covers every individual unit in the entire population. One of the major advantage of census method is the accuracy as each and every unit of the population is studied before drawing any conclusions of the research. When more and more data are collected the degree of correctness of the information also increases. Also, the results based on this method are less biased.

1.6 LIMITATION OF THE STUDY

-) Employees may be biased on their opinion.|
-) In depth study is not possible because the time limit is the main constraint.|
-) Study is purely based on samples taken.|

1.7 INDUSTRY PROFILE

The furniture industry plays a very important role in the country's economy. Furniture is regarded as a type of ornamental art and can be the result of creative design. Apart from its practical use, furniture can also have symbolic or religious significance. Along with other furnishings like lighting and clocks, domestic furniture helps to create cozy and practical interior spaces.

Brief History of the Industry

Examples of Although antique furniture is very rare, much is known about the pieces created by artisans in China, India, Egypt, Mesopotamia, Greece, and Rome based on their pictorial portrayals. Furniture such as beds, tables, chairs, boxes, stools, chests, and other pieces were almost usually constructed of raw wood, but veneering was utilized to make extremely durable coffin cases in Egypt. Veneers were also utilized by the Romans, but mostly for decorative purposes.

Stools, couch frames, and romaticables were also made of bronze. Painted, plain wooden tables and seats were common in kitchens and workplaces, as evidenced by Pompeian wall paintings. Metal plate-covered or iron-bound paneled cabinets were typical chests for valuables. The early middle ages were far poorer than the Roman world in terms of household furnishings of all kinds, but a growing affluence in the 14th and 15th centuries brought about a significant rebirth of furniture manufacture, with numerous new types of desks and storage boxes with divisions appearing. Specifically, the houses of religion

The early middle ages were much poorer in household furnishings of every kind than the Roman world, but in the 14th and 15th century a growing affluence brought a major revival of furniture making with many new types of cupboard boxes with compartments and various sorts of desks appearing. The religious houses in particular were adequately stocked with paneling framed by furniture. swiftly spread after being reintroduced in the Burgundian Netherlands. The mitre, tenon, and mortise. Offer significantly better joints. The males underwent a radical transformation as a result of the increasing technical sophistication. who produced furniture. Whereas joiners and carpenters had previously created furniture for every type of building construction using wood, a number of factors came together to establish a new profession: cabinet makers. The

introduction of veneering, first in western Europe and later in Britain, North America, and other places, was the most significant technological influence.

In the 16th century, furniture was more plentiful, but still basic; massive oak furniture was common among the rich. Chairs, still very expensive, were becoming more widespread. Seventeenth century furniture can be described as plain, heavy and made of oak; furniture among the affluent gradually became more comfy and decorated, made of walnut, then mahogany. In the 18th century, the wealthy owned upholstered furniture; a famous wood furniture manufacturer, Thomas Chippendale (1718-1779), specialized in fine mahogany furniture.

GLOBAL FURNITURE INDUSTRY: AN OVERVIEW

Furniture manufacturing has historically involved a lot of labor and resources, with both large volume producers and local craft-based businesses. However, with the introduction of ready-to-assemble or flat-pack furniture, mass production of furniture became a variable manufacturing strategy, allowing businesses to design, manufacture, and ship large quantities of products. Manufacturers of flat-pack furniture typically supply low-to medium-priced markets, while solid wood furniture manufacturers have held onto important niche market segments, mainly for high-end, expensive, and design-led products. These specialized products are typically bought locally while mass-produced; large-volume products are sold locally, and furniture exploration is big business.

Countries like USA, UK, Germany and Italy are bigwigs in global furniture industry they produce furniture product with latest technology which is not found in India. Today many companies like Durian, Godrej & Boyce, and Tangent import furniture from western countries and sell it in Indian market. This low rank may be explained by relatively high import duties and low technological competency.

The basic features of global industry include the interconnection of communication networks and databases around the world which in turn, lead to the global information infrastructure. The fast spreading of information regarding supply and demand in one market quickly gets transferred to the other world markets using the computers and state lights today lastly with the raise of the business process outsourcing as well as the knowledge process outsourcing the world getting smaller, business process outsourcing companies operating in the less developed countries to attain a

global character. It is also mentioned that as plywood forms the major segment of wood industry in the country, businessmen who wish to obtain approval from the government for setting up any wood based project should obtain prior clearance from the ministry of environment and forest before a brief history of the development of furniture in various parts of the world is given below.

EGYPTIAN

Climate and belief in immortality are responsible for more being known about Egyptian furniture than that of other civilizations antedating the Christian era. The Egyptians were partial to decorative furniture. Inlays of ivory, mother of pearl, faience, semiprecious stones gold and other metals frequently enhanced pieces. The wood used were sycamore, cedar, acacia, olive wood, yew and bony. Egyptians were in fact so much outstanding furniture.

FRENCH

The ultimate in decorative furniture in the opinion of many critics was made by French craftsmen of Louis XV period. Mahogany was the chief wood used for fine pieces, but for the others oak, walnut, cherry, and other fruitwood and rosewood were used.

DUTCH

In furniture design the Dutch reflected Spanish rule, French proximity and oriental commerce. The furniture was basically Gothic combined with Holien Ornamentation.

FURNITURE INDUSTRY IN INDIA

India is among the biggest consumers of wood in south East Asia. Until a few years ago the country had considerable quantities of available tropical woods. The most common species in Indian forests are teak, rosewood, ebony, laurel, pine, cedar, and rubber trees. These "ready to use" species were, until recently, freely exploited without recourse to particularly advanced technology. Subsequently supply became scarcer due to unconditional and inappropriate exploitation and also due to growing concerns about the environment that led to policies for the conservation of the forests. In the wood used for furniture in India, teak accounts for almost 50%; while Sal and deodar for about 20%; mahogany and balance 30% between white cedar, silver oak and pinewood. In

order to conserve the forests, the cutting of soft jungle wood has been banned by the Indian Government. Consequently there is a great potential for foreign companies to supply wood to Indian companies. The range of indigenous furniture, available in India includes both residential and contract system furniture, with an increased concentration in office and household furniture. Around 85% of India's furniture is produced by handicrafts, making the country's furniture industry a "non organized" sector. The furniture industry only little contributes to the GDP formation only makes up a little portion of the total. India was ranked 49th among importers and 48th among exporters of furniture in 2000. This was caused by the high import duties, as well as the low technological level of Indian businesses and regional customs and tastes that complicated the products' styles. In India nowadays, 27.01% of the manufacturing industry is made up of wood items, furniture, and fittings.

This category has however shown a decline in recent some years. The visible consumption of furniture in India is estimated to be 15 USD per year per inhabitant but this average hides wide variation in populations and in cities. India has a favorable outlook to sell furniture and one expects the furniture industry to grow further in the coming years. The prospect of the furniture sector in India seems positive. A recent on-field research has identified some 150 Indian companies not only as the furniture manufacturers and retailers but also banks, hotels, enterprises wishing to start commercial and/or industrial co-operation with EU counterparts.

Furniture Industry comprises

- Furniture for Bedrooms and Living Rooms
- Kitchen Furniture
- Drawing Room Furniture
- Dining Room Furniture
- Entryway Furniture

Pieces of furniture The value of the global home furnishings market is projected to be Rs 20,000,000. It increased by 20% annually during the previous three years. Furniture in the living area was also covered. Indian consumers' need for living room furnishings

has increased consistent expansion over time. The Indian furniture market was valued at over Rs. 35,000 cores in 2006.

The Indian furniture business is a very disorganized sector. It employs about 300,000 people overall, and in 200102, it produced USD 3580 million worth of furniture. The wooden The wooden furniture sector in India can produce An annual turnover of about ₹3,500 crore. Only the wooden furniture market has a proportion of around ₹60 crore. Additionally, a recent survey indicates that a 20 percent growth in the industry is anticipated in the near future. The Indian furniture sector experienced average yearly growth of 3% between 1996 and 1999.

After four years of prosperity, the Indian furniture sector declined to 10% due to cyclical situation of the economy. In the last 4 years, this sector has recovered from the year 1999 crisis and has shown 4 - 4.5 % growth annually. Despite the forecast growth, India is still a country with the furniture industry not particularly developed in comparison to western countries (U.S., Germany and Italy) and South East Asian Countries in terms of absolute value of the sector and percentage of GDP in the economy. Due to the fact that manufacturing furniture is mostly the work of artisans and the ongoing industrialization process, the furniture business in India only contributes marginally, or a tiny percentage, to the GDP.

Implementation of pretty sophisticated in other industries is still pending. In India, there are a lot of chances for the furniture sector because household incomes are rising and the economy is expanding to new heights. There are options to launch a company, work as a furniture interior decorator, or supply furniture from the national market to the local market. The minimal requirements needed for any applicant to begin working in this field. To serve the demand, India imports wood (logs) from countries like Malaysia, Indonesia, Myanmar, Ivory Coast, Nigeria, Ghana, South Africa, and New Zealand and to some extent of South America. These logs are imported through various ports in India, However there are several infrastructural constraints, which may impede further growth these imports in the near future. Therefore it is expected that over the next few years until this infrastructure gets built up, saw timber will also have a market in India.

INDUSTRIAL PERFORMANCE IN REGIONAL SCENARIO

Kerala is small state in the south western corner of India. It represents 1018 percent of total area of India but claims around 3.5 percent of the total population of the country

with a population density of 819 percent per Km, forest occupy 11,265 km (FSI 2005). This is 29 percent of the total geographical area of the state. Management of the forest is vested with the government. Felling from natural forests is completely banned. The Western Ghats, a sizeable portion of which is in Kerala, is one of the 34 global hot spots of biodiversity in the world. There are about 550 species utilized as non-wood forest products (NWFP). The tribal communities around forests mostly depend upon on NWFP for their subsistence. Forest plantations occupy about 10 percent of the area under the forest. Teak and eucalypts have been the principle forest plantation species. At present, they account 57,855 and 24,500 respectively. Kerala is a state, which has notified tourism as an industry. There are five national parks, eleven wildlife sanctuaries, two bird sanctuaries and one tiger reserve some of which are highly preferred location for tourists.

In the past agriculture was a highly competitive sector affecting the leading to its destruction. About 46 percent of the total geographical area is now occupied by home gardens and 16 percent by private estates of rubber, cardamom, coffee and tea. The traditional tree corps grown in homesteads are coconut, jack, mango, cashew, teak, anjily etc. The recent liberalization of rules on restricted felling of trees from homesteads has opened up avenues for more agro forest options in the state. The major wood –based industries are sawmilling packing case, plywood, splint and veneers, pulp and paper, etc. there are around 4000 wood based unit, which depend only on forests but also on home gardens and estates for their wood requirements.

Kerala has the legacy of achieving enviable standards in respect of important areas such as literacy life expectancy and other material quality of the life through progressive policies and public action of the other state and other material quality of life through democratic means. Although the current per capital income is inadequate to support such achievements the deficiency is supposedly met by the high inflow of migrant's remittance. The state of Kerala is thus unique in many aspects and an overall assessment of the percent status and future prospectus in quantitative term using the modern analytical tools has become the need of the forest sector of the state in relation the overall socio-economic scenario prevailing in the region.

Major wood based industries are:

- Grasim industries, Mulavoor.

- Hindustan new spirit Ltd.
- Kerala state bamboo corporation.
- Travancore plywood industries.
- Kerala state wood industries Ltd, Nilambur.
- Forest industries Travancore Ltd, aluva.
- Western Indian plywood.
- Punalure paper mills.

Prospectus & Challenges in the industry

The Indian space has been fundamentally disjointed and disorganized for decades, which has been a significant obstacle to its capacity for expansion. In fact, it's so strong that even up to 70–80% of the Indian furniture sector is currently controlled by little, unorganized businesses. And mostly because of the same, as opposed to other industries like electronics, automobiles, etc., the furniture industry has observed a lack of uniformity in terms of quality, designs, and other critical aspects. Therefore, it should come as no surprise that different furniture pieces with similar appearances would frequently have different price points based on the quality and raw materials utilized, which instantly causes customers and other stakeholders to take notice.

In addition to the aforementioned, the reduced consumer spending brought on by the COVID-19-induced economic crisis has recently compelled consumers to reduce their spending on luxuries like new furniture purchases, which has impacted negatively impact demand. In addition, India's furniture manufacturing companies may face other obstacles like extended lead times, a shortage of sufficient raw materials, inadequate infrastructure, and—above all—a shortage of skilled labor. The nation's furniture business has experienced expansion, but this progress has been slowed down by higher import levies and taxes, as well as conventional players' reluctance to use technology. have also played a role in showing down the nation's furniture sector's growth story.

-) Raise in the manufacturing cost – The cost of raw material and hardware component is increasing and so the wages of the labourers. Thus, the overall manufacturing cost of furniture fittings has gone up and is likely to increase further before the year is out. Conversely, nevertheless, the consumers are looking for the furniture at the most cost-effective rates. Balancing between the

increasing manufacturing cost and offering good quality end product at a competitive price is another major challenge.

-) Growth trend of online shopping – the trend of online shopping is on the rise. People get to see a variety of furniture. They compare the prices and go for the lowest bid. To stay in the game, furniture fittings manufactures need to rank high in the google search results. This can be quite challenging as every player tries to acquire the top spots. They also need to offer the latest design furniture at the most cost-effective rates as the buyers get a host of manufactures to choose from.
-) The trend for renting furniture- instead of purchasing the furniture, many people these days are opting for rented furniture pieces. This gives them a chance to change their furniture as frequently as they want in order to give new look to their apartment. This trend is especially growing among those who rent apartments and require relocating to different places due to their job. They mostly opt lightweight and cost-effective furniture that can be accommodated in their rented space. Furniture fittings manufactures are now facing the challenge to manufacture reasonably-priced furniture without compromising on the quality factor.
-) Single occupancy – Most of the people are migrating from the villages to cities for the employment purpose of these people rent an apartment to live alone. Besides, youngsters these days have grown ambitious and wish to settle financially before getting married. Many of them move out of their houses to live independently. This added to the number of people alone. Their furniture requirement is certainly different from those living with families. They prefer the latest furniture and fittings that are not very elaborate. The furniture fittings hardware manufactures need to cater to the exact requirement of these buyers.
-) Expansion expected – The growing urbanization, changing lifestyle and increase in the purchasing power of people will likely lead to an expansion in the furniture fittings manufactures. However, it will bring its own set of challenges. As the industry will see a boom, more people will dive in the business thereby increasing the competition in the market.
-) Single- person households are increasing - single-person household stands for a single person is staying in a home then, of course, he will not require more

furniture. This is why people are attracting towards a small house and small furniture. To overcome this challenge, manufactures should produce modern and easy to carry furniture.

-) Various generations own distinct styles; the majority of this generation like leading a contemporary yet modest lifestyle. They are more interested in contemporary, less hefty furnishings. That explains why consumers aren't purchasing goods from the market for furniture. Instead, they're being designed. The market is facing a significant difficulty because it requires a lot of inspiration and design work.
-) Planning problems – there is no proper planning and management in the furniture manufacturing market managers Either they are unable to produce work plans and blueprints, or they choose to ignore it. The absence of systematic operational procedures in the sector leads to widespread mismanagement, which eventually lowers output. There are several instances of backlogged orders leading to Consumers start to lose faith in the business. Due to the lack of an effective method for documenting the arrival of raw materials, businesses typically maintain a sizable amount of unsold inventory. Because many furniture manufacturers lack a warehouse to hold their completed goods, their wear and tear.
-) Inadequate information systems and reporting: furniture companies do not have a database to hold vital business data. They keep out-of-date or erroneous data that eventually hurts the company. Not all data sheets are updated frequently and rife with mistakes. Seldom are decisions made or market analyses done using the available data. Outdated methods of data analysis are employed to evaluate outcomes and find remedies. A communication chasm exists between supervisors and their staff members. The company lacks the stringent procedures to keep an eye on the process and is ill-prepared to respond to rivals.

LATEST DEVELOPMENTS IN THE FURNITURE INDUSTRY

- Approximately Rs60 corers make up India's one percent of the wooden furniture market
- The global home furnishings market has increased by 20% annually over the last three years, to the tune of Rs20,000 crore. A World Bank analysis projects that the

organized furniture market will expand by 20% annually, with Brazil, Russia, and India leading the way observe a boom

- The Indian furniture assortment comprises both contract and residential pieces, with a greater emphasis on kitchen and office furnishings.
- Indian manufacturers generally use a three-tier selling and distribution structure, comprising the distributor, wholesaler and retailer.
- With a 17 percent share of global furniture imports, India was the largest importer of furniture in 2004–05. During this time, 10,476 importers shipped furniture to India.
- At the moment, China, Korea, Germany, Italy, and Spain are the top importers

1.8 COMPANY PROFILE

Forest Industries (Travancore) Limited (FIT) is a Kerala Government Company established in the 1946 is engaged in manufacture of wooden furniture and joineries (Windows, Doors, and ventilators etc.). It is located at Thaikkattukara near Aluva, it is located alongside National Highway 47, 15 km north of Kochi and 2 km south of Aluva. FIT is a Department of Industries project managed by the Kerala Government. FIT is registered as an SSI Unit and with the Registrar of Companies. 65 Forestry-related industries Travancore Limited was incorporate in august 1946 under the Travancore companies act with the object of exploiting selling timber and other Forest product from Malayattoor division and elsewhere in the state of Travancore. The initial authorized capital was Rs.1crore but the authorized capital was revised to 50 lacks special resolution passed at the annual general meeting held on 1960. The Unit became a Kerala Government company in the year 1960. The Unit was originally the agency for FACT for producing wood from Kerala Forest Department Government of Travancore based on agreement allowed FACCTI3 to be extract firewood from an area of T14 square miles in Malayattoor forest to manufacture carbon monoxide for their fertilizer unit. In terms of the object clause FIT took the job on behalf of FACT, based on an agreement between FIT and government. Thus the operation of FIT at the time was governed by three agreement viz; agreement between government and FACT, FACT and FIT, and FIT and Government. The above operations were initially for 20 years. Since 1962, FACT changed its technology for the manufacture of fertilizers and changed their

process and 45 therefore the FACT related operations discontinued and thereby agreement with FACCT practically expired from 1963 even after expiring of FACT agreement the forest operation of execution of timber and selling Continue in addition to manufacture. The agreement, which was initially for 20 years is from 1947-67, was later extended by further 10 years, i.e., up to 1977. From then onwards FITs main activity is wooden furniture manufacturing to meet the needs of Government of Kerala and Commercial sectors. Forest industries Travancore to become a government company in 1960 when the government of Kerala acquired the majority of share. In 1962, a second hand plant for manufacture of furniture was purchase and sale was installed. Manufacturing of furniture commenced in 1963, the same plant is in operation even today and there were only marginal addition in these 40 years FIT is the only Government owned company in Kerala solely engaged in manufacture of wooden furniture and joineries. Its main strength is half a century's reputation of maintaining consistently superior quality products both in durability and finish. FIT was to pay royalty department, net of extraction charges actually incurred by it towards the cost of wood 10% profit was also allowed to the company on the whole operation (these dues to the forest department to the extent of Rs49 lacks by way of royalty & sales tax on royalty is pertaining to the period when the company was undertaken the above forest operation

MISSION OF THE COMPANY

The main mission of the company is that to manufacture to meet the needs of organizations under the government of Kerala and commercial sectors.

The company intended to achieve:

- A lost level of conservation of all resources.
- Cost efficiency in all operations
- Regular up gradation of technologies use in processing.

VISION OF THE COMPANY

To bring out trending designs and models to our furniture that increases comfort & suits the requirement of our clients.

CORPORATE OBJECTIVES OF FIT LTD

- The corporate objectives of the company are:
- To produce and market high quality product at lowest price. To improve operational efficiency to maintain optimum productivity.
- To increase profit without sacrificing quality of products.
- To promote organization development and to upgrade the quality of human resources.
- To improve the safety measure and provide best working conditions to the
- Workers in the plant.

MILESTONES & FUTURE EXPANSION

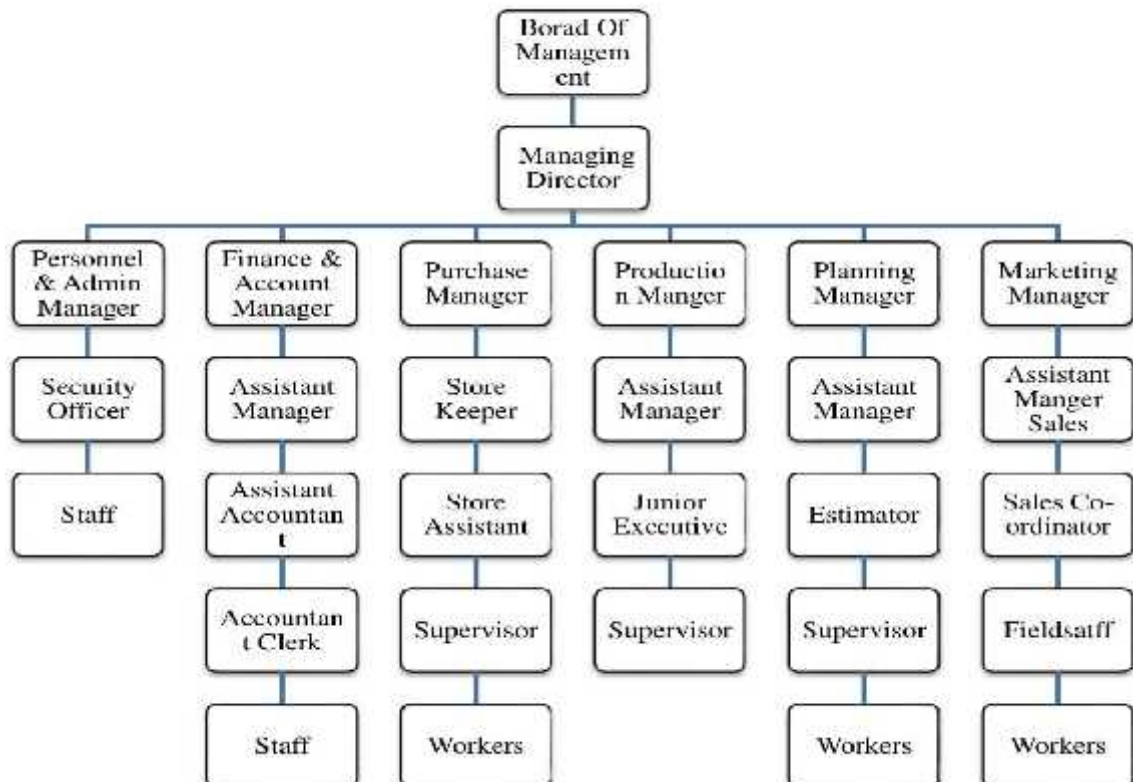
The company always has an attention to adopt and accept modern technologies in its plants. They introduce several innovations and modernization schemes to achieve higher productivity and energy conservation, environmental control and economy inputs. The company markets their products with a view to profitability. FIT have only one office at Thaikkattukara Aluva. They are only the monopolist in the field. At present company is using conventional method for the manufacture of its products. They are planning to add new and more sophisticated method in the production process. During the year by improving design, company could manufacture attractive modern and by using improved designs, It is expected that cost, reduction, product improvement etc. could be achieved. During 2003-04 company did not undertake any KCD4 activities. Company is planning to associate with KFRI5 ,SISA6 etc. In order to develop new designs in furniture and joineries and R&D activities the company is formulating a program for replacing obsolete equipments for conserving energy. Studies are conducted for identifying further energy conservation areas.

NEW SCHEME

FIT Ltd has developed a full package of front office for local bodies based on the parameters specified. The package consists of following;

- Front Office table with two drawer unit.
- Three flex Boards.
- Three white Boards.
- Wooden notice Board.
- Three boxes.
- Six visitors Chars.
- Three chairs
- Waiting desk

ORGANIZATIONAL CHART



PROJECTS

Forest industries Travancore Ltd has already undertaken prestigious projects all over Kerala and part of diversification is now in the field of interior decorations, work stations etc.

SOME OF THE PROJECTS UNDERTAKEN BY FIT Ltd

- Modernization work of D.C Suits under MGP schedule at Kollam, Pathanamthitta, and Idukki collectorates,
- Prestigious seating arrangement work of the newly constructed Kerala legislature complex
- Furnishing the entire court rooms in the new high court building at Ernakulam
- Providing facilities for computerization of sub registrar office all over Kerala.

COMPLETED PROJECTS

- Civil construction of Thaluk hospital Kerala.
- Civil construction of renovated Kodungalloor cheraman masjid.
- Civil construction of renovated Ramanilayam guest house.
- Syndicate hall.
- Conference hall.
- Pariyaram medical conference hall.
- Kerala legislative complex
- Modular work station

MAJOR CUSTOMERS

Major customers are

- Government institutions
- Kerala Government.
- Public.

COMPETITORS OF THE FIT Ltd

Main competitors of Forest Industries (Travancore) Ltd

- SIDCO7
- KITCO8
- KADCO9

PRODUCT PROFILE OF THE COMPANY

Wood is a costly material and only those who keep good business ethics can provide wooden items manufactured entirely out of high quality timber. In this regard the reputation of FIT is undisputable and beyond doubt. Sophisticated high precision imported wood working machineries and highly skilled work force ensure finish and appearance. FIT's commitment towards quality, delivery schedules and after sale service has earned the confidence of the customers over the years, FIT introduced special brands in product line. All furniture is aesthetically and economically designed to meet the health requirements of the customers. Furniture and wooden joineries are the items currently being manufactured and marketed. It also purposes to undertake interior decoration job including wooden flooring and wooden paneling, ornamental work in wood and also in the beam of the building, curtain, ceiling work, aluminum fabrication, office arranging or furnishing work. Production is mainly 51 order based is received from the government agencies and public. FIT is backed by the continual support of numerous consumers who have full faith in its products. Following are the quality wooden product available in company showroom.

- Dining chair with cushion seat.

- Dining table.
- Towel rack with 4 hooks.
- Easy chair plastic with long arm, turned legs.
- Dressing table with oval shape mirror with 2 drawer and shelf.
- Cot with ornamental headboard and leg board, turned pieces.
- TV stand, turned legs with 3 steps.
- Rocking chair with loose cushion.
- TV chair with folding type with nylon cloth seat.
- Canvas chairs with long arm rest, without cloth, folding type.
- Teapoy, top glass, bottom reaper shelf.
- Divan cot to turned legs with loose cushion and 2 round pillows without head rest and also with both Side rest board.
- Deluxe type settee set round frame type cushion covered with best quality ➤ furnishing cloth.
- Turned lay, set reaper seat and back, loose cushions covered with best quality
- furnishing cloth
- Bed side locker with shelf complete in plywood.

MANAGEMENT OF FIT Ltd

There are 9 member team or board of directors to manage FIT. The managing director of the company looks after the day to day affairs, The executive at different level help the carry out his work smoothly. There are directors to assist chairman and MD, The directors also include those nominated by government of Kerala.

BOARD OF DIRECTORS

Chairman: Sri. R Anilkumar

MD: SMT. Indu vijayan N IFS

Secretary: Sri. T.Gangadharan Nambiar

COMPOSITION OF SHARES AT FIT Ltd

FIT Ltd is a government owned company. So the major parts of shares are mainly buying by the government. Compositions of shares are:

Government - 77.41 %

Financial Institutions 1.14%

Public-21.45%

DEPARTMENTAL PROFILE VARIOUS FUNCTIONAL DEPARTMENTS

1. Purchase department
2. Production department
3. Planning and Marketing department
4. Finance and Accounts department
5. Personnel and Administration department

1) PURCHASE DEPARTMENT

The main of purchase departments to procure raw materials, machines, tools etc., needed or production at the right time at the right quantity from the right kind of suppliers with right investments. Purchase manager is the head of purchase department. Purchase manager assisted by store keeper in charge and under him there is a material assistant. The purchase manager reports to managing director. The purchase department should ensure that

- The purchased items conform to the requirements of FIT
- Materials received are identified, inspected and stored.
- Correct specification of materials is provided in the purchase order.

- Materials received in stores are preserved and finally issued to user departments.
- The suppliers are selected and evaluated on their ability to supply products as per FIT requirements.
- Identify and control excessive storage and wasteful consumption.

Ensure uninterrupted production through supply of materials.

There are two types of purchase. They are cash purchase and credit purchase. Credit purchases are settled within 30 days. Purchase items like raw materials, machines and machine parts, office stationeries etc. are purchased according to the requirements of other department of the organization. Final list of purchase items are prepared by the purchase department and given to the managing Director. If the MD approves the lists then the next step is to purchase the items.

Raw materials are used by the company can divided into direct and indirect materials. Direct materials include teak wood Rosewood, Sal, Anjili, pingoda etc. are purchased through auction. Mainly from nilambur forest depot. Forest department send auction chart to FVF which include the details about timber. Purchase timber through yearly tender. They may recommend procuring timber based on quality and price. Glass used for teapoy is also purchased through quotation. Other raw materials like plywood, Formica sheet, Fevicol, Sere Nut, Bolt etc. are directly purchased from the manufacturing company in order to get the advantage of 16% excise duty claim. Ply wood purchase from Western India Plywood, Kannur and Formica sheets From Formica India Pune.

The following are the manufacturing company

Suppliers

Plywood	-Western India plywood Kannur
Formica sheet	-Formica India Division Pune
Fevicol	-pedilite industries

SCTRUCTURE OF PURCHASE DEPARTMENT

Managing director
Purchase manager
Assistant manager
Clerk

2) PRODUCTION DEPARTMENT

This is one of the main departments in FIT, in addition to production activities they also monitors the problem arising mechanical, electrical and instrumentation activities. The various factors which prevent the department from achieving the budgeted production are failure of power supply, unexpected break down of machines etc., to overcome these, the company provided with generator and well equipped machine shop with efficient electrical and mechanical engineers.

This is the one of main department in FIT. Production department starts its production after receiving the Acceptance order (A0). Acceptance order is received through the effect of planning and marketing department. So the production department has direct 54 link with the planning and marketing. Production manager is the head of the department Production manager assisted by one assistant manager and the assistant manager assisted by junior executive. There are 3 supervisors come under the junior executive to controls the Band saw, processing and carpenting the production unit works from 8am to 5 pm. Production process include various sub process. Machine shop is processes of production process which follows a maintenance mechanism.

The production process includes various sub-processes. Machine shop is the sub-process of production process which follow a maintenance mechanism. It has necessary tools and equipment's that it replaces worn out parts and lubricate the machinery on time and regularly 1 checks the working of the machinery.

The target of modern industrial organizations is to produce what has been planned at the budget cost, and maintenance has the primary aim of enabling plant and machinery to carry out the production. Therefore every manufacturing organization needs maintenance because machines break down; parts wear out over a period of time of use. It must also solve the problem of preventing failure as process of loss of production.

The main objective of maintenance is to get the equipment back into operation as quickly as possible without interruption of production, periodic inspection of plant and equipment to prevent break downs before they occur. This maximizes the availability of machinery and equipment for production and preserves the values of the plant by minimizing wear and tear.

FUNCTIONS OF PRODUCTION DEPARTMENT

- Planning and implementation of production the basis of prefixed targets.
- Ensure that necessary documents, registers and records in relation production are properly maintained.
- Ensure co-ordination between sections of production.
- Maintenance of general discipline in the factory.
- Deployment of workers suitably.
- Observation of product/process related statutory requirements etc
- Completion of production at the right time.
- Supervision of production related activities

QUALITY OF THE PRODUCT

The existence of the unit is in public interest that FIT is the only unit where the Kerala consumers can cent percent rely on quality wood products. Quality is buzzword of the company. The company is not ready to sacrifice quality for any monetary gains. Hence, the company possesses different equipment's and mechanism to ensure quality

at different stages of production it takes necessary steps to ensure that maximum and minimum cost is incurred.

RAW MATERIALS USE BY THE DEPARTMENT

Raw materials used by the department can be divided into direct and indirect materials. Direct materials include Teak wood, Rose wood, Sal, Anjily, Pingoda etc., and indirect material includes Plywood, Mica, Polish, Inches, and screw etc. The purchase Department controls the purchase and storage of raw materials.

PRODUCTION PROCESS

1. Band Saw:-

This is the first step in production process. It is huge machine for cutting the wood in to different pieces. The machine is in rounded form. The band saw making the wood into different pieces ie., in thin and straightly.

2. Re Saw :-

In the second stage the Re Saw machine is used. The usage of band saw and resaw are same. Re saw is also used in cutting the wood. It cut the wood into smaller pieces. These are functions of 1st section. Then the next section is the browsing section. There are different processes in this section. It includes:

- Plainer
- Lath
- Drilling plainer
- Thickness plainer
- Chisalmortizer
- Tennon machine

➤ Plainer

Plainer is a machine which cuts the woods in correct rectangular shape. It smoothen the two sides of the wood. The hard things are remaining in this process. And that waste is given to the public in cheap rate, ie; one big bag have only 6Rs. They collect it directly from the plant itself.

➤ **Thickness plainer**

It is the same version of plainer. Plainer, correctly cut in to correct rectangular shape. In this it will correct the width and thickness of the wood.

➤ **Chisal mortizer**

This machine is used to make rectangle hole in the wood which complete the above process.



➤ **Tennon**

Tennon is another machine which is used to make the correct partner of the chisel mortiser marked holes.

➤ **Lath**

It is one of the actual forms in the forest industries Travancore. It helps to make art work in the wood. It is only done by skilled and experienced persons.

➤ **Drilling machine**

This is used to make round holes in the woods.

After all these next is the assembling section. Here the product will come into its position. After this the next step is moving all products into polishing section. Mainly they use melamine, lacktor, wax polishing etc; for polishing the products. After the making of the product it will be delivered to the customer or it is moved to the showroom. FIT also doing upholstery work on the 1st floor. They are also supervised by the production department. The materials that are wanted in the production is provided in the store with the consent of store manager.

Then the final appearance is made. When one order is completed before the due date, it will be kept in the stores. When the customer comes to take that order it will be provided only after a final touch up. Quality of the product in each department is correctly checked by the supervisor. They are totally 24 supervisory staffs in FIT to check out the manpower. Each and every worker in the plant is safely secured. The

machinery's are properly covered. And each and every activity of workers in the plant is checked by the supervisors.

STRUCTURE OF PRODUCTION DEPARTMENT

Managing director
Production manager
Assistant manager
Supervisors
Workers

3) PLANNING AND MARKETING DEPARTMENT

Planning and marketing manager is the head of the department. It is assisted by assistant manager and an estimator. A number of strategies are being worked out to improve the marketing and to enlarge the market segment to increase the sales turnover, Major market segment currently being catered is the government department and that too mostly the academic institution and public. Company product has a system upgraded for ISO10 9002 certification. When order 18 received from government agencies and public it is forward to the production departments. Marketing strategies used are seasonal discounts, after sale services, customer relationship. Prices are fixed on the basis of change in production. FIT is 55 the only furniture industry paying 16% excise duty in the country. High value furniture in teak wood and rose wood with manual carving 1s treated as handicrafts by excising authorities provide Certificate to this effect issued by handicrafts development corporation Kerala Ltd and if so, there is exemption for excise duty for such furniture. FTT Ltd imposes product wise advertisement through press media to get maximum sales. Company utilizes two percent On Sales as advertisement expenses. The company offers discount sales to the consumers for improving their profits. In the festival period like Onam, Christmas, and Vishu the company offer discount sales.

Forest Industries Travancore limited is having an efficient marketing system inside the state. The products manufactured by the production department are marketed through this network. The products are best quality products compared to private firms. The success and failure of every organization or profit and loss are depends upon the marketing strategy. Marketing is the prime mover of all functions of management. The demand for bench, desk, table and chairs are increasing when compared to other furniture products.

The marketing function will start after the production process completion. FIT collect the raw materials from the forest and take it in to the manufacturing process. The cost of the finished goods includes 33% of tax. The FIT produces their products according to the order received. And they market 99% products to government departments like (info park etc) and after 1% to the public.

Channels of distribution for a product is the route taken by the title of good as they move from producers to the ultimate consumers. Forest industries (Travancore) limited follow only force channels to distribute their products services.

1. Company-consumer

In this channel sells products directly to consumer 60% of forest industries Travancore Ltd., products are sold through this channel. FIT have 4 field staff they work for forest industries.

2. Company contract – Government institution

In this channel, the company sells their products according to the order to govt, institutions the company can earn more profit from these channels.

Marketing is helpful in company planning and taking various decisions regarding business. It helps in increasing the business profits to be reducing the selling cost on the one hand and by increasing demand of the product through advertising and sales promotion activities on the other marketing is responsible for a company revenue generation.

FIT participated in exhibitions and make advertisement for sales promotion. The product range and its pricing is mainly depend on the government rate. The government gives an order to the FIT and they follow that order for fixation of price

Price fixation of forest industries (Travancore) Ltd; is attached with this information and also copy of government order too.

The main competitors of FIT are CADCO and SIDCO etc; mainly FIT has 2 consumers state government and private members. Up to 99% FIT has government department and have also limited private members.

4) FINANCE AND ACCOUNTS DEPARTMENT

The company maintains its accounts on the accrual basis showing the historical cost convention in compliance with the requirements of the companies Act, 1956. Fixed asset are stated at original cost less accumulated depreciation. Depreciation is provided in the accounts on straight line basis at the rates and in the manner prescribed in schedule XIV of the companies Act, 1950. Individual asset acquired for less than Rs.5000 are entirely depreciated in the year of acquisition. Raw materials valued at average cost. Work in progress is valued at the price fixed by the price committee as per government order. Finished goods are valued at selling price less ten percent to arrive at the estimate cost and the basis adopted is same as in the previous year. Investments are value at Cost. The Company has not made adequate provision towards bad and doubtful debts, considering the volume and tendency of the debts.

- Maintaining a good journal by the recording of daily business transactions.
- Procurement and allocation of funds.
- Keeping the records of stock purchased, accounts receivables and timely sub mission of the same to the insurance and banking authorities.
- Sales accounting, sales budget and expenditure budget are to be preparing on a regular basis.
- Preparation of fund flow and cash flow statement every month. 56
- Controlling the cost of production and various other expenses.
- Preparation and maintenance of cost records.

- Yearly income tax returns are prepared and filed, Receiving payments from customers within one month.
- There are short term loan and bank over draft for working capital requirements.
- Maintaining cash book and bank book.
- Prepare purchase register and sales register.
- Passing purchase bills.
- Performing treasury operations of Aluva and Trivandrum.
- Maintain creditors and debtors ledger.
- Preparation of wage bills and disbursement of salary.
- Handling statutory and internal audits.
- Preparation of profit and loss account and balance sheet
- Preparation of annual report,
- Financial report is prepared quarterly.

FINANCIAL STATEMENTS

A financial statement is an organized collection of data according to logical and consistent accounting procedures. They are meant to present the firm's financial situation to users. Cash flow statements are prepared annually by this department. Cash and bank book prepared daily. The finance department should obtain a copy of purchase order from the purchase department and it should discharge the payment to creditors.

FINANCE DEPARTMENT STRUCTURE

- Managing Director
- Manager & Finance
- Accounts
- Assistant Manager

- Assistant Accountant
- Accountant, Clerk
- Assistant Manager

PERSONNEL AND ADMINISTRATION DEPARTMENT

FIT has good human resource department and it maintains a good relation with the employees. Personnel and administration manager is the head of the department and he is assisted by security officer, One main functions of personnel and administration department include the following:

- Recruitment
- Interview and selection
- Training and development
- Performance appraisal
- Wage and salary
- Welfare measures
- Grievance handling
- Industrial relations

OTHER FUNCTIONS OF ADMINISTRATIVE DEPARTMENT

The important functions of administrative department are:

- Controlling personnel in the organization.
- Access the vacancies in the organization.
- Direction human resources of the organization.
- Overall administration of the organization.
- Providing training to workers.

- Analyzing performance with co-ordination of other departments.
- Promotion of employees and workers.
- Providing incentives and bonus to workers and employees.
- Direct, supervise and control depot manager and regional managers.

TRADE UNION PRESENCE

FIT maintains a very healthy relation with employee trade unions. There is no unrest in past few years. The atmosphere or the trust and mutual understandings is developed 58 are between management and labor union. There are four organized trade unions as

- FIT staff and workers Association
- FIT employee union
- FIT staff and workers organization
- FIT employees federation

ORGANISATIONAL STRUCTURE

A Forest industry (Travancore) Ltd follows the line or military organization structure. The company has centralized department structure. The span of management in the organization is narrow span which has various advantages such as reinforcing authority by the emphasis of states given preventing cross communication. The present organization structure has been effective in conducting the operations at its optimum level. It was encouraged team work has helped to maintain good internal relationship unity of command is maintained throughout the organization. Board of directors is at the most position and the managing director next to them. The various functional managers come under the managing director of the company take various decisions on behalf of the shareholder. The major shares of the company are held by the Government; they take decisions and form various policies. The managing director makes smooth and effective functioning of the organization and he directs the activities of various functions. departments to achieve the organization goal.

SWOT ANALYSIS OF THE COMPANY

STRENGTH

-) About the four-decades reputation in manufacturing and marketing of furniture extremely good quality from original timber.
-) Company running on profile continuously for the last ten years through marginal.
-) Brand image of a government company.
-) Monopoly in the field of wood manufacturing.
-) Company is working in an eco-friendly manner.
-) Qualified and experience human resource.
-) Effectively internal check system to maintain quality.
-) Good industrial relationship.

WEAKNESS

-) Old plant and technology which needs modernization in phase.
-) Political interference.
-) Lack of advanced technology.
-) Underutilized plant capacity.

OPPORTUNITIES

-) Furniture marketing is a sector which as tremendous potential in the state especially for high value items.
-) Reputation that original timber is used in FIT (duplication of timber is widespread in Kerala). This aspect couple with ISO-9002 certificate would significantly improve the demand in the domestic market.
-) Favorably decision made by trade unions.
-) More marketing opportunities

THREATS

-) Competition from other private companies
-) Price fluctuations in the market.
-) Too much political interference in the management decisions.

CHAPTER 2
REVIEW OF LITERATURE
THEORETICAL FRAMEWORK

2.1 LITERATURE REVIEW

k.R.Shyam Sundar (2018) Shyam Sundar's study focuses on the Indian automobile industry and its reliance on contract labor. The paper examines the working conditions of contract laborers in the industry, including issues such as job insecurity, low wages, and lack of social protection. The author highlights the in formalization of labor in the industry, emphasizing the need for regulatory reforms to protect the rights and interests of contract workers.

Radhika and krishnapriya (2018), in sketched the conditions of the labour in article of the hindu business line, attempted to analyse the facts and myths of contract labour in india. They found that, there is little evidence to support the view that ' rigid' labour laws have contributed to contractualisation of the workforce. Late last year, around 200 workers of a Chinese smart phone manufacturing unit, Hipad Technology India, were "sacked" without any prior notice. Reports suggest that the workers were employed on a contractual basis due to the shortage of raw materials their contractor was asked not to supply workers.thereafter, the agitated workers resorted to violence. This and several such incidents of massive unrest and protests in India over the last decade are reflective of the pent-up anger of contract workers who find themselves in an increasingly precarious position.

Awan (2015) found that work environment which cover work life balance and psychological conditions and social dialogue leads to increase in employee performance and organizational productivity. Studies by Rein et al., (2013) found that employee's psychological relatedness which include psychological needs motivate individuals to initiate positive behaviour which translate to higher performance.

M.Nirmala and S.S Gowri (2015) Nirmala and S.S.Gowri conduct a case study on the working conditions and job satisfaction of contract workers in manufacturing industries. The research explores factors such as wages, working hours, job security, and opportunities for advancement. The authors find that contract workers often face unfavourable working conditions, including lower wages and limited job security, leading to lower job satisfaction compared to regular workers. The paper discusses the implications for management practices and worker well- being.

Ogunyemi, Akinlaja, Adesoye, Abayomi, Rasaq and Omolade (2015) in their study examined the contribution of work environment, organisational culture, to employees' job performance. Ex-post facto research design was adopted. Proportional stratified and simple random sampling techniques were utilized to select 500 participants from three oil companies in River State, Nigeria (Agip = 150, Schlumberger = 185, Nigerian Agip exploration 165). Two standardized self-report questionnaires were used for data generation. Two hypotheses were raised and tested using multiple regression and t-test statistics. Findings revealed among others that the two predictor variables (work environment and organisational culture) combined and individually, predicted the criterion variable (job performance). Based on the findings of this study, a number of recommendations were made among which were: employers of labour should provide suitable work environment for increased job performance of employees; and make the organizational culture favourable so as to enhance productivity of the work force.

Tahir and Awan (2015) in a study on the impact of working environment on employee productivity found that supervisors support and relationship with co-workers contribute positively to employee productivity in banks and insurance companies in Pakistan.

Ikonne (2014) investigated the influence of workstation and work posture ergonomics on the job satisfaction of librarians in the Federal and State University libraries in Southern Nigeria. The study adopted survey research design. The total enumeration technique was used to include the 500 librarians from the 37 Federal and State University libraries in Southern Nigeria. Descriptive statistics was used to analyse the data collected. The findings revealed that there was a positive relationship between ergonomics (suitability of workstation and equipment and work posture designs) and job satisfaction. It was, therefore, recommended that ergonomic measures that would involve the set-up of adequate and healthy workstation equipment designs, which would allow the users to adopt optimal working postures suitable for a greater jobsatisfaction, be implemented in the Nigerian University libraries.

Ushie, Agba, Ogaboh and Okorie (2015) examined the effect of work environment on employees commitment in agro-based industries in Cross River State, Nigeria. The study drew participants from two major agro industries in the state. One thousand, one hundred and ninety four (1194) respondents were purposively selected for the study. Information was elucidated from participants using four point Likert scale

questionnaire. Data obtained was analysed using Pearson Product Moment Correlation (r). Findings revealed that work environment such as consistent communication flow, manageable workload, availability of electricity, and work place that is free from known dangers are positively associated with employees commitment, and hence performance. The study recommended among others that management of agro-based industries in Cross River State should establish and promote good work environments in their organizations so to boost employees commitment, wellbeing and overall performance and productivity.

Musyoki (2014) study on social environment and its impact on Productivity indicated that, One of the most commonly reported stressors for workers has been shown to be interpersonal tension between people at work. Conflict was identified as an example of the broader concept of workplace harassment related to other stressors that may co-occur, such as conflict of status, role uncertainty, and workload. It also includes problems such as anxiety, depression, physical symptoms and low levels of job satisfaction. Unresolved organizational conflict was related to miscommunication arising from misunderstanding decreased creative cooperation and group problem solving, process disturbance, reduced customer satisfaction, mistrust, divided camps, and gossip. Conflict is not destructive at all times. But administrators need to realize and do something about it when it's harmful. A logical method should be designed to deal with the dispute. Such a system should include a prepared response by the director or the company, rather than relying on a quick reaction or improvement that happens without management taking specific action.

Nnamani and Ajagu (2014) studied the effect of environmental factors and organizational performance in Nigeria. The study had a population size of 1,152, out of which a sample size of 297 was selected using Taro Yamane at 5% error and 95% level of confidence. Instrument for data collection was structured questionnaire. The total numbers of 275 copies were returned. Data were analysed using tables and percentages. Two formulated hypotheses were tested using Pearson's correlation coefficients and z-test statistical tools. The study revealed that there was unsafe and unhealthy work place environment, poor motivation, lack of innovation, high cultural interference and allows organizational interpretation process. Also, the result showed that there is relationship between employees and their work environment and that workplace factor play a positive and significant role on employee performance.

Ashim roy (2012) study of the contract labour system in the Garment Industry in Gurgaon: in his report shows how the theft of the minimum wage of the contract workers cause large socio-economic problems to the workers, which includes eviction from their home and inability to buy food, resulting in the malnourishment of younger generation, which also leads to their children's education being affected.

Joshua (2013) conducted a study on the impact of social environment on employee commitment pointed out that individuals spend more time in their offices and in their workplaces in today's corporate world than in their homes. Therefore, it is of great importance to remember that an office's layout, form and design impacts entirely on efficiency as it is necessary to give the necessary and appropriate attention to the physical office environment. Working space for organizations, that is, an organization's The second largest financial expense for most human resources departments is the physical space offered for workers to carry out their work activities. Technology, devices and computers and general furniture and chairs define the current physical work environment. Therefore, in order to improve the productivity of workers, it is important that the organizations' physical environment is designed to support employees in their search for organizational objectives. Working environment helps to increase the productivity level of workers. The research only focused on physical environment and performance in the workplace.

Fapohunda and Tinuke. M. May 2012, in his paper entitled, the paper examined in multiple perspectives, casualization and degradation of work drawing issues and arguments from a practical dimension and implied theoretical frameworks. It summarizes the implicatins on three major actors in industry. It selected five companies each in three sectors where casualization is predominant. The study adds to the existing empirical literature on casualization and work degradation. It was facilitated by working with trade union partners. The study found that remuneration for contract staff is not fair or comparable to that of permanent workers. they are denied the right to organise and benefit from collective agreements. They are mostly not protected from exploitation by their employers. Casualization of labour is against the campaign of full employment. Casualization is detrimental to employees and has grave consequences on the employer and the national economy. It recommends that casualization be seriously checked and if possible expunged completely from being practiced in the employment system.

Neeraj kumara and ruhe Malhotra, September 2012, the researcher looked in this study the practical aspects of contract labour (regulation and abolition) act 1970, in power projects the aim of the paper is to cross check whether the contract labours are facing same problems in different companies for their upcoming projects. Descriptive research is used for this purpose. The whole picture of contract labour (regulation & abolition) act 1970 is totally different where the organizations try to implement this act but due to carelessness of contractors and uneducated labour workers they are not able to use this act fully. One rule has been issued by the Chhattisgarh state that now banks will give the payment to the labour workers it means that contractors have to submit their cheques in the bank for payments of the labour workers or open a different account for the labour worker from which they can take their payment on time positively but it is not being implemented by the BALCO ORLANCO'S contractors or even labour workers are not aware of this new rule.

Joshi (2011) contract labour: a way forward argues: in his research paper that if India really wanted not just faster growth but sustainable and inclusive growth, it will have to convert the contract labour into a productive and happy work force. The earlier it is done, the better will get for the overall progress of business and society.

In a comprehensive research done by Meenakshi (2011) titled, "contract labour act in India: a pragmatic view" she concluded that most of the enterprises have revealed during the field survey that they are ready to enhance the wage levels of contract workers provided minimum wage norms are received accordingly. While the public sector always goes by minimum wage norms, many of the comparatively larger private companies pay more than the minimum wages to ensure efficiency. Smaller companies on the other hand are often unable to pay higher wages. Thus, rather than fixing a uniform minimum wage rate for all firms, wage rates for contract labour should be linked to the wages paid by the firm to the direct worker.

Akinyele (2010) analysed the impact of work environment on future worker's productivity in Nigeria. Primary data were used for this study that was generated through structured questionnaires with close ended questions. T-test was used to test the research hypotheses. The respondents were randomly chosen from four selected oil and gas industry in Lagos metropolis. The result of T-test indicated that employee productivity problems are within the work environment. Conducive work environment

stimulates creativity of workers. improvement in work environment and bad working conditions contribute to low productivity of employees.

Debi S.saini, July 2010, the contract labour act 1970 issues & concerns. This paper assesses the legal framework of contract labour employment in India. It reviews role of the state in the enforcement of contract labour (regulation & abolition) act 1970 (CLA) and relates it with the vulnerabilities contract labour suffers from. It also focuses on the changed attitude of the state agencies towards labour law enforcement. The formulations are built on secondary data and doctrinal reasoning to argue that there is a need for change in the framework of CLA so as to check rampant tendencies of the employers to indulge in contractualization. Contract labour is being employed even in core activities mainly with a view to lowering the costs through exploiting the weak bargaining power of workers. The paper cited the Andhra Pradesh amendment to the CLA to be used as a reference point for effecting changes in the framework.

Kolamkar's (2009-11), reports on working condition of contract workers in petroleum refineries and oil fields was a study conducted by the Labour Bureau, Ministry of labour and employment government of India Chandigarh, which was about the wage, working conditions, welfare measures and the industrial relation of the workers. The study also found that, in some places the workers are organized and possess a strong bargaining power because of which, the trade unions and some units have own grievance redress machinery.

Junaida, Mahadir, Siti and Afidam (2010) investigated whether there is a relationship between the physical environments (comfort level; temperature) with employee productivity in Malaysia. 152 civil servants were selected from four (4) main units in Ministry of Youth and Sports, Putrajaya. Findings of the results showed that physical environment (comfort level, temperature) strongly influence the employee productivity.

Bhargava, P. K., & Bhargava, J. (2008) The authors discuss the critical issue of social security for contract laborers, emphasizing how the lack of health benefits, job security, and retirement benefits contribute to an insecure working environment. They propose policy reforms to enhance social protection measures for contract laborers, suggesting that a more robust social security net would significantly improve their working conditions.

Haynes (2008) found that behaviour component of the work environment has a positive influence on employee performance and productivity. Supportive work behaviour among employees contributes to employee performance and engagement.

Das, Ashis, Pandey, Dhananjay (2004) did research on “economic & social issues relating to the contract workers”. The findings were that the contract workers”. The findings were that the contract workers(CWs) get minimum statutory wages with few instances where they receive higher wages for skilled work. Incidents of contractors deducting token money from CW’s wages were reported from the cement and white goods companies. However, they get better deals if they have collective bargaining strength. Illiteracy, unscrupulous contractors and hazardous working conditions impose serious safety concerns for them. Longer working hours and job insecurity are other factors that such workers face. there is no social security for them except ESIA majority of them live in slums or rented hutments with poor civic amenities. Employers and contractors to some extent fulfil their economic and social needs.

Ramachandani’s (2006) research on actual position of the workers: explains in great detail, how in most of the industries, the contract labour system is adopted in different occupations, which includes skilled and semi-skilled jobs. He persuades the government to take up various initiatives to improve the condition of the contract labour.

Chapagain (2000) in this paper, contract labour in Nepal, explains the status of contract labour system in Nepal, by showing the working conditions, social security and employer-employee relationship. He also brings out the intermediary play, which is an important role in the provisions of working conditions and in settling any disputes between the contract labour without the knowledge of the principal employers. He concludes stating, that the working conditions of the contract labour are found to be generally poor.

2.2 THEORETICAL FRAMEWORK

Environmental condition of contract workers – definition

The environmental conditions for contract workers encompass a comprehensive set of guidelines and standards aimed at ensuring their well-being and safety in the workplace. This includes meticulous attention to the physical aspects of their environment, such as maintaining proper ventilation, lighting, and temperature levels to create a comfortable and conducive workspace. Additionally, stringent safety protocols are implemented to mitigate potential hazards, including the proper handling of hazardous materials, adherence to safety procedures, and the provision of necessary personal protective equipment (PPE).

Safety protocols represent another critical aspect of these conditions, covering a wide array of potential hazards inherent to various industries. This includes comprehensive training on the proper handling of hazardous materials, the correct utilization of personal protective equipment (PPE), and adherence to stringent occupational health and safety regulations. Regular safety audits and inspections are conducted to identify and mitigate potential risks, ensuring that contract workers are adequately protected from harm while performing their duties.

Moreover, environmental conditions extend beyond the immediate confines of the workplace to encompass broader ecological considerations. Contract agreements often stipulate compliance with environmental regulations and sustainability practices aimed at reducing the company's environmental impact. This may involve implementing waste management protocols, adopting energy-efficient technologies, and promoting eco-friendly practices to minimize carbon emissions and preserve natural resources.

Furthermore, ergonomic considerations play a crucial role in the environmental conditions for contract workers, with workstations designed to optimize comfort and reduce the risk of musculoskeletal injuries. This includes providing ergonomic furniture, implementing ergonomic training programs, and encouraging regular breaks to prevent fatigue and strain.

Overall, the environmental conditions for contract workers represent a multifaceted framework that prioritizes safety, health, and environmental responsibility. By addressing various aspects of the working environment in detail, these conditions aim

to create a harmonious balance between the needs of contract workers, the company's operational requirements, and the preservation of the environment for future generations.

The environmental conditions for contract workers cover everything needed to keep them safe and healthy while they work. This includes making sure their workplace is comfortable with good lighting, ventilation, and a safe temperature. It also involves providing proper safety equipment and training to handle any dangers on the job, like hazardous materials. Additionally, contracts often require companies to follow environmental rules to minimize harm to the environment, like recycling and reducing waste. Overall, these conditions aim to create a good and safe working environment for contract workers to do their job well.

WORKING ENVIRONMENT

The workplace environment impacts employee morale, productivity and engagement - both positively and negatively. Unsafe and unhealthy work place environment includes poorly designed workstations, unsuitable furniture, lack of ventilation. inappropriate lighting, excessive noise, insufficient safety measures in fire emergencies and lack of personal protective equipment. Research indicates a strong relationship between indoor environment and employee performance. Improvements in the physical environment result in the increase of employee productivity.

Dr. Anil P Sarode & Manisha Shirsath November 2014. The quality and quantity of work generated by employees are influenced by the work environment while poor environmental conditions can cause inefficient worker productivity as well as reduce their job satisfaction. This paper describes some elements of the work environment that can impact on employee productivity and addresses lighting, noise, color, and air quality. Furniture and equipment as the key physical factors in the organization are discussed as well. Four factors of the work environment under which it has impact on employee productivity that are: lighting, noise, color, and air quality. All of these factors cannot be treated separately, as they connect with each other. The work environment plays a very important role if the organization would like to maintain better productivity as many employees spend most of their time on generating activities in the organization.

Dr. K. Chandrasekar (2011) The workplace environment impacts employee morale, productivity and engagement both positively and negatively. The work place environment in a majority of industry is unsafe and unhealthy. These includes poorly designed workstations, unsuitable furniture, lack of ventilation, inappropriate lighting, excessive noise, insufficient safety measures in fire emergencies and lack of personal protective equipment. People working in such environment are prone to occupational disease and it impacts on employee's performance. Thus productivity is decreased due to the workplace environment. It is the quality of the employee's workplace environment that will impact level of motivation and subsequent performance. How well they engage with the organization, especially with their immediate environment, influences to a great extent their error rate, level of innovation and collaboration with other employees, absenteeism and ultimately, how long they stay in the job. Creating work environment in which employees are productive is essential to increased profits for your organization, corporation or small business. The relationship between work, the workplace and the tools of work, workplace becomes an integral part of work itself. The management that dictate how, exactly, to maximize employee productivity center around two major areas of focus: personal motivation and the infrastructure of the work environment.

According to Sundstrom (1994) most people spend 50% of their lives within indoor environments, which greatly influence their mental status, actions, abilities and performance. Better outcomes and increased productivity is assumed to be the result of better workplace environment. Better physical environment of office will boost the employees and ultimately improve their productivity.

According to Carmen (2013) the work place design considerations include thermal comfort which indicates the right combination of temperature, airflow and humidity. A combination of these elements is required for physical comfort in the workplace. Good indoor environmental quality starts with a well-designed lighting system, which involves more than just providing windows and incandescent lighting. Lighting has an enormous potential for influencing occupant perception of the interior space. A variety of factors contribute to the lighting experience, including the amount and color of light, glare, variations in light levels, and use of day lighting.

Leaman and Bordass (2000) present evidence that air-conditioned buildings (usually, but not always deeper than 15 meter) have a more negative effect on perceived productivity than naturally ventilated buildings (less than 15 meter across). The connection is made between increased dependencies on environmental systems, such as air conditioning, and ill-health symptoms.

Robertsuse and Huang (2006) had the effects of Raning intervention and the relationships between perceived workplace design factors (layout and storage) and work, per t undividual performance, group collaboration and effectiveness) buying 120 office workers using a workplace environment questionnaire Rend significant, positive impact of the intervention on environmental aft workstation layout. Satisfaction with workstation layout had a significant emlationship with individual performance, group collaboration and effectiveness. To performs the given tasks successfully employees should also provided with sufficient equipments This also includes personal protective equipments.

A comparative Australian post-occupancy evaluation between green buildings and conventional buildings shows that there are significant associations between perceived productivity and thermal comfort (Leaman et al, 2008). Also, several post- occupancy evaluations show that the higher indoor air quality is he better occupam satisfaction and perceived productivity could be achieved (Paevere and Brown. 2008).

The natural features including daylight, external view and natural ventilation strategies, have shown measurable gains for occupant health and performance at workplace. A research suggests that the well-designed natural conditioning and mechanical and lighting system interfaces could provide energy efficiency gains of up to 5 percent of energy use in the United States as well as health and quality of life gains (Loftness et al., 2005).

According to Blumberg and Pringle (1982), three factors affect job performance namely ability variables (the requirement that helps to achieve the job performance), motivation variables (linked with employees to determine the job performance) and opportunity variables (work environment, group and leadership characteristics of the job) jointly affect performance. The term "performance" could be used to evaluate office work of employees, which is more focused on behaviour rather than result itself, compared with productivity. According to the expectancy model by Victor Vroom, an individual's

performance is determined by effort with the interaction of environment and ability (Luthan, 2002).

According to Haldiya, Sachdev and Mathur (2005) if the workers here pol knowledge about the health problem and the protection me could be observed between the knowledge and usage of pe equipmen mainly due to non-availability of satiety devices, high cost and sy devices not provided by the salt manufactures.

According to Hameed & Amjad (2009) a widely accepted assumption is that better workplace environment produces better results. Research indicates a strong relationship between indoor environment and employee performance. Improvemen in the physical environment result in the increase of employee productivity, Clements Croome (2000) suggests that employee productivity could be improved by 4 to 10% by improving the office environmental conditions. Recem studies have constantlyshown that improvements in the physical environment increase office performance (Sundstrom, Town, Rice, Osborn & Brill, 1994; Fisk and Rosenfeld. 1997:

Heerwagen, 2000; Leaman and Bordass, 2001; Veitch and Newsham, 1998; Wyon, 2004). The physical layout of the work place, along with efficient management processes, is playing a major role in boosting employees' productivity and improving organizational performance (Uzee, 1999; Leaman and Bordass, 1993).

Brill (1990) estimates that improvements in the physical design of the workplace may result in a 5-10 percent increase in employee productivity. Stallworth and Kleiner (1996) argue that increasingly an organization's physical layout is designed around employee needs in order to maximize performance and satisfaction.

The American Society of Interior Designers (ASID, 1999) carried out an independent study and revealed that the physical workplace design is one of the top three factors, which affect performance and job satisfaction. The study results showed that 31% of people were satisfied with their jobs and had pleasing workplace environments. 50% of people were seeking jobs and said that they would prefer a job in a company where the physical environment is good. Many executives are under the mistaken impression that the level of employee performance on the job is proportional to the size of the employee's compensation package.

Theories

Theory of work adjustment

This is also referred to as the Person–Environment Correspondence Theory. It was originally developed by René Dawis, George England and Lloyd Lofquist from the University of Minnesota in 1964. This theory tries to link the employees to the work environment. The theory asserted that if a person’s work abilities, skills and attitudes are matched with the job and organization, the person will perform the job well and will demonstrate high level of satisfaction in his / her job. In addition, if the organization provides certain rewards to accelerate the level of employee performance, the level of employee satisfaction will improve and job performance. In organizations, individuals The nature of flexibility prevailing in the work environment allows employees to make decisions on how best they can adapt to working conditions prevailing an organization. Flexible conditions as perceived by employees vary from one organization to another and even from one person to another. Flexibility is influenced by factor internal to individuals and organization such as one’s own personality and the culture prevailing in an organization. Similarly, external factors which provides alternative to employees will influence the flexibility of individuals. Where an organization cannot provide flexibility required by employees, they may introduce certain form of adjustment (René & George 1964). Individual employees may be required to take active adjustment that allows then to alter their work environment. Employees may introduce changes that affect the job content and behaviour required to undertake a given job. They should also be able to reflect on their skills and abilities required to undertake the job effectively. In certain cases, employees may endeavour to change the nature of reinforcement of the job by trying to gain better rewards in terms of improved working conditions, additional responsibility and a wider scope of tasks to be performed (René & George 1964). This theory supports a variable Employee performance as they generally feel a connection with the organization and this helps in identifying the areas that requires to be addressed for better performance in the organization. In relation to the study, the theory relates to the independent variable of supervisor support.

The Hawthorne Theory

The Hawthorne theory is a series of experiments conducted by Elton Mayo in the years between 1924 and 1932 at the Western Electric factory in Illinois, also called Hawthorne Works. The study was originally focused on manipulating levels of light working environment, in order to find out if that would have any effect on workers' productivity. Workers were split into two groups. The experimenters incrementally increased the intensity of the lights for the first group, while the working conditions of the second group (the control group) remained the same. A marked increase in the productivity of the first group was observed. Later, the experimenters introduced additional variables, such as reduced working hours and more breaks, and again they led to increased productivity. But then, an odd thing happened. Productivity in the first group would increase even after the lights were dimmed. In fact, productivity remained high for the whole duration of the experiment, after which it started to gradually drop down again (Young, 2009). After a careful analysis of his data, Mayo could not help but admit that what he observed was not a direct effect of the particular variables he introduced. Rather, productivity improved due to the unintended effects of the experiment's set-up. The workers increased the effort they put into their work simply because their managers were showing an interest in their well-being and a willingness to improve their working conditions. Productivity was also boosted by the mere change of environment, because it acted as a break in the routine of their daily work. The combination of the resulting change of behaviour came to be known as the Hawthorne Effect. Of course, it would be foolish to think that these were the only reasons for what the researchers saw. The change in productivity was also ascribed to the fact that somebody was there, observing the workers. That's why sometimes the Hawthorne Effect is referred to as the Observer Effect. (Ohemeng, 2009). Other parts of the Hawthorne Studies made even more important discoveries related to teams and team building. As part of one of the experiments, Mayo and his colleagues chose two female workers and asked them, in their turn, to choose four more. The six women formed a work group, which had a separate room and a seventh person who was placed to supervise their work. Their behaviour was observed for a period of five years. A control group of randomly selected female workers was also observed for comparison. All the women had to assemble telephone relays, so the number of relays they made each day was taken as a measure of their productivity. Like the original experiment,

additional variables were also manipulated. The first group had shorter workdays, more breaks and free food during them. Productivity was boosted, but Mayo was once again unable to reduce this result simply to the nature of the changes. For comparison, productivity at the control group remained unchanged (Deci & Ryan, 1987). In the end, Mayo concluded that what caused the upshift in productivity was that the six women were now part of one team and had a sense of belonging. And since they became close, the workers didn't want to look bad in the eyes of others and increased their output. Mayo seems to be right, because once the experiment was over, the women were interviewed and they admitted that the close and intimate atmosphere of the smaller group created a feeling of freedom, which they couldn't enjoy on the big assembly line. And since they were able to talk to each other, they formed a long-lasting friendship. If that's not enough to convince you, listen to this: the productivity of that team continued to rise even after the end of the experiment(Young, 2009).

Hertzberg's Two Factor Theory

The theory was modelled by Herzberg (1966) and underpins extrinsic and intrinsic factors of motivation. The factors are also known as hygiene and motivator factors respectively. Extrinsic factors (hygiene factors) comprises of all tangible outcomes and things in relation to an employee's physical well-being. The factors represent the relationship of employees with their job environment. The factors include salaries together with the benefits, existing policies in an organization, supervision quality, level of security of tenure, safety of the work environment, administrative practices, and general work environment condition (Johnson et al., 2018).Hertzberg et al (1959), focused on answering the question "what do people want from their jobs?" they asked workers to identify what they felt exceptionally good or exceptionally bad about their jobs. They therefore developed the two factor theory which details differing causes of job satisfaction and dissatisfaction. The first of the two factors is Hygiene. Hygiene factors relate more to the environment in which people work than to the nature of work itself they affect job dissatisfaction. Closely related to theory Y assumptions are Hertzberg motivator factors which affect job satisfaction. They found out that when such factors as achievement, recognition, responsibility, advancement and growth are added to employee job he or she is more satisfied with the job and become more

productive. His research is credited with providing the foundation for the development of job enrichment and the movement for improving the quality of work life. Hygiene factors are the concern of this study they include company policy, working conditions, salary relationship, relation with supervisor, security and status. It is believed that if these factors are addressed employee performance will be optimized.

These factors may not result in motivation though their absence there could be some dissatisfaction among employees. On the other hand, intrinsic commonly referred to as motivator factors are made up of all intangible outcomes like achievements, need to give recognition of outstanding performance, ability to assume responsibility, growth, and interest in the job an employee is employed to do (Sanjeev & Surya, 2016). The theory holds that only intrinsic factors motivate. The motivator factors relate to the desire possessed by employees to see growth in his or her job. This in turn affects the employee's level of motivation in their job. This school of thought prescribes a two-step process in which organizations can adopt to motivate their employees. The first step is to eliminate dissatisfaction among them by developing sound non primitive company policies, having competent and qualified technical supervisors with ability to ensure employees do not work under too much pressure but in an ease environment. This also involves ensuring that salaries and other wages are competitive, fair and adequate, ensure the working environment for staff is comfortable, and employees work for reasonable hours (Johnson et al., 2018).

The second step entails motivating the employees by allowing them to deliver on difficult targets with minimal interference, appreciating and rewarding good performance among staff, offering credits where necessary besides giving them authority to handle their responsibilities (Alshmemri, Shahwan-Akl, & Maude, 2017). The process of motivating employees further involves provision of a clear career path especially those performing their duties excellently. It also involves proper designing of jobs in an organization such that they are interesting and involving at the same time. The jobs also need to be more educative in nature such that they grow the knowledge and skills competency among staff. Educational opportunities can also be provided to help staff grow their skills set for future career development. The theory was useful in the assessment of the effect of the integral components of total rewards system; salary, incentives, career advancement and employee recognition on employee performance.

In view of this study, the theory relates to ergonomics, supervisor support and job aid variables on organizational performance of public health sector.

Labour market segmentation theory

Labour market segmentation theory posits that the labor market is not a single, unified market but is divided into distinct segments or sectors with different characteristics and rules. This theory helps explain why different groups of workers have varying levels of wages, job security, benefits, and working conditions. It is particularly useful for understanding the disparities faced by contract workers compared to permanent employees.

Key concepts of Labor Market segmentation theory

Primary segment

Jobs in this segment are characterized by stability, higher wages, good benefits, and opportunities for advancement. Workers in the primary segment often enjoy greater job security and are more likely to receive training and development opportunities.

Secondary segment

Jobs in this segment are typically less stable, lower-paying, and offer fewer benefits and limited opportunities for advancement. This segment often includes contract workers, temporary employees, and part time workers.

Characteristics of the segment

Job stability

Primary segment jobs tend to be long-term and secure, whereas secondary segment jobs are often temporary and insecure.

Wages and benefits

Workers in the primary segment receive higher wages and better benefits (eg; health insurance, retirement plans) while those in the secondary segment have lower wages and minimal benefits

Career advancement

The primary segment offers clear paths for career progression, while the secondary segment provides limited opportunities for advancement.

Training and development

Employers are more likely to invest in the training and development of primary segment workers, enhancing their skills and career prospects.

Dual Labor Market Theory

Dual labor market theory, developed by economists such as Peter Doeringer and Micheal Piore in the 1970s, suggests that the labor market is divided into two distinct segments: the primary labor market and the secondary labor market. These segments operate under different sets of rules, offer different types of jobs, and attract different types of workers. the theory explains the persistent inequalities in job conditions, wages, and opportunities for different groups of workers.

Key components

Primary labor market

Characteristics

High wages:

Job in this market typically offer higher pay.

Good working conditions:

These job come with better working environments

Job security:

Workers enjoy stable employment with long- term contracts.

Career advancement:

Clear paths for promotion and professional growth.

Comprehensive benefits:

Health insurance, retirement plans, paid leave and other benefits are common.

Secondary labor market

Characteristics

Low wages: jobs in this market tend to offer lower pay.

Poor working conditions:

These jobs often come with less favourable working environments

Job insecurity: employment is more precarious, with temporary or short-term contracts.

Limited career advancement:

Few opportunities for promotion or skill development.

Minimal benefits:

Lack of comprehensive benefits such as health insurance or retirement plans.

Typical workers:

Individuals with lower education levels, limited skills, or less experience.

Examples of jobs:

Service sector roles, manual labor, retail jobs, and other low-skill occupations.

Precarious work theory

Precarious work theory explores the nature and consequences of precarious employment, which refers to jobs characterized by insecurity, instability, low wages, limited benefits, and lack of employment protections. It examines how changes in labor markets, economic policies, and organizational practices contribute to the growth of precarious work and its impact on workers, families and societies.

Key concepts

Causes of precarious work

Globalization

Increased global competition and outsourcing lead to job insecurity and pressure to cut labor costs.

Technological changes

Automation and digitalization contribute to job polarization, with growth in low-wage, low skill jobs and high-skill, high wage jobs.

Labor market flexibility

Policies promoting flexibility for employers can lead to increased use of temporary and contract labor.

Economic policies

Austerity measures and deregulation may weaken labor protections and contribute to precarious work practices.

Psychological contract theory

Theory explores the implicit expectations and obligations that exist between employers and employees in the workplace. Unlike formal employment contracts that outline explicit terms and conditions of employment, the psychological contract refers to the unwritten beliefs, perceptions and mutual expectations, that develop over time between individuals and their organizations.

Elements

Employer expectations

Expectations of loyalty, commitment, performance and adherence to organizational values

Employee expectations

Expectations of job security, fair treatment, opportunities for development, recognition, and work life balance.

Implicit promises

Perceived promises from the organization, such as career advancement, training, or support during difficult times.

Perceived obligation

Employee perceptions of what they owe the organization in return for benefits received, such as hard work, loyalty, or extra effort.

Types

Relational contracts

Based on mutual trust, long-term commitment, and reciprocity between employer and employee.

Transactional contracts

Focus on short-term exchanges of specific tasks, rewards, and benefits without long-term commitment or loyalty.

Social exchange theory

Social exchange theory is a social psychological and sociological perspective that explains social behaviour and relationships in terms of the exchange of resources, rewards, and costs between individuals or groups. It posits that people weigh the benefits and costs of interactions with others, aiming to maximize rewards while minimizing costs

Elements

Rewards

Anything perceived as desirable or valuable in social interaction, such as desirable or valuable in social interaction, such as emotional support, companionship, material resources, or status.

Costs

Any negative aspects or sacrifices associated with the interaction, such as time, effort, emotional stress, or loss of autonomy.

Comparison level

Personal standards or expectations of what one should receive in a relationship based on past experiences and cultural norms

Comparison level for alternatives

Assessment of available alternatives or options outside the current relationship, influencing decision to stay or leave.

Types

Economic exchange

Transactions based on explicit agreements, such as business contracts or negotiations.

Social exchange

Informal exchanges in everyday interactions, such as friendships, family dynamic.

Institutional theory

Institutional theory is a framework for understanding how institutions defined as established laws, practices, and customs shape the behaviour of individuals and organizations within a society. It examines the processes through which structures, including rules, norms, and routines, become established as authoritative guidelines for social behaviour.

Institutions

Institutions are formal and informal rules, norms, and practices that guide behaviour and interactions in society. Includes components such as laws, regulations, policies, social norms, cultural beliefs, and organizational practices.

Applications of institutional theory

Organizational behaviour

) Adoption of practices

Understanding why organizations adopt certain practices, structures, or technologies to gain legitimacy rather than purely for efficiency.

Change management

Analysing how institutional pressures influence organizational change and the adoption of new practices.

Public policy and governance

Policy implementation

Examining how policies are shaped by existing institutional frameworks and the challenges of implementing reforms in established systems.

Regulatory compliance

Understanding how organizations respond to regulatory requirements and the role of enforcement in ensuring compliance.

Cultural and social analysis

Norms and values

Exploring how cultural norms and values shape behaviour within institutions and how these norms are transmitted and reinforced over time.

Social movements

Investigating how social movements challenge and seek to change established institutions.

Criticisms and Limitations

Determinism:

Critics argue that institutional theory can be overly deterministic, implying that organizations have little agency and are merely products of their institutional environments.

Complexity:

The theory may oversimplify the complex and dynamic interactions between organizations and their environments, neglecting the role of power, conflict, and strategic action.

Innovation and change:

While explaining stability, institutional theory may not adequately account for innovation and radical change initiated by organizations.

Occupational health and safety theory

Occupational health and safety (OHS) theory emphasizes creating a safe and healthy work environment by identifying, assessing, and controlling risks associated with workplace hazards.

Key concepts:

Hazard identification and risk Assessment

This involves systematically identifying all potential hazards in the workplace and assessing the risks associated with them

Safety management systems

These are structured frameworks that outline the processes and practices for managing safety in the workplace. This includes safety policies, procedures, training programs and emergency response plans.

Health surveillance

This involves regular monitoring of workers' health to detect early signs of work-related illness and injuries.

Application of the working environment of contract workers

Job security:

Contract workers often face lower job security compared to permanent employees, which can lead to stress and anxiety.

Benefits and compensation:

They may receive fewer benefits and less compensation, affecting their overall job satisfaction and financial stability.

Career development

Limited opportunities for training and career advancement can hinder their professional growth.

Work –life balance

Contract workers may experience challenges in maintaining a healthy work-life balance due to irregular work hours and job stability.

Workplace integration

They might feel less integrated into the workplace culture and community, impacting their sense of belonging and engagement.

Contingent work theory

This theory specifically addresses the nature of contingent work agreements, including contract work. It examines how these non- standard employment forms affect workers' experiences, focusing on issues like job security, benefits, and work life balance.

By applying these theoretical frameworks, researchers and practitioners can better understand the complexities of the working environment for contract workers, identify challenges they face, and develop strategies to improve their work conditions and career outcomes.

Self-determination theory

Self- determination theory emphasizes the importance of autonomy, competence and relatedness in fostering motivation and physical well- being. For contract workers, this theory can help explore how the degree of autonomy and opportunities for skill development impact their motivation and job satisfaction.

Person-environment Fit theory

Explores the compatibility between an individual and their work environment, suggesting that a good fit leads to positive outcomes such as job satisfaction and reduced stress. Fit can be based on values, skills or cultural alignment.

List of variables

Dependent variable

) Job satisfaction

Independent variables

) Working hours

-) Salary
-) Safety measures
-) Supervision quality
-) Job security
-) Work load
-) Workplace environment
-) Career growth opportunities
-) Recognition and rewards
-) Work-life balance
-) Communication channels
-) Team collaboration
-) Task variety
-) Feedback mechanisms
-) Training and development
-) Management support
-) Workplace stress
-) Employee benefits
-) Company culture

Moderating variable

-) Year of experience

Assumed relationship between variables

Positive relationships

-) Working hours
-) Salary
-) Safety measures
-) Supervision quality

Negative relationships

-) Work load
-) Work place stress

Neutral relationships

-) Employee engagement
-) Task variety

Moderating relationships

-) Year of experience

Model building

Graphical representation

A structural equation model can be used to visually represent the relationships among variables, including moderating effects. It shows the direct and indirect pathways between the independent variables and dependent variables.

Tools used for the study

Tools used to collect, measure, and analyse data related to your research interest, questionnaire is considered as the most common research instrument. Other than questionnaire, there are many other instruments like interview method, experiment method, observation method and group discussion methods.

- Questionnaire

For the project work, data was collected from employees using questionnaire in the form of Google forms and sheets. It consists of series of questions and other prompts for the purpose of gathering information from respondents. Then all the responses are analysed respondent after convert all of them into excel sheets. Secondary data collected from

-) Websites
-) Journals
-) Reports
-) Articles

CHAPTER 3

DATA ANALYSIS AND INTERPRETATION OF DATA

INTRODUCTION

The process of giving the collected data meaning and figuring out the conclusions, relevance, and ramifications of the findings is known as data analysis and interpretation. It's an important and thrilling phase in the process of investigation. In the majority of research projects, data collection is followed by analysis. The process of giving meaning to the information gathered and figuring out the conclusions, implications, and relevance of the findings is known as data analysis and interpretation. Extraction of relevant information from data and decision-making based on the data analysis are the goals of data analysis. Users may handle and modify data more easily with the aid of 36 tools and data analysis. They can also examine the connections and correlations between data sets and find patterns and trends for interpretation.

Therefore, a statistical test of significance should be applied to the link between difference 51 that supports or contradicts the original or new hypothesis during the analytical process to ascertain which Validity data can be said to show any recommended conclusion analysis for the aim of organizing and summarizing the gathered data such that it addresses the research issue. The process of creating an interface between the gathered data and an analytical research is called interpretation.

In fact it's a search for boarder meaning of research finding There are two main components to interpretation: research, which involves comparing the findings of one study to those of another or some explanatory concepts. Interpretation, in a sense, deals with the relationship between the data collected and the partially overlapping analysis. Interpretation also went beyond the study's data to incorporate the findings of further research theories. Consequently, interpretation is the tool that allows one to comprehend the component that 64 explains what the researchers have seen during the study and offers a theoretical notion that can serve as a guide for future research.

TYPES OF DATA ANALYSIS TECHNIQUES AND METHODS

There are numerous sorts of Data Analysis strategies that exist primarily based totally on enterprise and technology. However, the essential Data Analysis strategies are:

-) Text Analysis
-) Statistical Analysis
-) Inferential Analysis
-) Diagnostic Analysis
-) Predictive Analysis
-) Prescriptive Analysis

Text Analysis: Text Analysis is likewise known as Data Mining. It is one of the strategies of information evaluation to find out a sample in big information units the usage of databases or information mining gear. It used to convert uncooked information into enterprise records. Business Intelligence gear are gift with inside the marketplace that's used to take strategic enterprise selections. Overall, it gives a manner to extract and have a look at information and deriving styles and eventually interpretation of the information.

Statistical Analysis: Statistical Analysis indicates “What manifest?” with the aid of using the usage of beyond information withinside the shape of dashboards. Statistical Analysis consists of collection, Analysis, interpretation, presentation, and modelling of information. It analyses a fixed of information or a pattern of information. There are classes of this kind of Analysis – Descriptive Analysis and Inferential Analysis.

Descriptive Analysis: analyses whole information or a pattern of summarized numerical information. It indicates suggest and deviation for nonstop information while percent and frequency for specific information.

Inferential Analysis: analyses pattern from whole information. In this kind of Analysis, you may locate unique conclusions from the identical information with the aid of using choosing unique samples.

Diagnostic Analysis: Diagnostic Analysis indicates “Why did it manifest?” with the aid of using locating the reason from the perception observed in Statistical Analysis. This Analysis is beneficial to pick out conduct styles of information. If a brand-new hassle arrives on your enterprise system, then you may look at this Analysis to locate

comparable styles of that hassle. And it could have possibilities to apply comparable prescriptions for the brand-new problems.

Predictive Analysis: Prescriptive Analysis combines the perception from all preceding Analysis to decide which motion to absorb a modern-day hassle or selection. Most information-pushed corporations are making use of Prescriptive

DATA ANALYSIS INCLUDES THE SUBSEQUENT PHASES

-) Data Requirement Gathering
-) Data Collection
-) Data Cleaning
-) Data Analysis
-) Data Interpretation
-) Data Visualization

Data Requirement Gathering: First of all, you need to consider why do you need to do that information evaluation? All you want to discover the motive or goal of doing the Analysis of information. You ought to determine which kind of information evaluation you desired to do! In this segment, you need to determine what to research and the way to degree it, you need to recognize why you're investigating and what measures you need to use to do that Analysis

Data Collection: After requirement accumulating, you'll get a clean concept approximately what matters you need to degree and what ought to be your findings. Now it's time to acquire your information primarily based totally on requirements. Once you acquire your information, take into account that the amassed information ought to be processed or prepared for Analysis. As you amassed information from numerous sources, you ought to hold a log with a set date and supply of the information.

Data Cleaning: Now anything information is amassed won't be beneficial or beside the point on your goal of Analysis, subsequently it ought to be wiped clean. The information that's amassed may also incorporate reproduction records, white areas or

errors. The information ought to be wiped clean and blunders free. This segment ought to be achieved earlier than Analysis due to the fact primarily based totally on information cleaning, your output of Analysis may be toward your predicted outcome.

Data Analysis: Once the information is amassed, wiped clean, and processed, it is prepared for Analysis. As you control information, you could locate you've got the precise records you want, or you may want to acquire greater information. During this segment, you may use information evaluation gear and software program as a way to assist you to recognize, interpret, and derive conclusions primarily based totally at the requirements.

Data Interpretation: After reading your information, it's eventually time to interpret your consequences. You can select the manner to explicit or speak your information evaluation both you may use actually in phrases or perhaps a desk or chart. Then use the consequences of your information evaluation system to determine your pleasant path of motion.

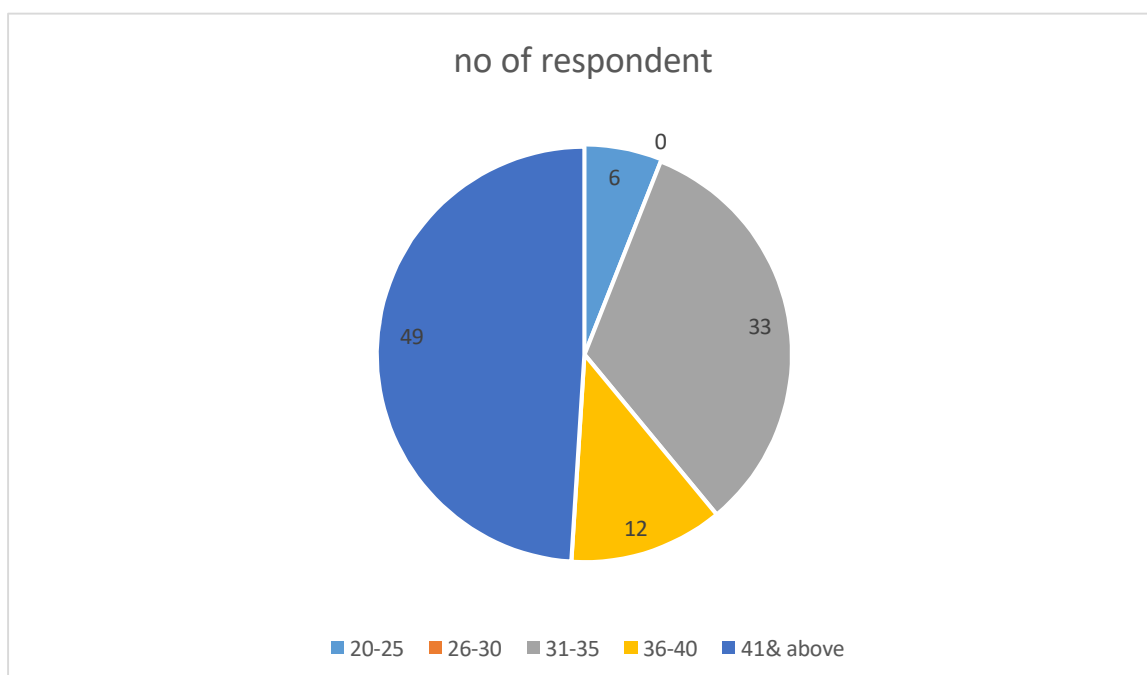
Data Visualization: Data visualization may be very not unusual place on your day after day existence; they frequently seem with inside the shape of charts and graphs. In different phrases, information proven graphically to be able to be less difficult for the human mind to recognize and system it. Data visualization frequently used to find out unknown records and trends. By gazing relationships and evaluating datasets, you may discover a manner to discover significant records.

3.1 Table showing age wise classification

Table 3.1 Age

Age in years	No of respondent	Percent
20-25	6	6%
26-30	0	0%
31-35	33	33%
36 -40	12	12%
41 & above	49	49%
Total	100	100

Table 3.1 Age



INTERPRETATION:

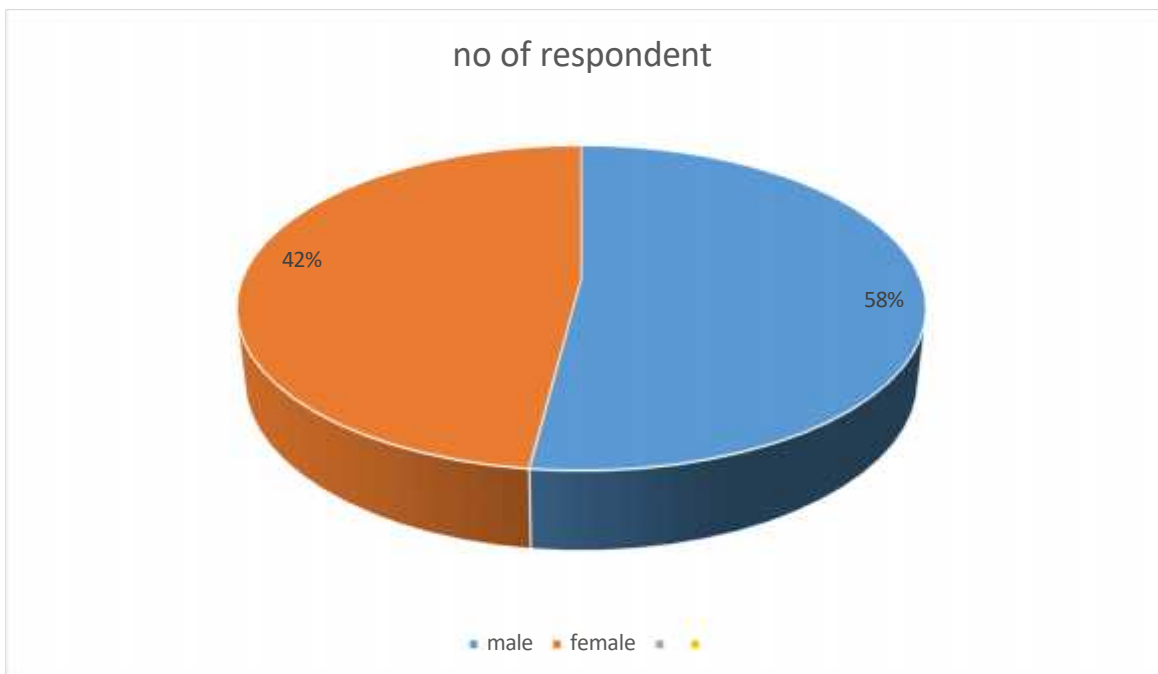
As per the table 3.1 it can be seen that 6% of respondents are the age group of 20-25, 33% of respondents are the age group of 31-35, 12% of respondents are the age group of 36-40, 49% of respondents are the age group of 41& above.

3.2 Table showing gender – wise classification

Table 3.2 Gender

Gender	No of respondent	Percent
Male	58	58%
Female	42	42%
Total	100	100

Table 3.2 Gender



INTERPRETATION

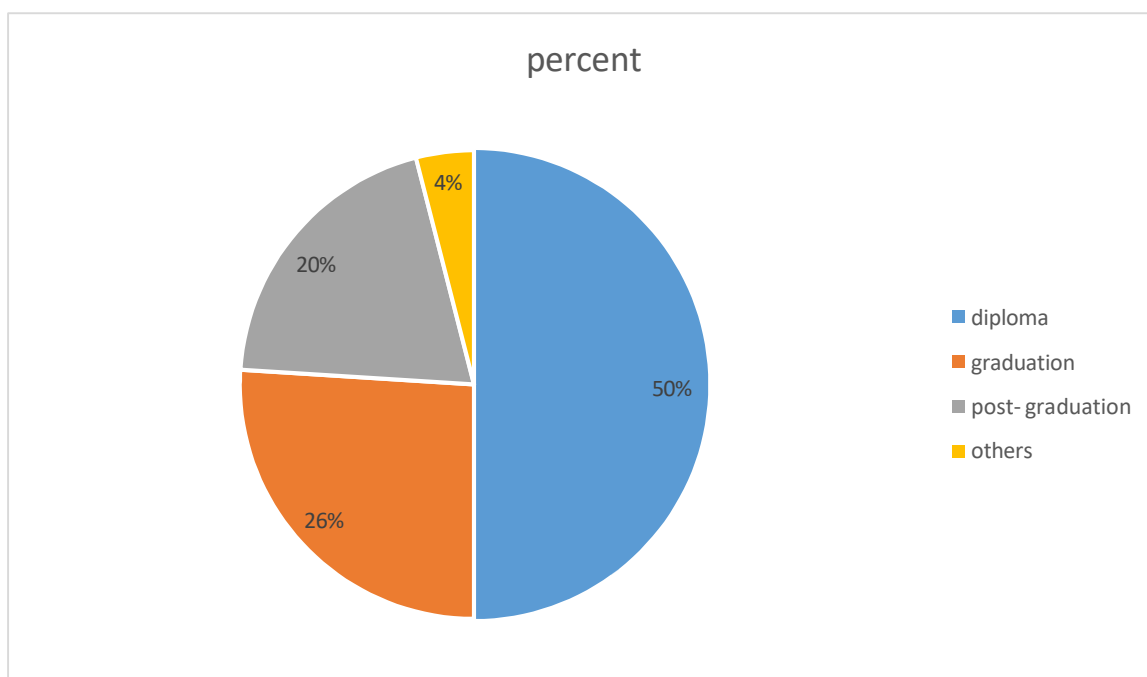
As per the table 3.2 it shows that 58% of the respondents are male and the remaining 42% of the respondents are female out of 100 respondents.

3.3 Table showing education wise classification

Table 3.3 Education

Education	No of respondent	Percent
Diploma	50	50%
Graduation	26	26%
Post- graduation	20	20%
Others	4	4%
Total	100	100

Table



INTERPRETATION:

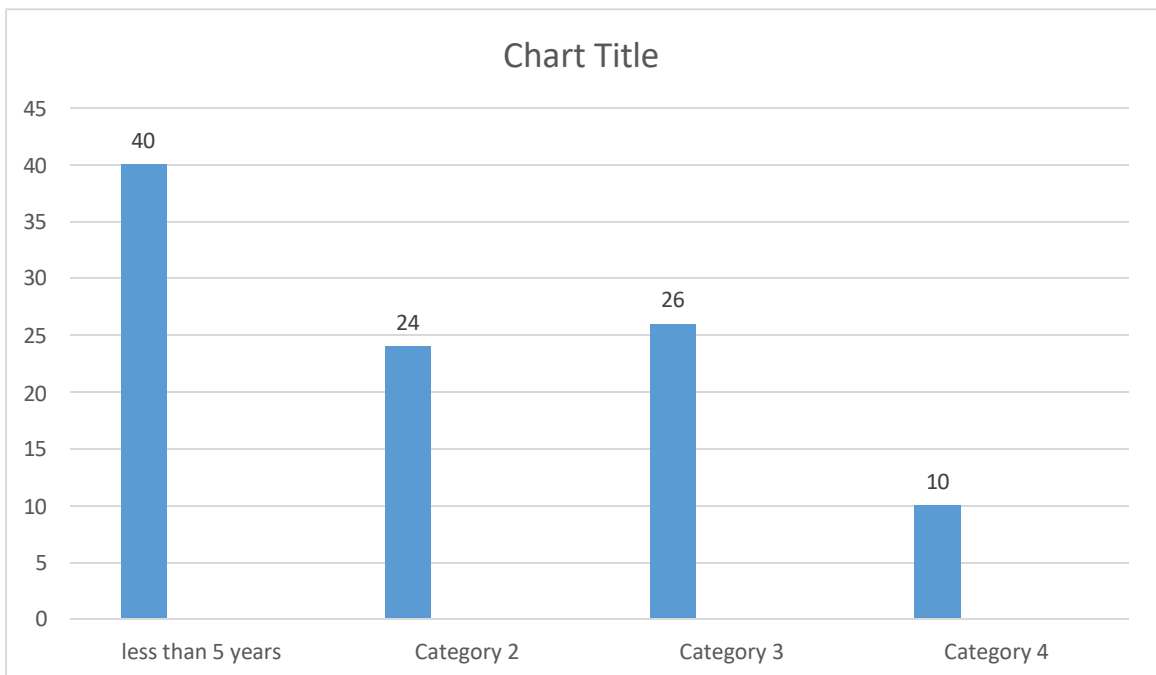
From the above table 3.3 it is visible that 50% of respondents are having diploma and 26% of respondents are having graduation qualification and 20% of respondents are having post-graduation qualification and remaining 4% of respondents having other qualification.

3.4 Table showing work experience wise classification

Table 3.4 Work experience

Work experience	No of respondent	Percent
Less than 5 years	40	40
5-10 years	24	24
10-15 years	26	26
More than 15 years	10	10
Total	100	100

Table 3.4 work experience



INTERPRETATION:

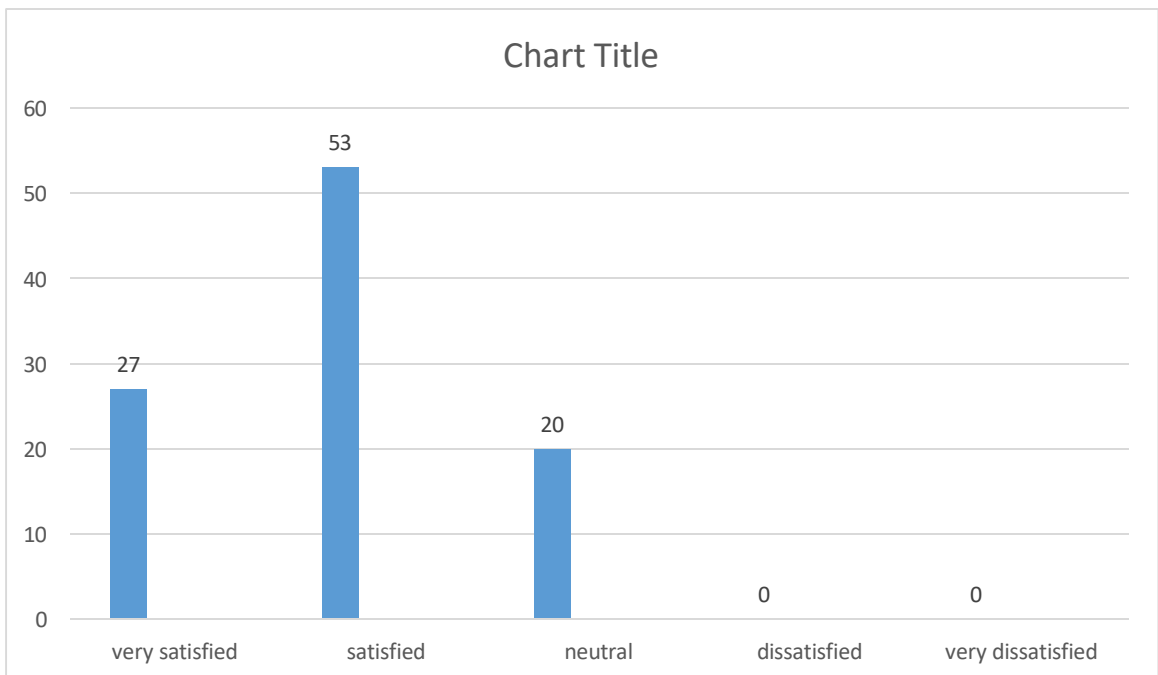
As per the table 3.4 it can be seen that 40% of respondents are in experience of 0- 5 , 24% of respondents are 5-10, 26% of respondents are 10-15, 10% of respondents are 15 above experience.

3.5 Level of satisfaction with current work at FIT Aluva

Table 3.5 Satisfaction with current work

Satisfaction with current work	No of respondent	Percent
Very satisfied	27	27
Satisfied	53	53
Neutral	20	20
Dissatisfied	0	0
Very dissatisfied	0	0
Total	100	100

Table 3.5 satisfaction with current work



INTERPRETATION:

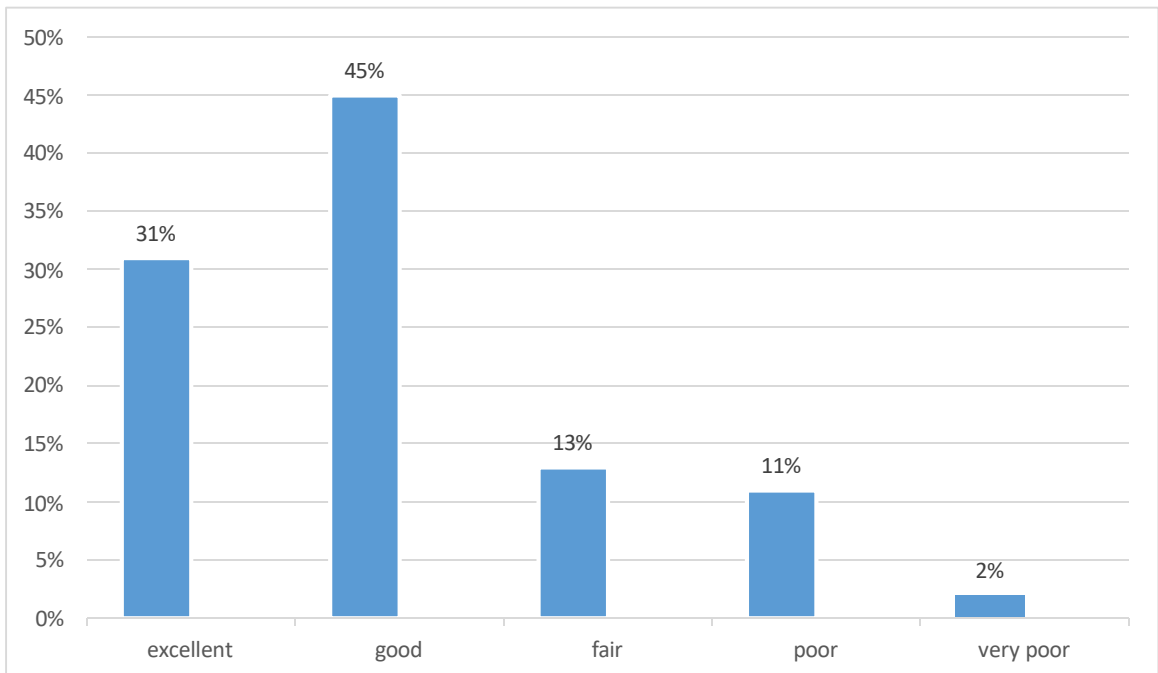
From the above table 3.5 it is observed that 27% of employees are very satisfied, 53% are satisfied, 20% are feeling neutral. So that the satisfaction level of employees regarding the current work at FIT Aluva is comparatively satisfied.

3.6 Level of communication with supervisor

Table 3.6 Level of communication

Level of communication	No of respondent	Percent
Excellent	31	31.0
Good	45	45.0
Fair	13	13.0
Poor	9	9.0
Very poor	2	2.0
Total	100	100

Table 3.6 level of communication



INTERPRETATION:

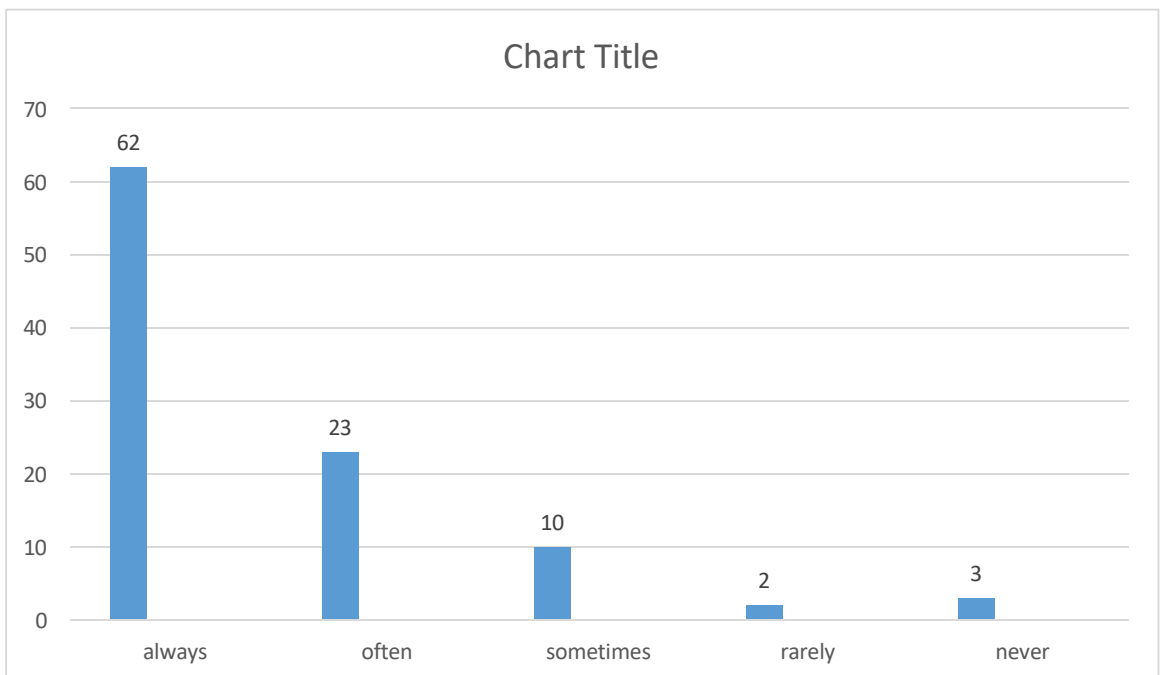
From the table 3.6 it can be seen that 31% of respondents are excellent and 45% of the respondents are good and 13% of the respondents are fair and 9% of the respondents are poor and 2% of them are very poor by the level of communication with supervisor.

3.7 Level of enough resources to do job effectively

Table 3.7 Enough resources

Enough resources	No of respondent	Percent
Always	62	62%
Often	23	23%
Sometimes	10	10%
Rarely	2	2%
Never	3	3%
Total	100	100

Table 3.7 enough resources



INTERPRETATION:

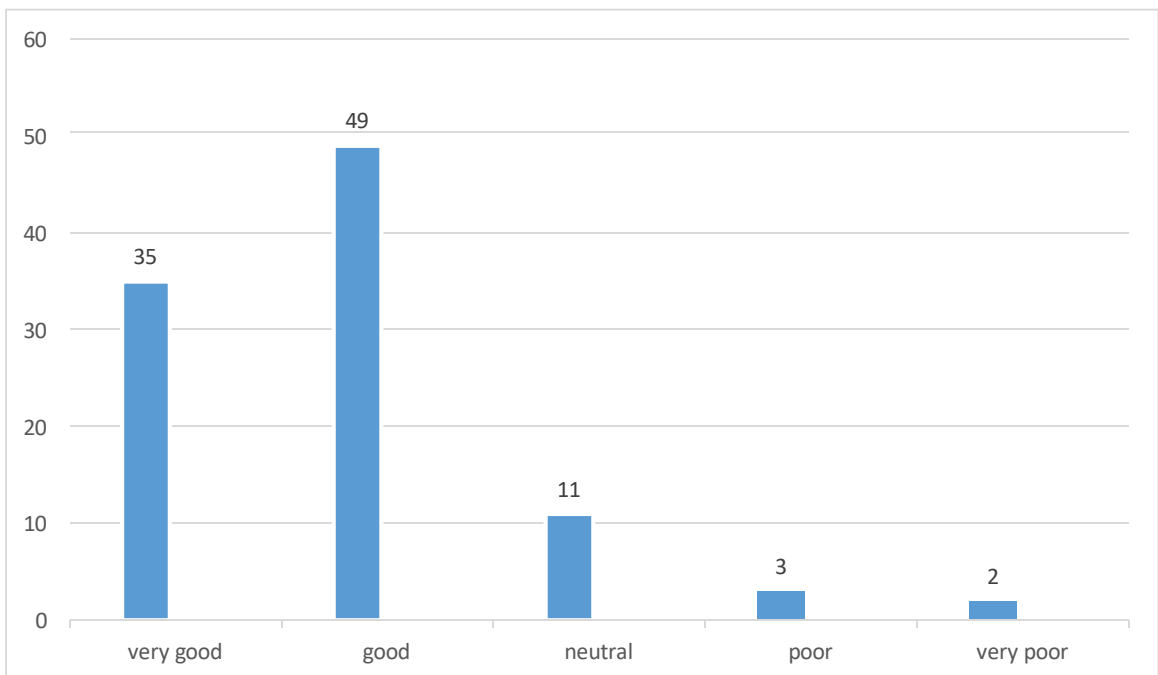
From the table 3.7 it can be seen that 62% of the respondents are always enough resources to do job effectively and 23% of the respondents are often and 10% of the respondents are sometimes and 2% of the respondents are never and 3% of the respondent are never.

3.8 Level to describe work life balance

Table 3.8 Work-life balance

Work life balance	No of respondent	Percent
Very good	35	35%
Good	49	49%
Neutral	11	11%
Poor	3	3%
Very poor	2	2%
Total	100	100.0

Table 3.8 work life balance



INTERPRETATION:

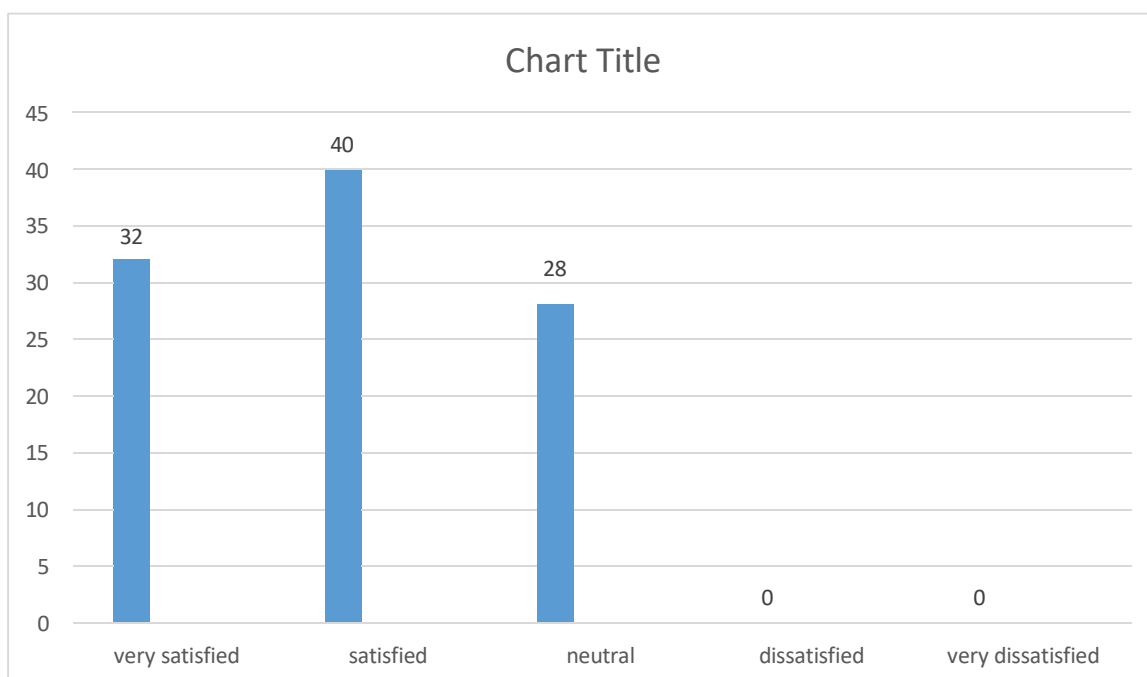
From the above table 3.8 it is observed that 35.0% of the respondents are very good with the work life balance provided by the organization and 49.0% of respondents are good and 11.0% of the respondents are neutral and 3% of the respondents are poor and 2% of the respondents are very poor.

3.9 Satisfied level of safety at your workplace

Table 3.9 Safety at work place

Safety at work place	No of respondent	Percent
Very satisfied	32	32%
Satisfied	40	40%
Neutral	28	28%
Dissatisfied	0	0%
Very dissatisfied	0	0%
Total	100	100

Table 3.9 safety at work place



INTERPRETATION

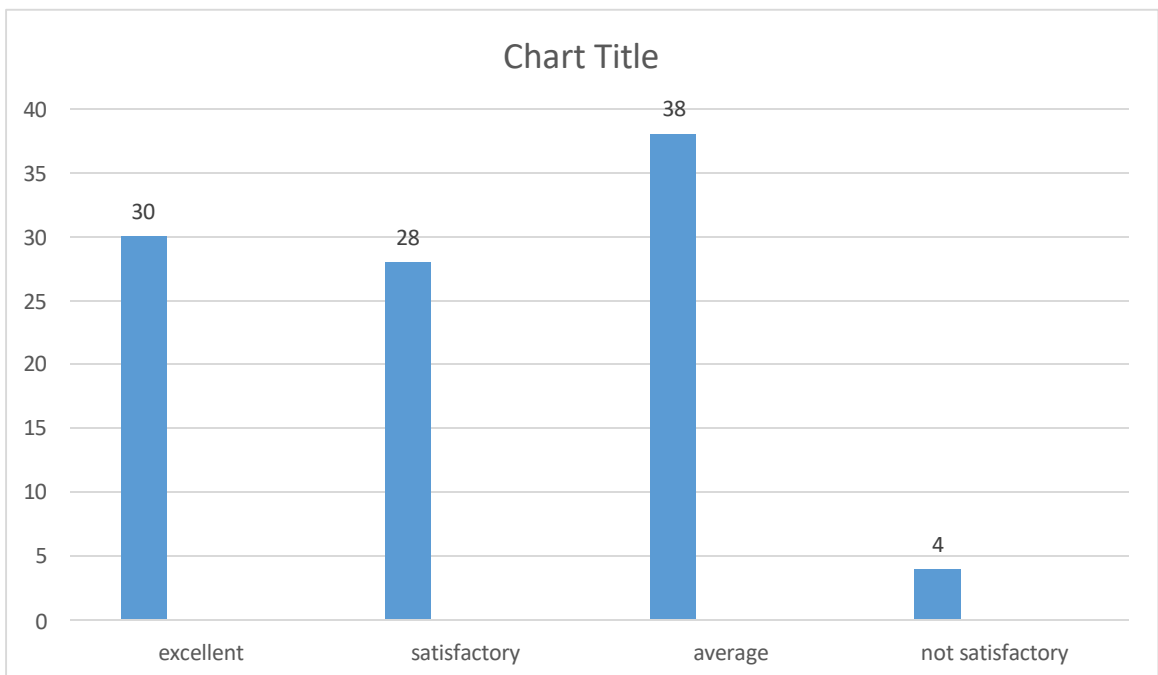
From the table 3.9 it can be seen that 32% of the respondents are very satisfied with safety at work place and 40% of the respondents are satisfied and 28% of the respondents are neutral.

3.10 Level of opinion about the working environment

Table 3.10 Work environment

Work environment	No of respondent	Total
Excellent	30	30%
Satisfactory	28	28%
Average	38	38%
Not satisfactory	4	4%
Total	100	100

Table 3.10 Level of opinion about the working environment



INTERPRETATION:

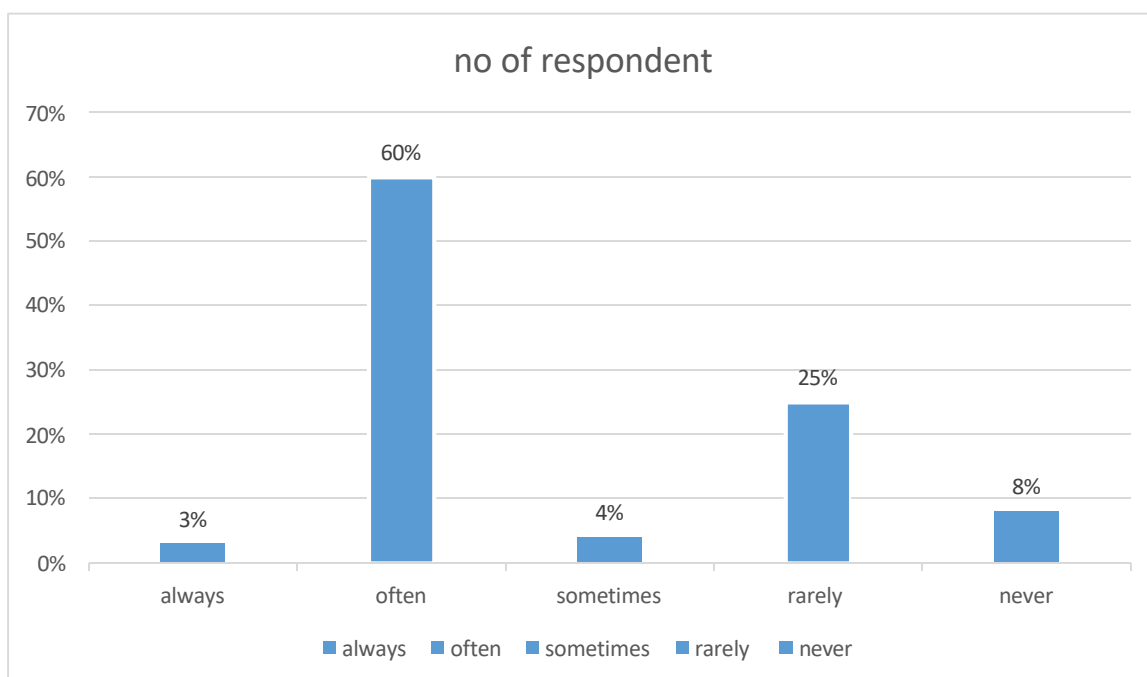
From the table 3.10 it can be seen that 30% of respondents are highly satisfied and 28% of the respondents are satisfied and 38% of the respondents are neutral and 4% of the respondents are dissatisfied by the career opportunities provided by the company.

3.11 Level of receiving adequate training for role

Table 3.11 Adequate training for role

Adequate training	No of respondent	Percent
Always	3	3%
Often	60	60%
sometimes	4	4%
Rarely	25	25%
Never	8	8%
Total	100	100

Table 3.11 adequate training for the role



INTERPRETATION:

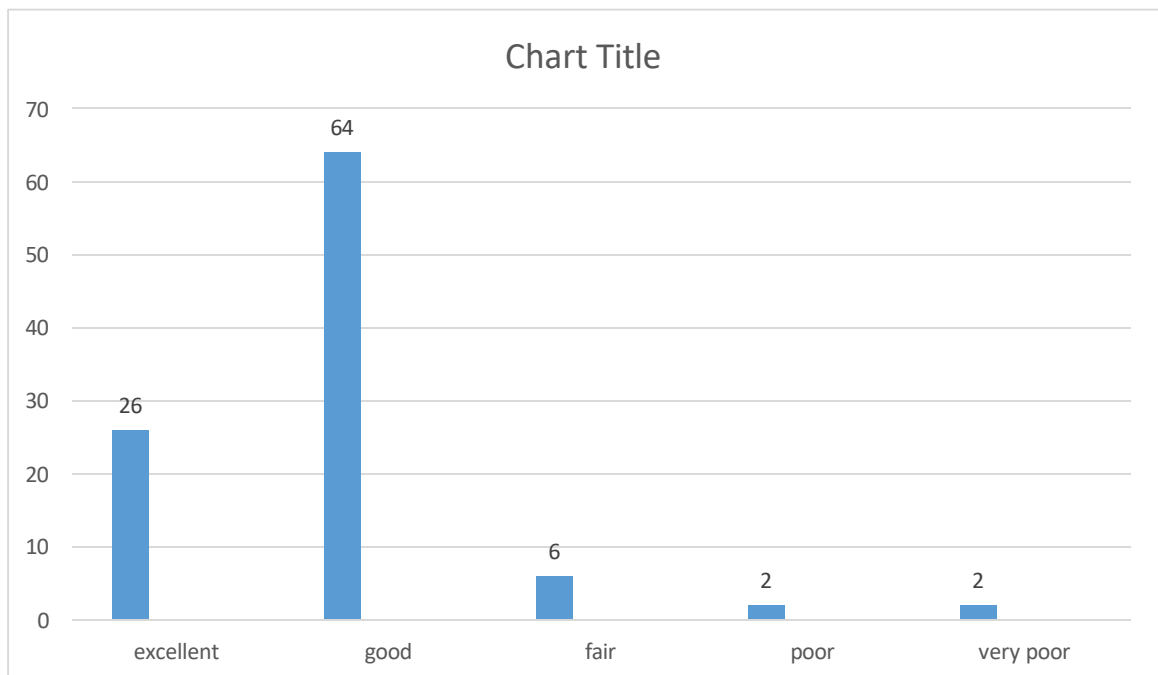
From the table 3.11 it can be seen that 3% of the respondents are always with receiving adequate training for the role and 60% of the respondents are often and 4% of the respondents are sometimes and 25% of respondents are rarely and 8% of the respondents are never receiving adequate training for the role.

3.12 Level of rating of working hours

Table 3.12 Rating of working hours

Rate of working hours	No of respondent	Percent
Excellent	26	26
Good	64	64
Fair	6	6
Poor	2	2
Very poor	2	2
Total	100	100

Table 3.12 rating of working hours



INTERPRETATION:

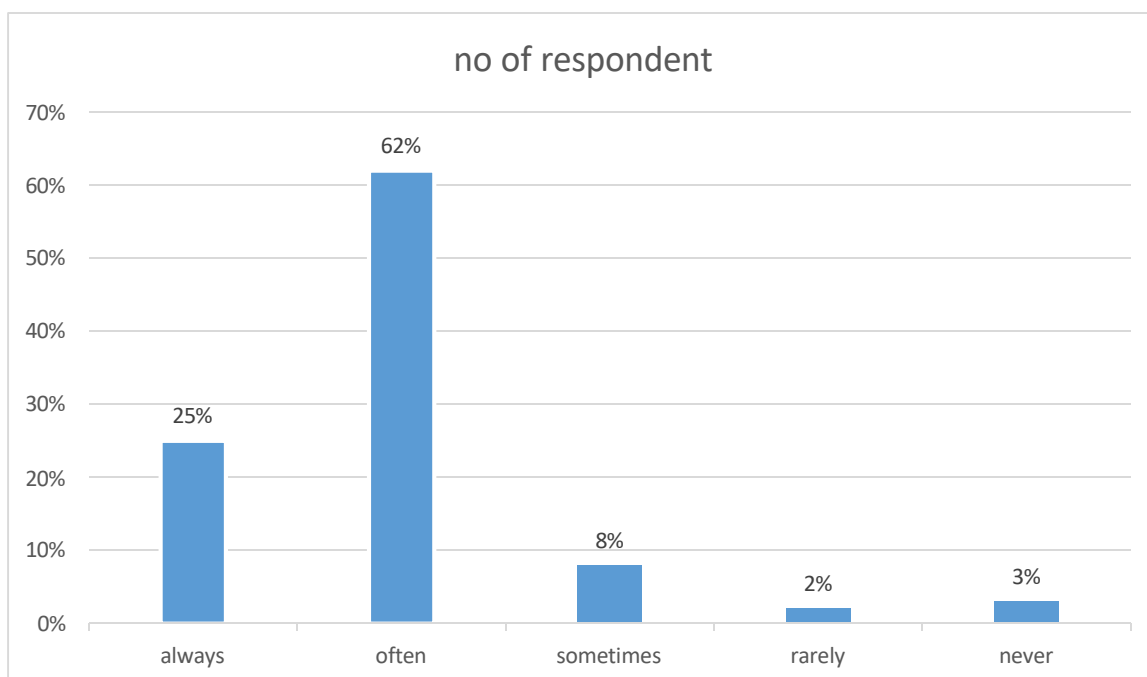
From the table 3.12 it can be seen that 26% of respondents are excellent and 64% of respondents are good and 6% of respondents are fair and 2% respondents are poor and 2% very poor with the rating of working hours in the organization.

3.13 Level of believe in work is fairly compensated

Table 3.13 Work is fairly compensated

Work is fairly compensated	No of respondent	Percent
Always	25	25%
Often	62	62%
Sometimes	8	8%
Rarely	2	2%
Never	3	3%
Total	100	100

Table 3.13 work is fairly compensated



INTERPRETATION

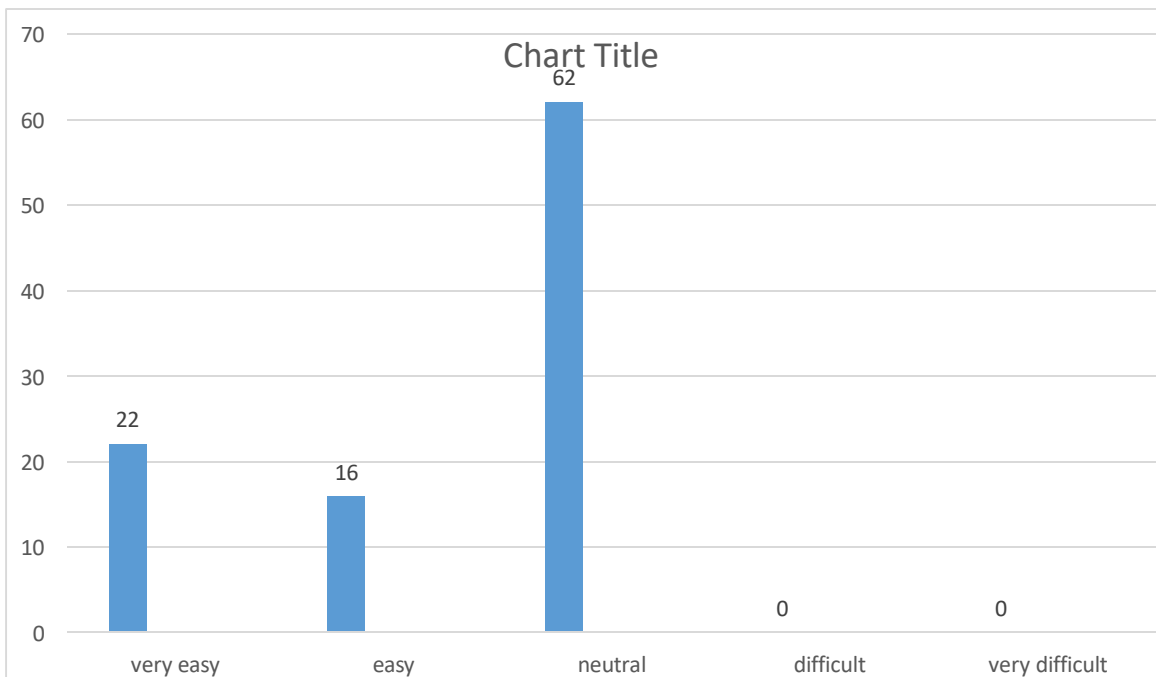
From the table 3.13 it can be seen that 25% of the respondents are always with the belief in work fairly compensated and 62% of the respondents are often and 8% of the respondents are sometimes and 2% respondent rarely and 3% respondents never with the belief in work fairly compensated.

3.14 Easy level to access healthcare or other benefits

Table 3.14 Healthcare or other benefits

Health care or other benefits	No of respondent	Percentage
Very easy	22	22%
Easy	16	16%
Neutral	62	62%
Difficult	0	0%
Very difficult	0	0%
Total	100	100

Table 3.14 health care and other benefits



INTERPRETATION:

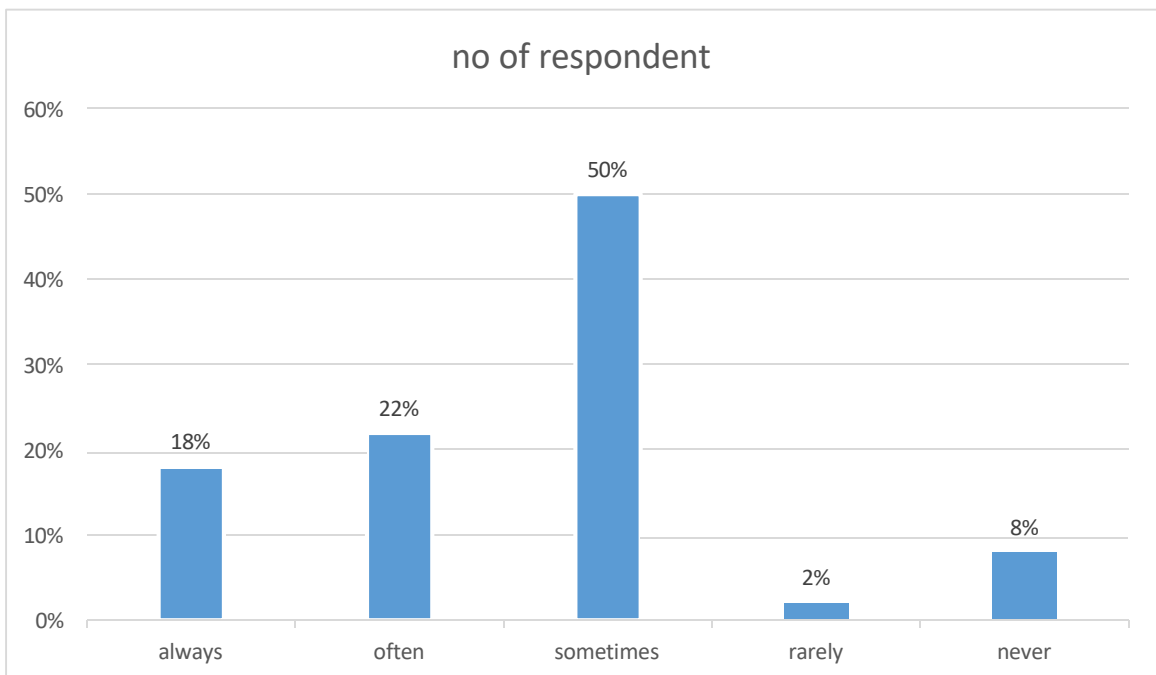
From the table 3.14 it can be seen that 22% of the respondents are very easy and 16% of the respondents are easy and 62% are neutral.

3.15 Level of feel valued by FIT Aluva as a contract worker

Table 3.15 FIT Aluva as a contract worker

As a contract workers	No of respondent	Percent
Always	18	18%
Often	22	22%
Sometimes	50	50%
rarely	2	2%
Never	8	8%
Total	100	100

Table 3.15 FIT Aluva as a contract worker



INTERPRETATION

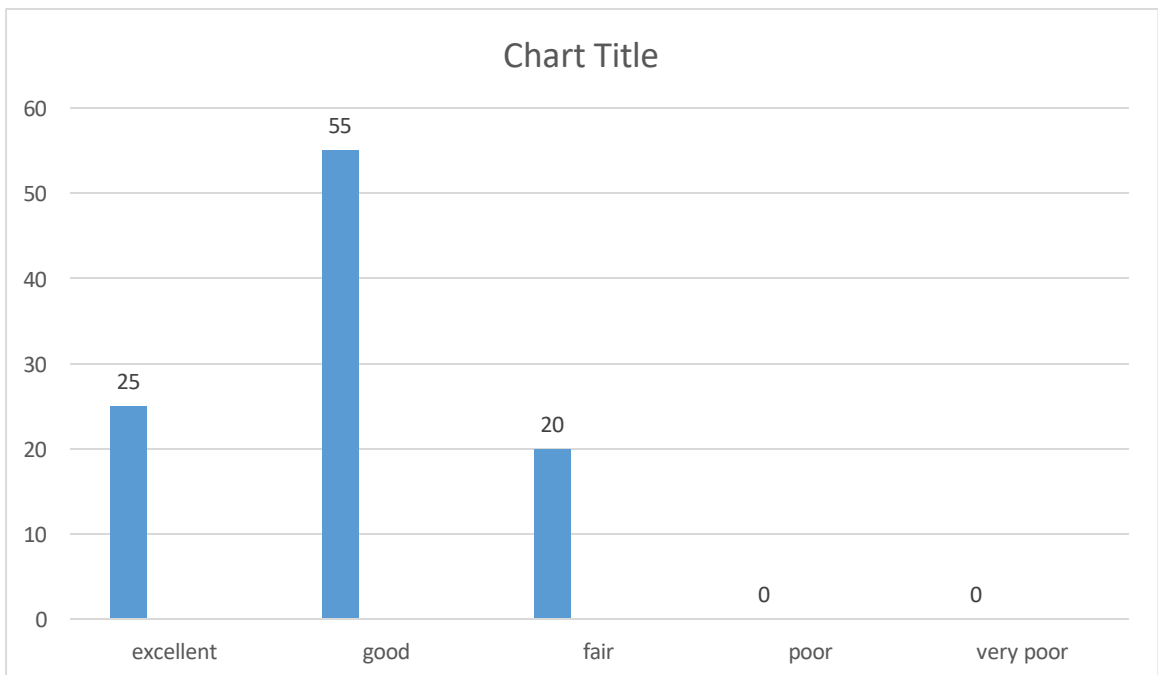
From the above table 3.15 it can be seen that 18% of the respondents are always and 22% of the respondents are often and 50% of the respondents are sometimes and 2% of the respondent rarely and 8% of the respondent are never with the FIT Aluva as a contract workers .

3.16 Level of relationship with co workers

Table 3.16 Relationship with co workers

Relationship with co workers	No of respondent	Percent
Excellent	25	25%
Good	55	55%
Fair	20	20%
Poor	0	0%
Very poor	0	0%
Total	100	100

Table 3.16 relationship with co workers



INTERPRETATION

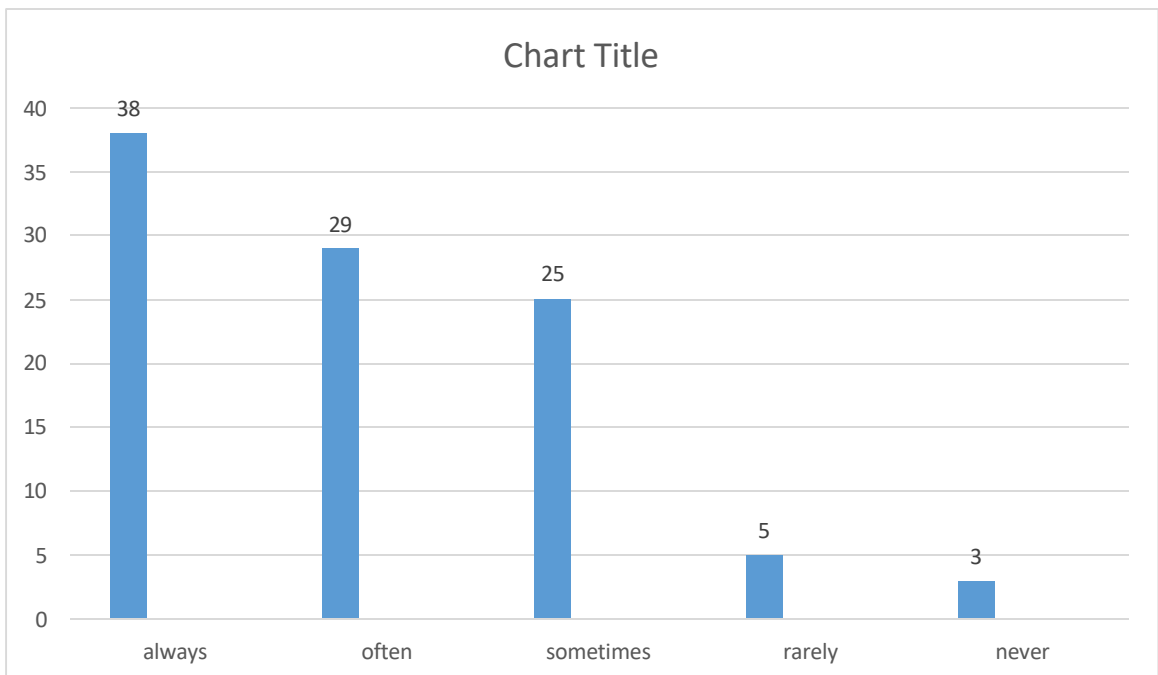
From the above table 3.16 it can be seen that 25% of the respondents are excellent and 55% of the respondents are good and 20% of the respondents are fair relation with co-workers of the organization.

3.17 Level of clear instructions and expectations for work

Table 3.17 Instruction and expectations for work

Instruction and expectations for work	No of respondent	Percent
Always	38	38%
Often	29	29%
Sometimes	25	25%
Rarely	5	5%
Never	3	3%
Total	100	100

Table 3.17 instruction and expectations for work



INTERPRETATION

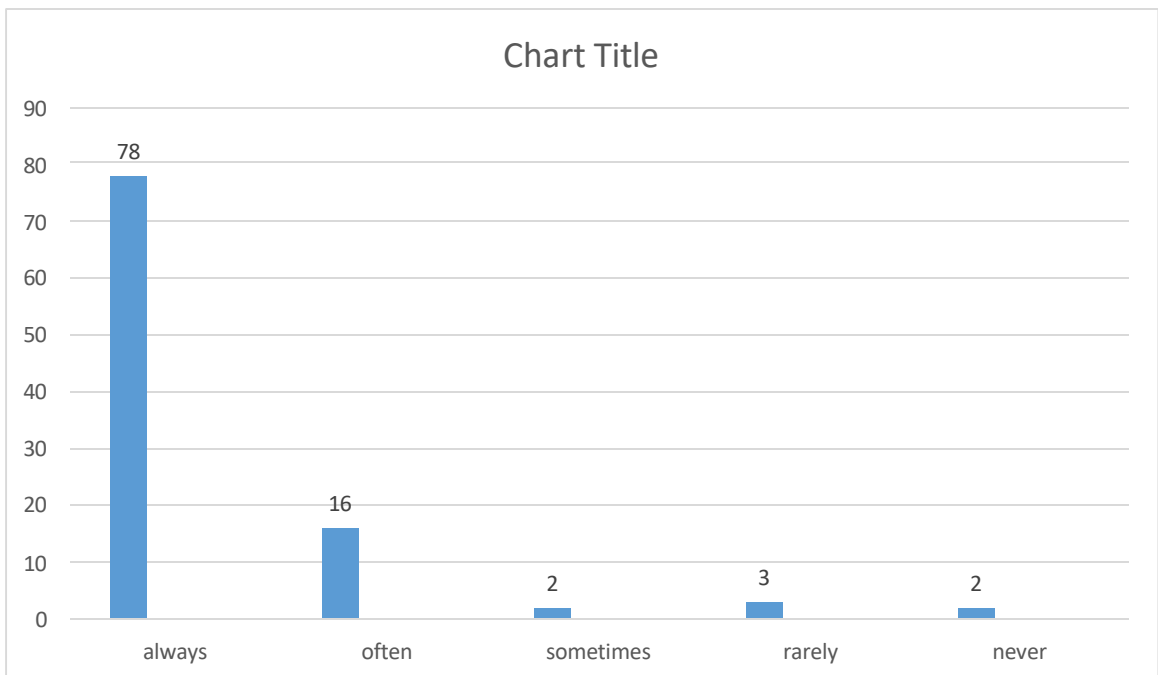
From the above table 3.17 it can be seen that 38% of the respondents are always and 29% of the respondents are often and 5% of the respondents are rarely and 25% of the respondents are sometimes and 3% of the respondents are never with the clear instructions and expectations for work.

3.18 Level of access to proper work equipment and tools

Table 3.18 Access work equipment and tools

Access work equipment and tools	No of respondent	Percent
Always	78	78%
Often	15	16%
Sometimes	2	2%
rarely	3	3%
Never	2	2%
Total	100	100

Table 3.18 access work equipment and tools



INTERPRETATION

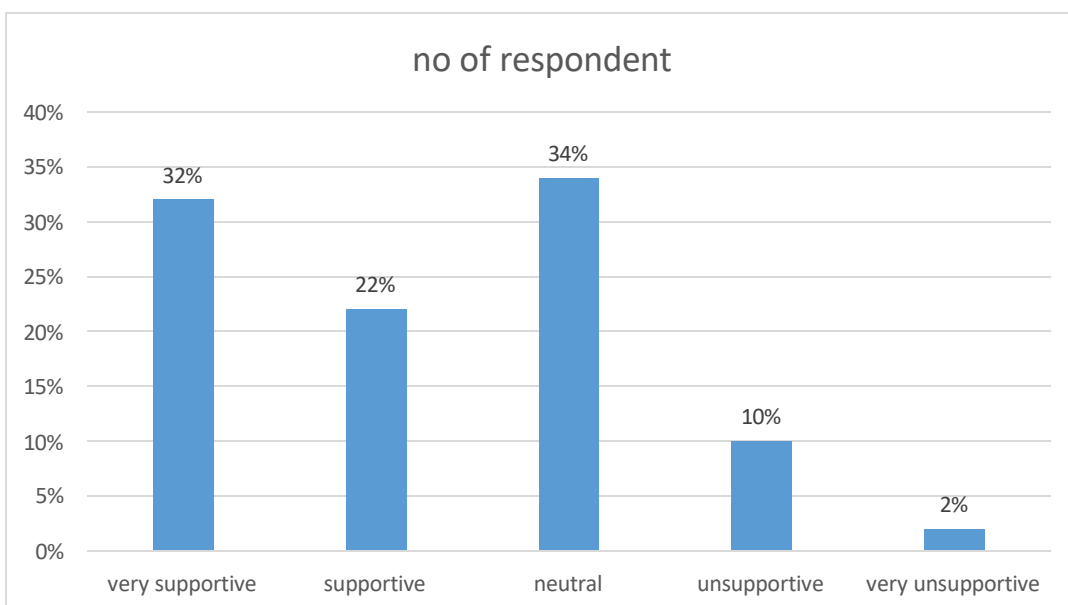
From the above table 3.18 it can be seen that 78% of the respondents are always and 16% of the respondents are often and 2% of the respondents are sometimes and 3% of the respondents are rarely and 2% of the respondents are never access to proper work equipment and tools.

3.19 Level of supportive is management when issues arise

Table 3.19 Management support issues arise

Management support issues arise	No of respondent	Percent
Very supportive	32	32%
Supportive	22	22%
Neutral	34	34%
Unsupportive	10	12%
Very unsupportive	2	2%
Total	100	100

Table 3.19 management support issues arise



INTERPRETATION:

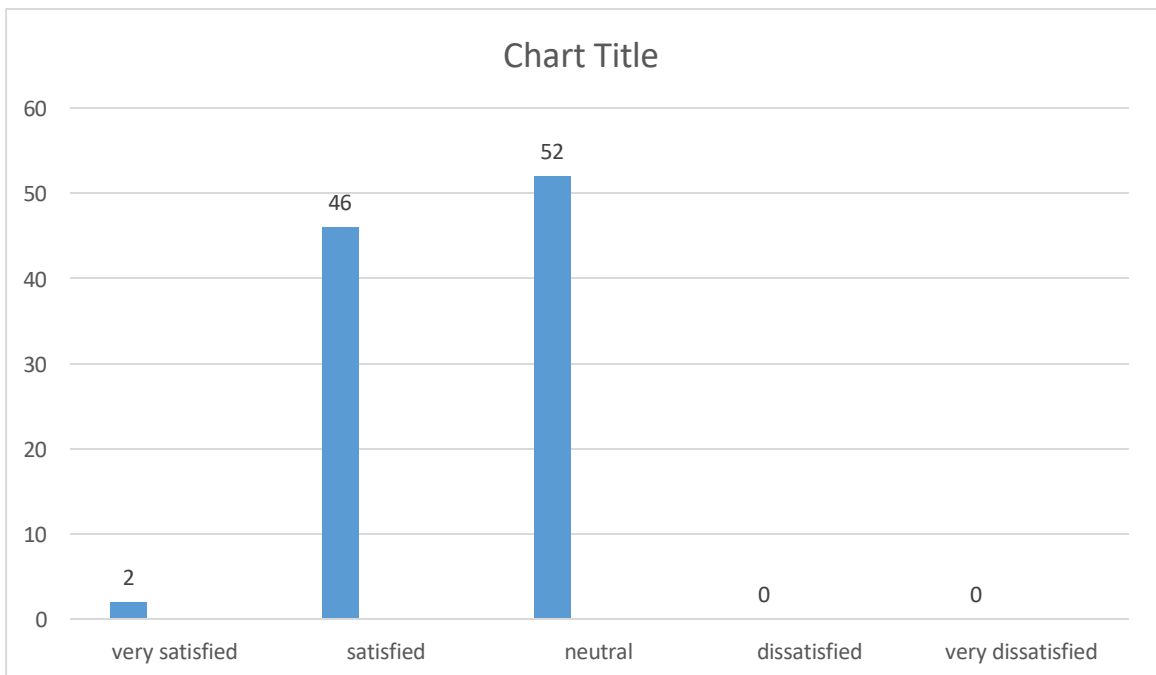
From the above table 3.19 it can be seen that 32% of the respondents are very supportive and 22% of the respondents are supportive and 34% of the respondents are neutral and 10% of the respondents are unsupportive and 2% of the respondents are very unsupportive with the management issue arise.

3.20 Level of satisfaction with job security at FIT Aluva

Table 3.20 Job security at FIT Aluva

Job security at FIT Aluva	No of respondent	Percent
Very satisfied	2	2%
Satisfied	46	46%
Neutral	52	52%
Dissatisfied	0	0%
Very dissatisfied	0	0%
Total	100	100

Table 3.20 job security at FIT Aluva



INTERPRETATION

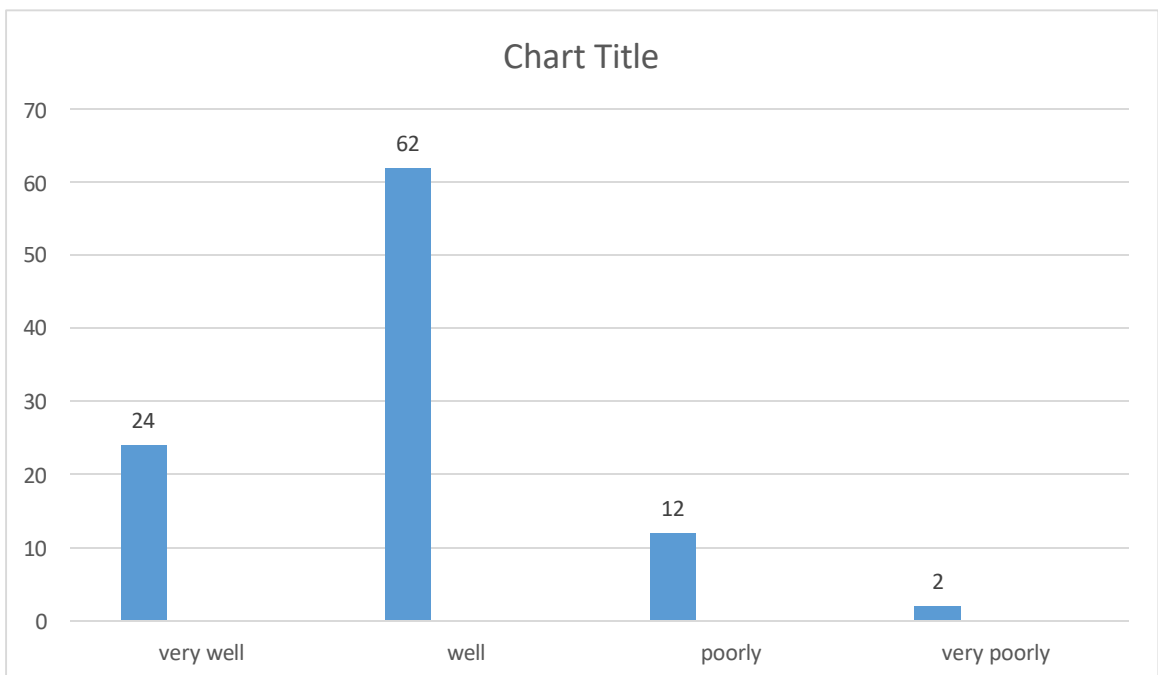
From the above table 3.20 it can be seen that 2% of the respondents are very satisfied and 46% of the respondents are satisfied and 52% of the respondents are neutral with the job security at FIT Aluva.

3.21 Level of understanding of job expectations

Table 3.20 Understanding job expectations

Understanding job expectations	No of respondent	Percent
Very well	24	24%
Well	62	62%
Poorly	12	12%
Very poorly	2	2%
Total	100	100

Table 3.20 understanding job expectations



INTERPRETATION

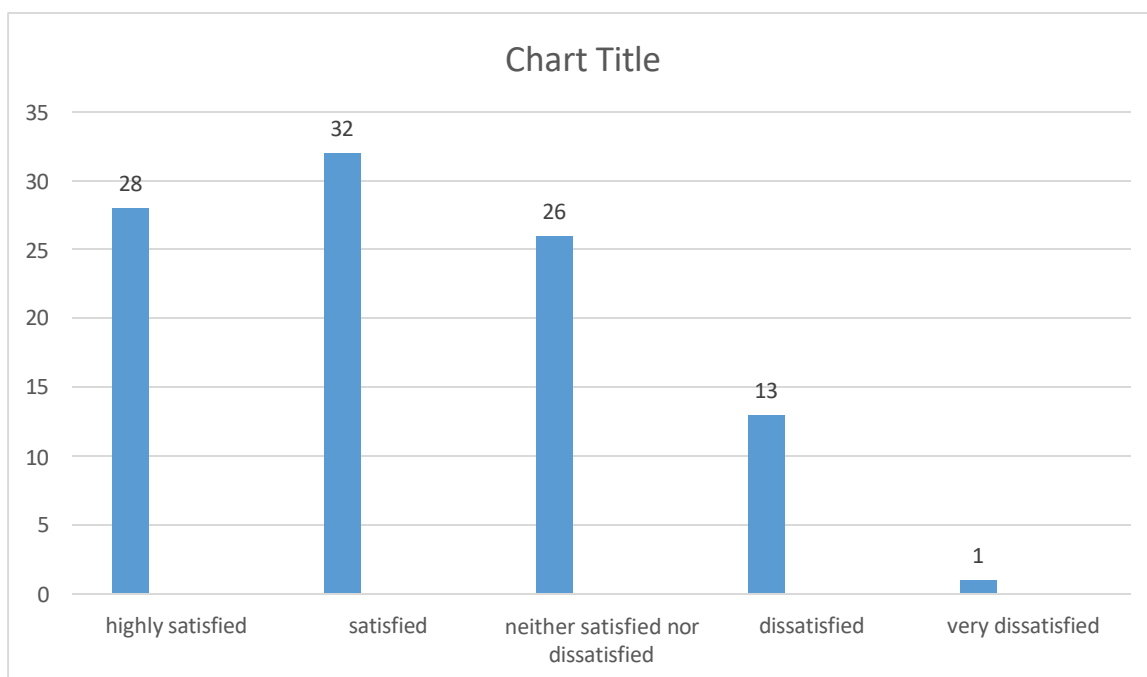
From the above table 3.21 it can be seen that 24% of respondents are very well and 62% of respondents are well and 12% of the respondents are poorly and 2% very poorly understanding job expectations.

3.22 Level of satisfaction on leave policies

Table 3.22 Satisfaction on leave policies

Satisfaction on leave policies	No of respondent	Percent
Highly satisfied	28	28%
Satisfied	32	32%
Neither satisfied nor dissatisfied	26	26%
Dissatisfied	13	13%
Very dissatisfied	1	1%
Total	100	100

Table 3.22 satisfaction on leave policies



INTERPRETATION:

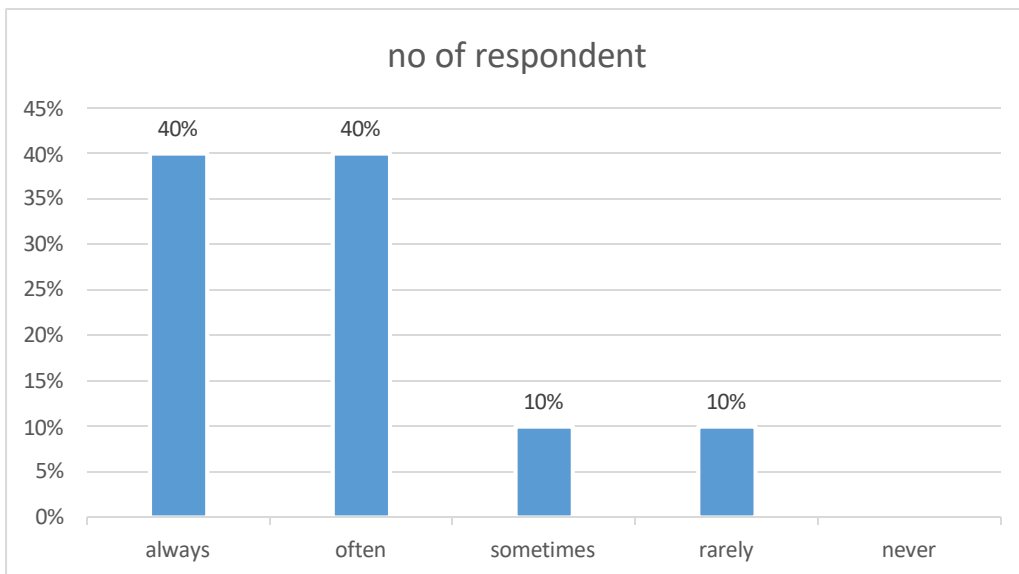
From the above table 3.22 it can be seen that 28% of the respondents are highly satisfied with the leave policy and 32% the respondents are satisfied and 26% of the respondents are neutral and 13% of the respondents are dissatisfied and 1% of the respondent are strongly dissatisfied.

3.23 Level able to voice concerns and have them addressed

Table 3.23 Voice concerns and have addressed

Voice concerns and have addressed	No of respondent	Percent
Always	40	40%
Often	40	40%
Some times	10	10%
Rarely	10	10%
Never	0	0%
Total	100	100

Table 3.23 voice concerns and have addressed



INTERPRETATION

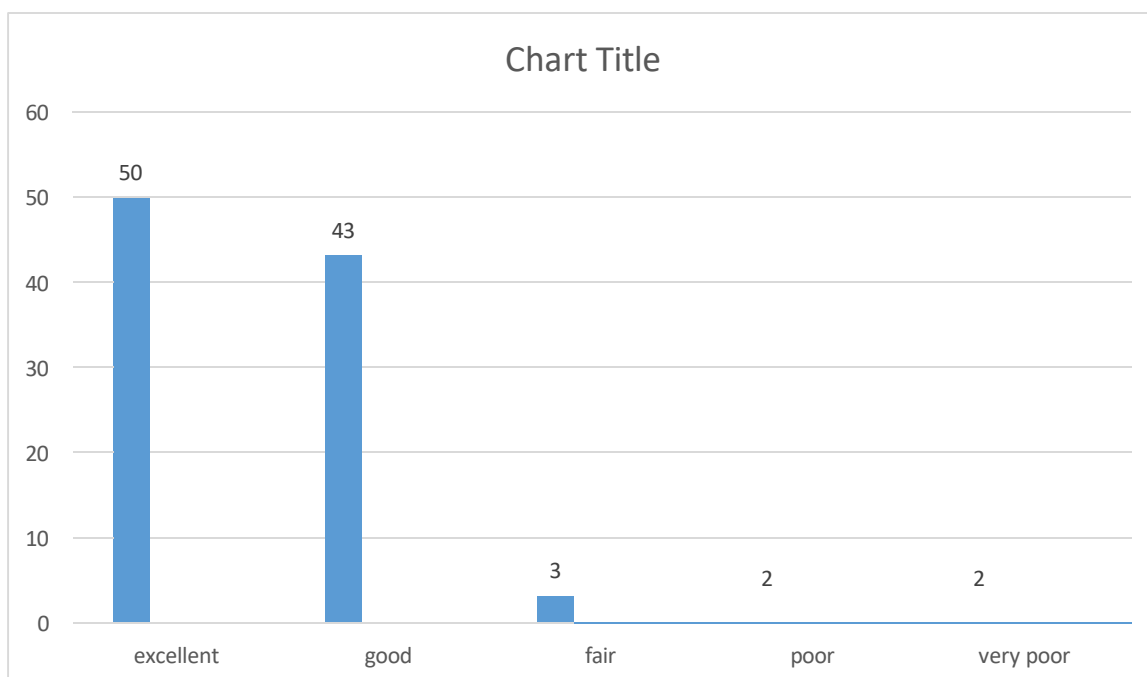
From the above table 3.23 it can be seen that 40% of the respondents are always and 40% of the respondents are often and 20% of the respondents are sometimes 10% of the respondent are rarely and 10% never able to voice concerns and have them addressed with the organization.

3.24 Level to rate the opportunities for career advancement

Table 3.24 Opportunities for career advancement

Opportunities for career advancement	No of respondent	Percent
Excellent	50	50%
Good	43	50%
Fair	3	3%
Poor	2	2%
Very poor	2	2%
Total	100	100

Table 3.24 opportunities for career advancement



INTERPRETATION

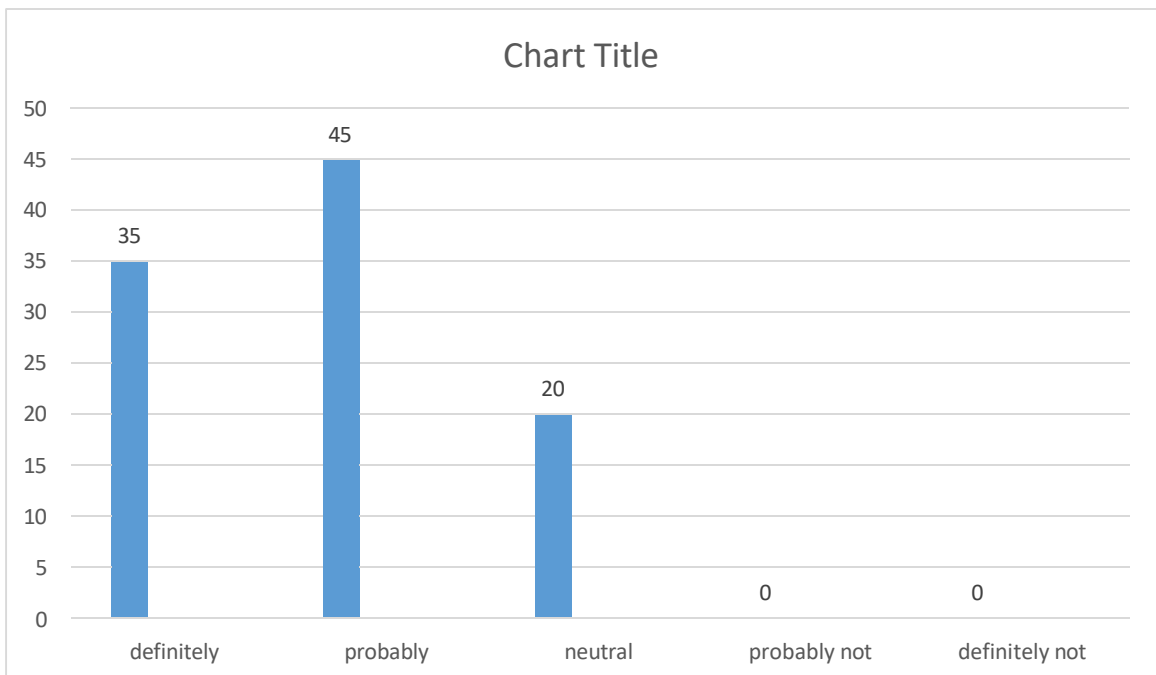
From the above table 3.24 it can be seen that 50% of the respondents are excellent and 43% of the respondents are good 3% are fair and 2% respondent are poor and 2% respondent are very poor in opportunities for career advancement

3.25 Level to recommend FIT Aluva good place to work others

Table 3.25 FIT Aluva good place to work other

FIT Aluva good place to work others	No of respondent	Percent
Definitely	35	35%
Probably	45	45%
Neutral	20	20%
Probably not	0	0%
Definitely not	0	0%
Total	100	100

Table 3.25 FIT Aluva good place to work others



INTERPRETATION

From the table 3.25 it can be seen that 45% of the respondents are probably with the FIT Aluva good place to work and 35% of the respondents are definitely with the FIT Aluva good place to work and 20% of the respondent are neutral.

CHAPTER 4

SUMMARY, FINDINGS AND RECOMMENDATIONS

4.1 FINDINGS

-) Majority of the respondents are of the age group between 41& above
-) Most of the respondent are male
-) Majority of respondent are qualification of diploma
-) Majority of the respondent are having less than five year of experience
-) Most of the respondent are satisfied with current work of the organization
-) Majority of the respondent agrees that they have good communication with supervisor
-) Most of the respondent agree always have enough resources to do job effectively
-) Most of the respondents are having good work-life balance
-) Most of the respondent satisfied with the level of safety at work place
-) Most of the respondent agree that they have average working environment
-) Most of the respondent agree to the statement often receive adequate training for their role
-) Most of the respondents are having good working hours
-) Most of the respondent believe that often work is fairly compensated
-) Most of the respondent says that neutral to access healthcare or other benefits
-) Majority of the respondent sometimes feel valued by FIT Aluva as a contract worker
-) Most of the respondent are having good relationship with co-workers
-) Majority of the respondent agree to the statement that always given clear instructions and expectations for work
-) Majority of the respondent always have access to proper work equipment and tools
-) Most of the respondent neutral management when issues arise
-) Most of the respondent are satisfied with job security at FIT Aluva
-) The respondents well understand job expectations

-) Most of the respondent satisfied with leave policies of FIT Aluva
-) The respondent agree that always and often able to voice concerns and have them addressed
-) Majority of the respondent agree that excellent opportunity for career advancement provided by the organization

-) Employees probably recommend FIT Aluva as a good place to work others

4.2 SUGGESTIONS

-) The majority of the worker average satisfied with the working environment but still, a certain percentage of employees are excellent and satisfactory and also not satisfactory, thus the organization should try to improve the satisfaction level of certain percent of workers with working environment.
-) The business environment is changing day by day proper knowledge regarding the market situation is needed in order to survive. Periodical training should be given for the employees regarding the changes. Management should focus more on making the employees up-to-date regarding the job related knowledge.
-) The company must take the appropriate steps to ensure that it has adequate health and safety safeguards in place so that its employees feel secure and well-cared for while working there.
-) Conduct regular employee satisfaction surveys and check ins to stay updated on their needs and address any emerging issues promptly.
-) Establish a robust feedback system where employees can voice their concerns anonymously and ensure these concerns are addressed promptly.
-) Promote and clearly communicate opportunities for career advancement to all employees, ensuring transparency and equal access to these opportunities.
-) Organize team-building activities to further strengthen relationships between co-workers and foster a supportive work environment.
-) To address the occasional feeling of being undervalued, implement regular recognition programs that highlight employee achievements and contributions.
-) Regularly review compensation packages to ensure they are competitive and fair, helping to maintain high levels of employee satisfaction regarding pay.

4.3 SUMMARY

Ensuring good working environment for contract laborers in Aluva's forest industries is crucial for their well-being and the industry's successes. It involves providing them with proper safety training and equipment to protect them in the forest environment. Fair wages and benefits, including healthcare, acknowledge their hard work and support their livelihoods. Adhering to labor laws ensures they are treated ethically and legally. Open communication channels allow them to voice their concerns and contribute to improvements. By prioritizing these aspects, companies create a positive work environment that fosters productivity and satisfaction among contract laborers, ultimately benefiting both the workers and the industry as a whole.

The survey results indicate a generally positive work environment at FIT Aluva. Employees, primarily aged 41 and above, predominantly male, and with diploma qualifications, are largely satisfied with various aspects of their job. This includes their current work, communication with supervisors, work-life balance, workplace safety, and training received. They feel adequately resourced and fairly compensated, contributing to their overall job satisfaction.

The project on the working environment of contract laborers in Aluva's forest industries highlights the importance of prioritizing worker safety, fair compensation, legal compliance, and effective communication. By implementing these measures, companies can ensure the well-being of their laborers, enhance job satisfaction, and promote a positive and productive work environment. Such efforts not only protect the rights and health of the workers but also contribute to the long-term success and sustainability of the forest industry Aluva.

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APPENDIX

QUESTIONNAIRE

Dear sir/madam

I'm JITTY JOHNSON pursuing MBA at "NAIPUNNYA BUSINESS SCHOOL PONGAM, KORRATTY, THRISSUR", doing a project as part of my curriculum at FOREST INDUSTRIES TRAVANCORE LTD on the topic ,"**A STUDY ON WORKING ENVIRONMENT OF CONTRACT WORKERS AT FOREST INDUSTRIES TRAVANCORE LTD**" ALUVA" I would like to request you to fill this questionnaire as it is aimed at understanding the working environment of contract workers. Your response will be dealt with strict confidentiality and it will be used only for my academic purpose.

Thank you

Name:

Age:

- 20-25
- 26-30
- 31-35
- 36-40
- 41 & above

Gender:

- Male
- Female

Experience:

- Less than 5 years
- 5-10 years
- 10-15 years
- More than 15 years

1. How satisfied are you with your current work at FIT Aluva?

- Very satisfied
- Satisfied
- Neutral
- Dissatisfied
- very dissatisfied

2. How would you rate the level of communication with your supervisor?

- Excellent
- Good
- Fair
- poor
- very poor

3. Do you feel you have enough resources to do your job effectively?

- Always
- Often
- Sometimes
- rarely
- never

4. How would you describe your work-life balance?

- very good
- good
- neutral
- poor
- very poor

5. Are you satisfied with the level of safety at your workplace?

- very satisfied
- satisfied
- neutral
- dissatisfied
- very dissatisfied

6. What is your opinion about the working environment?

excellent

satisfactory

average

not satisfactory

7. Do you receive adequate training for your role?

Always

Often

Sometimes

Rarely

Never

8. How would you rate your working hours?

Excellent

Good

Fair

Poor

very poor

9. Do you believe your work is fairly compensated?

Always

Often

Sometimes

rarely

Never

10. How easy is to access healthcare or other benefits?

Very easy

Easy

Neutral

Difficult

very difficult

11. Do you feel valued by FIT Aluva as a contract worker?

Always

Often

Sometimes

Rarely

Never

12. How would you describe your relationship with your coworkers?

Excellent

Good

Fair

Poor

very poor

13. Are you given clear instructions and expectations for your work?

Always

Often

Sometimes

rarely

Never

14. Do you have access to proper work equipment and tools?

Always

Often

Sometimes

rarely

Never

15. Do you feel valued by FIT Aluva as a contract worker?

- Always
- Often
- Sometimes
- Rarely
- Never

16. How would you describe your relationship with your coworkers?

- Excellent
- Good
- Fair
- Poor
- very poor

17. Are you given clear instructions and expectations for your work?

- Always
- Often
- Sometimes
- rarely
- Never

18. Do you have access to proper work equipment and tools?

- Always
- Often
- Sometimes
- rarely
- Never

19. How supportive is management when issues arise?

- Very supportive
- Supportive
- Neutral
- Unsupportive
- very unsupportive

20. Are you satisfied with the job security at FIT Aluva?

- Very satisfied
- Satisfied
- Neutral
- Dissatisfied
- very dissatisfied

21. How well do you understand your job expectations?

- Very well
- Well
- Poorly
- Very poorly

22. Are you satisfied with leave policies of FIT Aluva?

- Highly satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Highly dissatisfied

23. Are you able to voice your concerns and have them addressed?

- Always
- Often
- Some times
- Rarely
- Never

24. How do you rate the opportunities for career advancement?

- Excellent
- Good
- Fair
- Poor
- very poor

25. Would you recommend FIT Aluva as a good place to work to others?

- Definitely
- Probably
- Neutral
- probably not
- Definitely not