

# **PART 1**

Here explains the details that must be included in the project.

## **FORMAT OF PROJECT REPORT**

### **a) The title of a project**

The title of a project is of ultimate importance, thus make sure to take your time to find the best one. Titles must be attractive and exciting at the same time. The title must convey the meaning, the area of intervention and the goals of the project while being enticing.

### **b) Introduction and literature review**

Introduction could contain the following. (a) brief statement of the problem, (b) importance/novelty of the problem, (c) related literature -how others have addressed this or similar problems and the relevant results they obtained (d) scope of the project -precise idea on what is to be achieved in the work, (e) brief statements on what subsequent chapters contain.

### **c) Methodology**

Research design basically answers the following questions (i) What is the study about? (ii) Why is the study being made? (iii) Where will the study be carried out? (iv) What type of data is required? (v) Where can the required data be found? (vi) What periods of time will the study include? (vii) What will be the sample design? (viii) What techniques of data collection will be used? (ix) How will the data be analyzed? (x) In what style will the report be prepared?

### **d) Industry and company profile ( only for industrial study)**

Industry profiles are in-depth documents that give insight into an industry, where it came from, and where it appears to be going. A typical report looks at the industry leaders, forces affecting the industry and financial data for the industry.

A company profile is a professional introduction of the business and aims to inform the audience about its products and services. Then, we can find out the meaning of company profile by looking at the content of it.

If the data collected by you is from a particular company, then must include industry and company profile in the project.

For example:

The title is

“Study on satisfaction level of employees of K. M motors”, in this case industry profile includes the details of auto mobile industry. And company profile includes the details of K.M motors.

Another example,

In the case of “ A study on the effectiveness of advertisement strategy of Malabar gold”, the industry profile includes about gold industry and company profile includes the details of Malabar gold.

#### **e) Results and Discussion**

This could also be in one or more chapters. These chapters include the specific details of data generated and results obtained, in graphical and/or tabular form. Based on the analysis and interpretation of data and results, major findings should be pointed out unambiguously. It should be noted that the findings are to be summarized according to the significance to the stated objectives, and should complement the latter. Detailed aspects can be presented in Appendices

#### **f) Findings, Conclusions and Recommendations**

Conclusions are to be drawn with reference to the previously stated objectives of the project. This should highlight the major results. Recommendations are often more important than conclusions. It is known to us how to do better only after we finish a project, i.e. after we obtain an appropriate experience. Particularly, students

“experiments are hampered due to lack of experience, time, methods and equipment as well as insufficient attention to accuracy and details. Recommendations should be given for any further changes or work that would better accomplish the project objectives, or can extend them.

### **g) Appendices**

Appendices may be provided to give supplementary information, which is included in the main text may serve as a distraction and cloud the central theme.

### **h) List of References**

The listing of references should be typed below the heading “REFERENCES” in the order in which they appear in the work.

#### **Some topics are listed here:**

1. Job satisfaction among NRI's
2. Job satisfaction among out of state laborers in Kerala
3. Subscriber's response to Mobile Number Portability
4. Popularity of different utilities of ATM Cards
5. Customer's preference towards diesel cars
6. Consumer's satisfaction on hair oil, beauty cream
7. People's preference of brands for their daily needs
8. Purchasing behaviour of male and female customers
9. Awareness level on Foreign Direct Investment
10. Passengers preference towards KSRTC
11. Passengers satisfaction on Indian railway
12. Farmer's choice of agricultural finance
13. Student's attitude towards entrepreneurship

14. Saving habits of rural people
15. Effectiveness of online advertising
16. Customer satisfaction among E-buyers
17. Performance of educational loans
18. Financial statement analysis of a company
19. Technical analysis of selected companies
20. Investor's perception towards stock market
21. Computerisation in retail shops
22. Popularity of internet banking
23. Customers satisfaction towards co operative banks
24. Spending habits of students
25. Profile analysis of small scale business man

**Here we attach a sample project model. This is only a model, don't copy this model and you can choose any topic from your core or elective courses.**

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## **Part 2**

The model project

**A STUDY ON WELFARE MEASURES OF  
WOMEN EMPLOYEES WITH SPECIAL  
REFERENCE TO  
XYZ HOSPITAL, PALAKKAD**

Project Report  
Submitted to  
University of Calicut



In partial fulfillment of the requirement for the award of the Degree of  
**Bachelor of Commerce**

Submitted by  
XXX  
(*Reg.no.* 12345)

2013-2016

## **DECLARATION**

I do ...(name)..... hereby declare that this project report entitled as “A STUDY ON WELFARE MEASURES OF WOMEN EMPLOYEES WITH SPECIAL REFERENCE TO XYZ HOSPITAL, PALAKKAD” is a bona-fide record of the project work carried by me during the academic year 2016-17 in partial fulfillment of the requirements for the award of the degree of B.Com of the University of Calicut. This work has not been undertaken or submitted elsewhere in connection with any academic course

Place  
Date

Name

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# INTRODUCTION

A company is only as strong and successful as its members, its employees, are. By measuring employee satisfaction in key areas, organizations can gain the information needed to improve employee satisfaction, retention, and productivity. For increasing their satisfaction and productivity, the company offers various welfare facilities and other amenities.

Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration.

Women welfare means the social, economic, political, intellectual and actual emancipation of women. In Indian conditions “Women’s welfare” can be defined as “Improvement of the educational social, economic, health, political and cultural status of women’s leading to their emancipation and development”.

A hospital, in the modern sense of the sentence, is an institution for healthcare, providing patient treatment by specialized staff and equipment, and often, but not always providing for longer-term patient stays. So our study is focused on the “Welfare Measures of Women Employees With Special reference to XYZ Hospital”.

## **Statement of the problem**

Nowadays, the satisfaction level of employees on the welfare facilities they are receiving from the institution and also their health care problems are some of the crucial factor. So we have select a hospital as an organization and tried to study the welfare facilities provided by them to the employees particularly to women employees and also their satisfaction level. And our report is entitled as **Welfare**

**Measures of Women Employees With Special Reference to XYZ Hospital Palakkad.** This study helps us to know the extent of the women employees in hospital.

### **Objectives of the study**

1. To study the welfare facilities in general and women welfare in particular.
2. To study the problems of gender discrimination in the organization.
3. To study the policies implemented by the organization to improve the welfare of women employees.

### **Scope of the study**

The study on the women welfare in the XYZ Hospital is a depth survey done through on site observation and interview schedule.

As employees are the mainstream of workforce and the productivity of them is very important to the existence and survival of an industry. Welfare measures has very important role to increase the productivity of employees especially in the case of women employees. If employees were treated with good welfare facilities it will increase their productivity, motivate and retain them. So the scope of the study is obvious and the management can gain advantage through this study.

From the study itself XYZ Hospital can understand its advantages and if there are any limitations. It can concentrate on its decisions to eliminate these problems. The study further helps to improve the productivity of women employees through the effective management of welfare measures.

### **Limitations of the study**

The period of the study was the major limitations. The resources constraints have limited the scope of the study. The answers of the respondents, mainly from their memory, which might have caused error. The service of data is not adequate. Some of the replies of the respondents may be biased. The organization rules and regulation also affect the study.

## REVIEW OF LITERATURE

This is the review of some journals and books related to the research problem.

According to Deshpande (1992) , women from the biggest minority among the socially discriminated section of the population in India. Most of the women, if employed outside their home, would be low-paid, casual wage employment. It was predicted that women's participation in the labour market would increase. The sole aim of most of these women would be to save some income, however meager it may be, and contribute something to the family.

Geetha, N (1999)<sup>2</sup> , in her article deals with women rights. The very right to the human is denied every day to women as a result of poverty and the unavailability of basic needs. Though the right to equality is a fundamental, factor like caste, religion, community, etc., further pave the way for gender inequality. The contribution of women to the economic development has not been acknowledged. Women are discriminated against for house loans, jobs and promotion, equal pay to that of men, the women are pushed in to poverty. Women are forced to face both physical and psychological insecurity.

1. *Deshpande, Sudha and Deshpande L K (1992): "New Economic Policy and Female Employment" Economic and political weekly, Vol. 27, No 41, October 10, PP.2248-2252*

2. *Geetha, N (1999): "Spreading Awareness about Women Rights", Social Welfare, Vol.46, No.4, July, P.P 11-12.*

Banerjee (1999)<sup>3</sup>, in her article deals with women in the emerging labour market. Ever since India adopted the new economic policies of globalization and structural adjustment, there have been wide concerns about their impact on women workers than for the rest of the Indian workers. In most cases women are considered unfit to work due to their weak physical and poor intellect. Women in

many parts of rural India have no channels of knowledge, skills or information about the changes that are taking place.

In every country, in virtually every occupation, women are under-represented. One major aspect seems to be their failure to understand power. Researchers have categorized power into 3 types-feelings in control of one's own environment, feeling in command of oneself, essentially believing that one is powerful. When organizational power is defined as the utility to mobilize resources, women seem to be generating more organizational power than men. Inequality, between male and female gender gets accentuated based on the degree of power.

3. Banerjee Nirmala (1999): "Women in the Emerging Labour Market", **The Indian Journal of Labour Economics**, Vol. 42, No.4, October, December, P.P.543-554

# **METHODOLOGY**

## **Research design**

“Research design is the arrangement of activities for the collection and analysis of the data in a manner that aims to combine relevance to the purpose with economy in procedure.

For this study the design used was descriptive. Descriptive design as the name itself implies, is conducted to describe something.

## **Primary data**

All primary data for the project was collected from direct contact with the Executives, supervisors and employees.

## **Secondary data**

To a small extent going through Company records, annual reports, files, brochures, etc has collected.

## **Tools of data collection**

Questionnaire is used for data collection

## **Tools of analysis**

Percentage method has been used. Tables Chart and diagrams are used for presentation.

## **Sample size**

The total population of the organization is only 320 and the number of the women employees are 200. So the 200 members have been included in the study to make the report

## **Sampling technique**

The technique used for the research is convenient sampling( Probability Sampling) because the population is finite.

# **INDUSTRY & COMPANY PROFILE**

## **INDUSTRY PROFILE**

Kerala has a long history of organized health care. As per documents, by the time the state was formed in 1956, the foundation for a medical care system accessible to all citizens was already laid. The easy accessibility and coverage of medical care facilities has played a dominant role in shaping the health status of Kerala. The annual growth rate of Government healthcare expenditure has been showing a steady increase. India's first ever Human Development Report published in 2002, placed the Southern state of Kerala on top of all the other states in India, because of easy accessibility and coverage of medical care facilities.

Kerala is one state where private health sector, both indigenous and Western systems of medicine, has played a crucial role. The Ayurvedic system of treatment practiced in Kerala dates back to centuries. In the field of Allopathic system, missionary hospitals have contributed profusely by even going into the interiors of the state.

High level of education especially among women and greater health consciousness has played a key role in the attainment of good health standards in Kerala. Today, with the mushrooming of private hospitals that offer quality services matching international standards, and with the tie up of the healthcare industry with the tourism sector, healthcare in Kerala is growing by leaps and bounds.

## **COMPANY PROFILE**

PALAKKAD which is known as the granary of Kerala. Has the unique distinction of being in the forefront in the industrial sector too. But in the health care sector, the people of Palakkad have to depend to a great extent on Coimbatore or trichur, a distance of 50Kms and 70 Kms respectively. In order to overcome this difficulty the XYZ hospital emerged in 14-Nov-1997. This hospital helped to serve the people in the city and also abundant facilities offered to patients who come for treatments. The hospital is situated in a 5.54 acre open plot which is surrounded by lush green paddy fields and hillocks in the background

### **VISION AND MISSION**

#### Mission of XYZ hospital

“Our mission is to bring healthcare of international standards within the reach of every individual. We are committed to the achievement and maintenance of excellence in education, research and healthcare for the benefit of humanity”

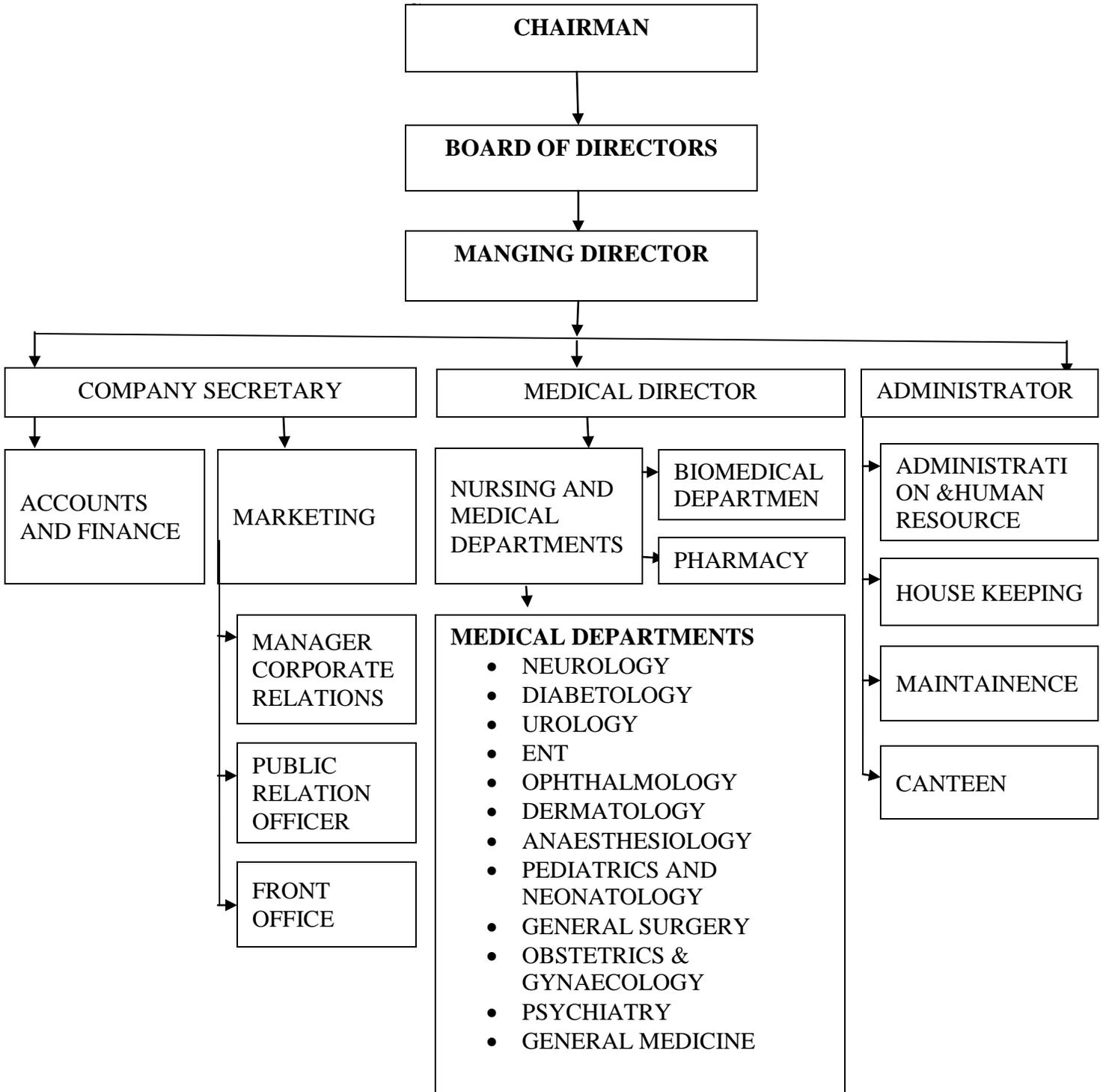
#### Vision of XYZ hospital

XYZ vision for the next phase of development is to ‘Touch a Billion Lives’.

### **Services**

- Asthma camp
- Breast cancer camp
- Cardiology camp

# ORGANIZATION CHART



# **SWOT ANALYSIS**

## **STRENGTH**

- Presence of eminent doctors
- Proper patient care by nurses
- Experienced employees
- Efficient management system

## **WEAKNESS**

- Accessibility
- Non availability of doctors during holidays

## **OPPORTUNITY**

- Bringing up a nursing college or medical college in Palakkad
- Separate dialysis, diabetology and cancer unit
- A unit for blood borne diseases like leukemia or blood cancer

## **THREATS**

- Competitions from other medical units
- Emergence of small clinics
- Government influences

## **THEORETICAL FRAME WORK**

The women welfare means improvement of the educational, social, economic, health, political and cultural status of women leading to their emancipation and development.

“According to the committee on labor welfare, welfare services should mean: => Such services, facilities, and amenities s adequate canteens, rest and recreation facilities, sanitary and medical facilities, arrangements for travel to and from place of work, and for the accommodation of workers employed at a distance from their homes”;

=> Such other services amenities and facilities, including social security measures, as contribute to the conditions under which workers are employed.

The main aim of the study is to study the welfare facilities in general and women welfare in particular. In the case of women workers, welfare measures have a decisive role to play. Women workers contribute to the development of national economy. Women, apart from their work, usually spend more than 10-12 hours per day for childcare, household chores as well as collection of fuel, fodder, water etc. Women workers supplement the incomes of poor households. They have to face many problems due to family responsibilities, limited mobility and social restrictions. The study has great importance in this present era. Rather than patriarchy or matriarchy, now a day’s people are high powered to create equality. In the present scenario people are trying to know the actual source of problems and get to the bottom of it.

The very logic behind providing welfare schemes is to create efficient, healthy, loyal and satisfied labor force for the organization. The purpose of providing such facilities is to make their work life better and also to raise their standard of living. The welfare measures motivate them to perform better thus

increasing the productivity of the organization. The important benefits of welfare measures can be summarized as follows:

- They provide better physical and mental health to workers and thus promote a healthy work environment.
- Facilities like housing schemes, medical benefits, and education and recreation facilities for workers' families help in raising their standards of living. This makes workers to pay more attention towards work and thus increases their productivity.
- Employers get stable labor force by providing welfare facilities. Workers take active interest in their jobs and work with a feeling of involvement and participation.
- Employee welfare measures increase the productivity of organization and promote healthy industrial relations thereby maintaining industrial peace.
- The social evils prevalent among the labors such as substance abuse, etc. are reduced to a greater extent by the welfare policies.

The details collected are interpreted with sufficient diagrams and tables. Relevant information is provided where ever possible.

The results achieved on the analysis are interpreted and summed up as findings and conclusion following with suggestions.

## RESULTS AND DISCUSSION

Table: 1

### Opinion regarding job satisfaction

Age	Very Satisfied	Satisfied	Neutral	Partially Satisfied	Dissatisfied
21-30	-	32 (26.66%)	0	8 (25%)	-
31-40	8 (20%)	40 (33.33%)	0	8 (25%)	8 (100%)
41-50	16 (40%)	40 (33.33%)	0	16 (50%)	-
Above 50	16 (40%)	8 (6.66%)	0	-	-
<b>Total</b>	<b>40</b>	<b>120</b>	<b>0</b>	<b>32</b>	<b>8</b>

Source: Primary data

From the above table regarding job satisfaction 60% of them are satisfied with their job and 20% of them are much satisfied, where 16% is only partially satisfied.

Figure: 1

### Opinion regarding job satisfaction

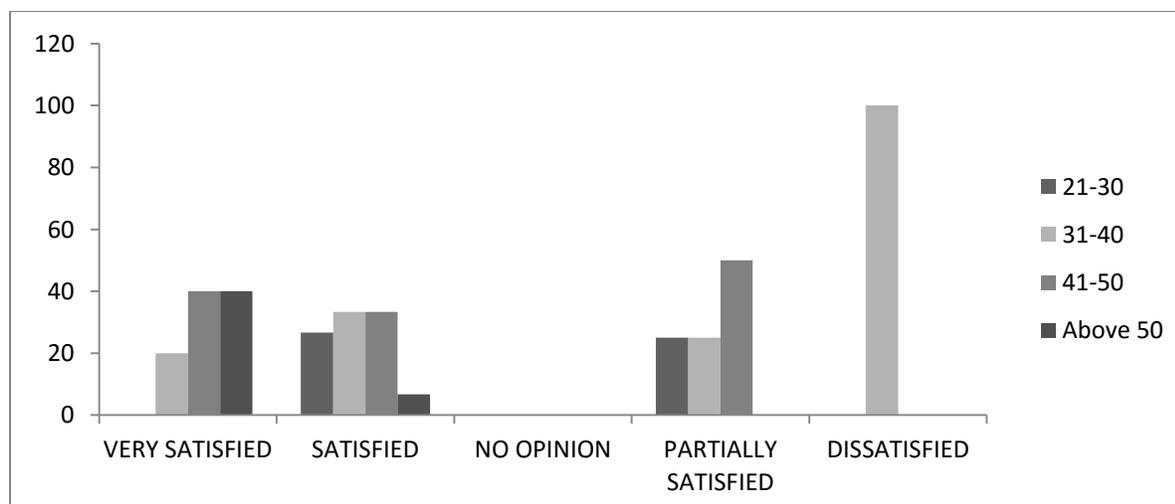


Table: 2

### Opinion regarding working environment

Age	Very Satisfied	Satisfied	No opinion	Partially Satisfied	Dissatisfied
21-30	-	16 (18.18%)	-	16 (28.57%)	8 (50%)
31-40	16 (40%)	24 (27.27%)	-	16 (28.57%)	8 (50%)
41-50	16 (40%)	32 (36.36%)	-	24 (42.85%)	-
Above 50	8 (20%)	16 (18.18%)	-	-	-
Total	40	88	-	56	16

Source: Primary data

The table reveals that most (44%) of the employees are satisfied with their working environment, 20% are much satisfied. And only 8% had nothing to say about this.

Figure: 2

### Opinion regarding working environment

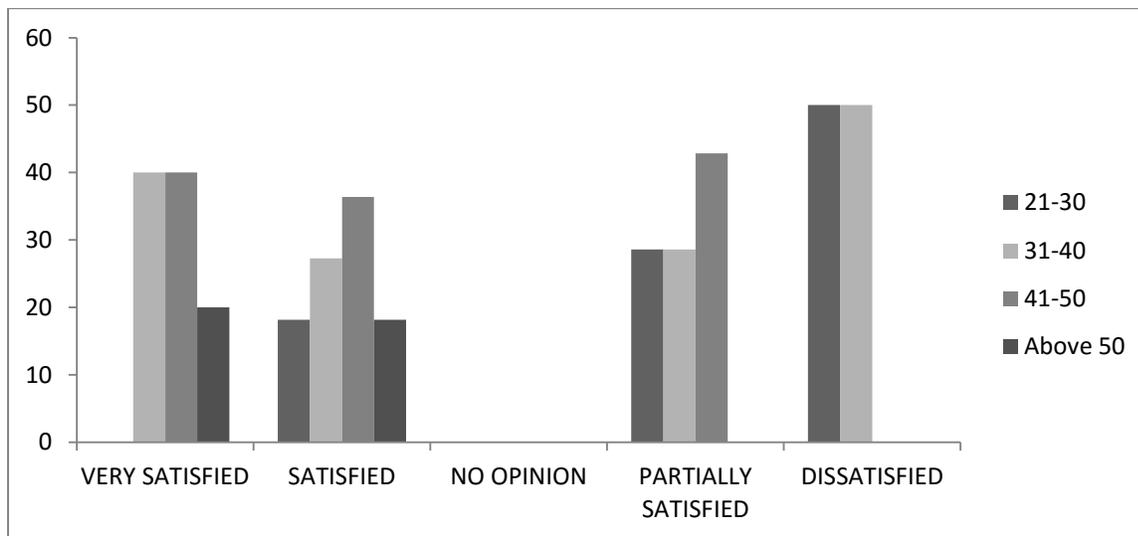


Table:3  
**Opinion regarding working hours**

Age	Satisfied	Dissatisfied
21-30	16 (16.66%)	24 (23.07%)
31-40	32 (33.33%)	32 (30.76%)
41-50	40 (41.66%)	32 (30.76%)
Above 50	8 (8.33%)	16 (15.38%)
Total	96	104

Source: Primary data

There is almost an equal response on the opinion regarding the working hours. But majority (52%) is dissatisfied with the working condition and rest (48%) is satisfied.

Figure:3  
**Opinion regarding working hours**

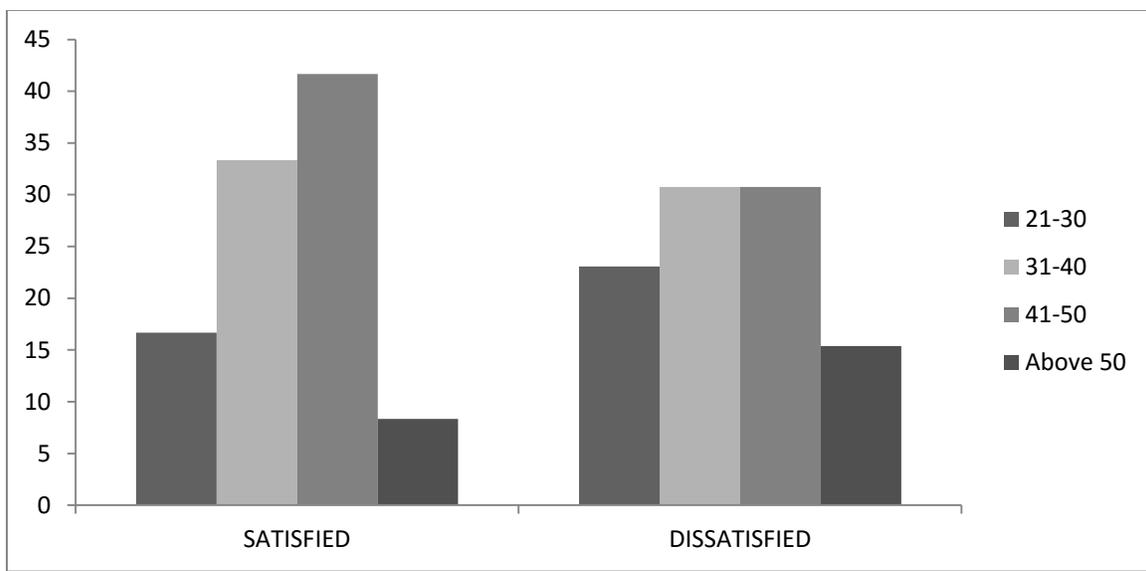


Table: 4  
**Opinion regarding salary**

Age	Very Satisfied	Satisfied	No opinion	Partially Satisfied	Dissatisfied
21-30	-	8 (25%)	-	8 (16.66%)	24 (23.07%)
31-40	8 (50%)	8 (25%)	-	16 (33.33%)	32 (30.76%)
41-50	8 (50%)	8 (25%)	-	16 (33.33%)	40 (38.46%)
Above 50	-	8 (25%)	-	8 (16.66%)	8 (7.69%)
Total	16	32	-	48	104

Source: Primary data

Regarding the salary most (52%) of them are dissatisfied, because they had the opinion that they were not paid according to their working efficiency. Only 24% is partially satisfied, 16% is satisfied and 8% is much satisfied

Figure :4  
**Opinion regarding salary**

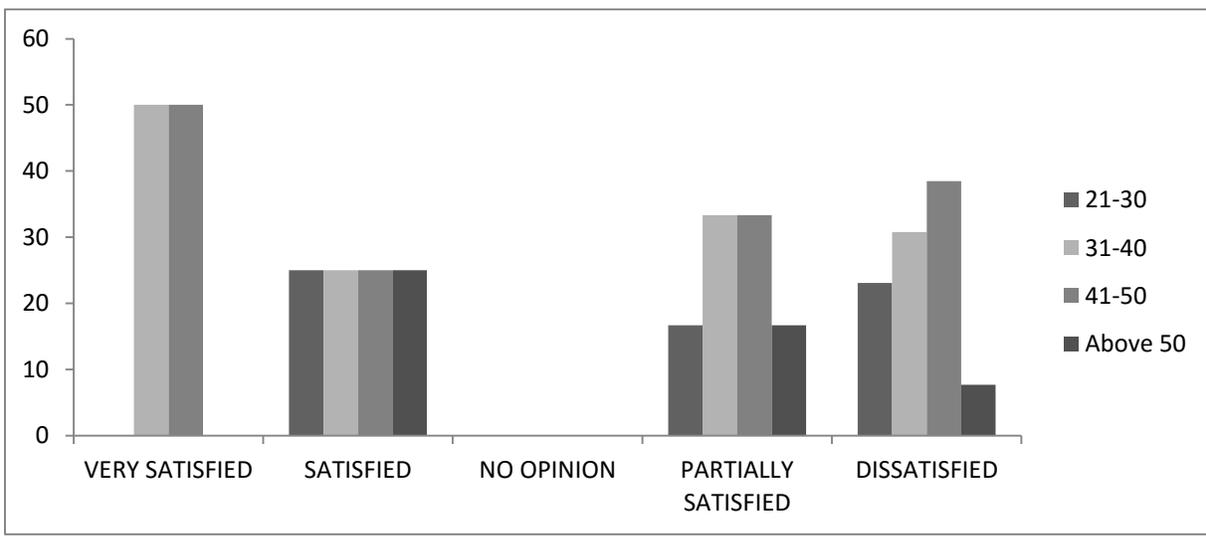


Table: 5

### Opinion regarding housing facilities

Age	Very Satisfied	Satisfied	Partially Satisfied	Dissatisfied	No opinion
21-30	-	24 (21.42%)	8 (25%)	8 (33.33%)	-
31-40	-	32 (28.57%)	16 (50%)	8 (33.33%)	8 (50%)
41-50	16 (100%)	40 (35.71%)	-	8 (33.33%)	8 (50%)
Above 50	-	16 (14.28%)	8 (25%)	-	-
Total	16	112	32	24	16

Source: Primary data

From the above chart we came to know that most (56%) of them are satisfied with the housing facilities provided by the hospital, and 8% are much satisfied. Only 12% had negative opinion regarding the housing facilities

Figure :5

### Opinion regarding housing facilities

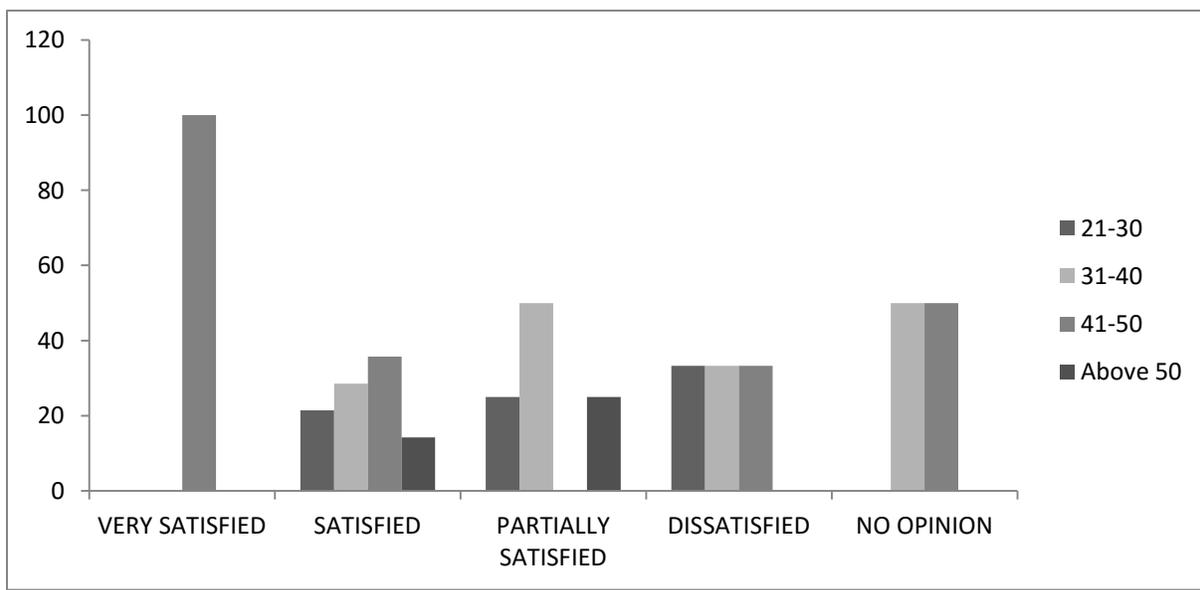


Table: 6

### Opinion regarding medical facilities

AGE	VERY SATISFIED	SATISFIED	PARTIALLY SATISFIED	DISSATISFIED	NO OPINION
21-30		16 (15.38%)	16 (28.57%)	8 (33.33%)	
31-40	8 (100%)	32 (30.76%)	16 (28.57%)	8 (33.33%)	
41-50	-	40 (38.46%)	16 (28.57%)	8 (33.33%)	8 (100%)
Above 50	-	16 (15.38%)	8 (14.28%)	-	
Total	8	104	56	24	8

Source: Primary data

Regarding the medical facilities most (52%) of them is satisfied. Rest is partially (28%) satisfied and 12% is dissatisfied with this.

Figure: 6

### Opinion regarding medical facilities

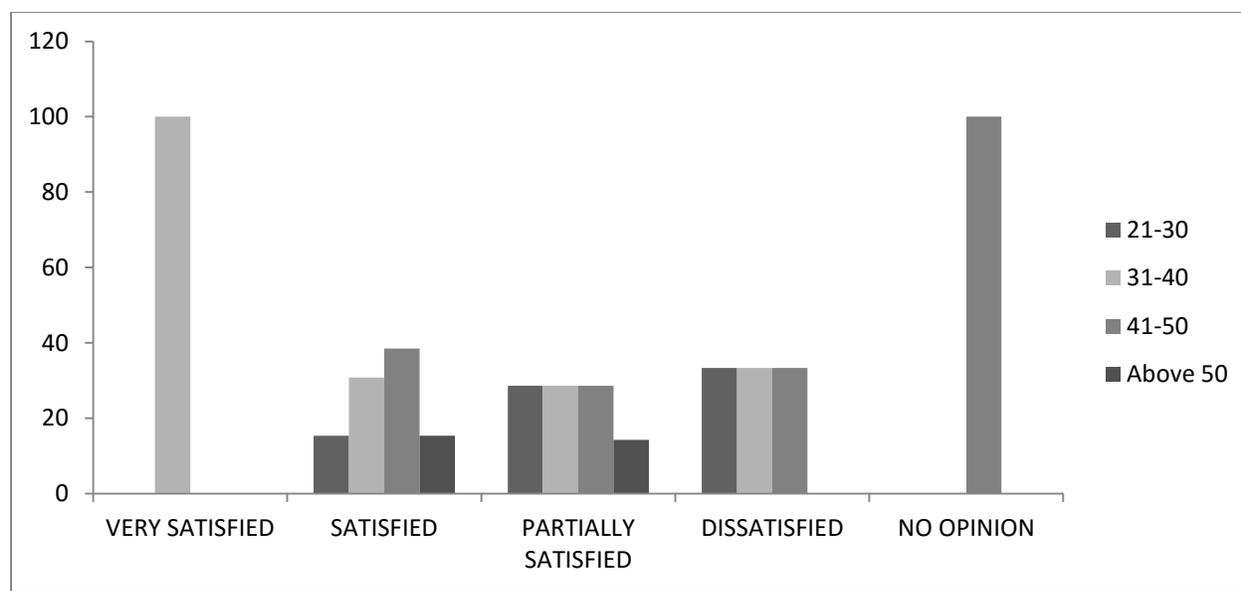


Table: 7

### Opinion regarding canteen facilities

Age	Very Satisfied	Satisfied	Partially Satisfied	Dissatisfied	No Opinion
21-30	-	32 (30.76%)	8 (20%)	-	-
31-40	8 (20%)	24 (23.07%)	16 (40%)	8 (100%)	8 (100%)
41-50	16 (40%)	40 (38.46%)	16 (40%)	-	-
Above 50	16 (40%)	8 (7.69%)	-	-	-
Total	40	104	40	8	8

Source: Primary data

Since they have better canteen facilities most (52%) of them are satisfied, a 20% are much satisfied, at the same time another 20% is partially satisfied. Only 4% of them are dissatisfied and have no opinion to express.

Figure : 7

### Opinion regarding canteen facilities

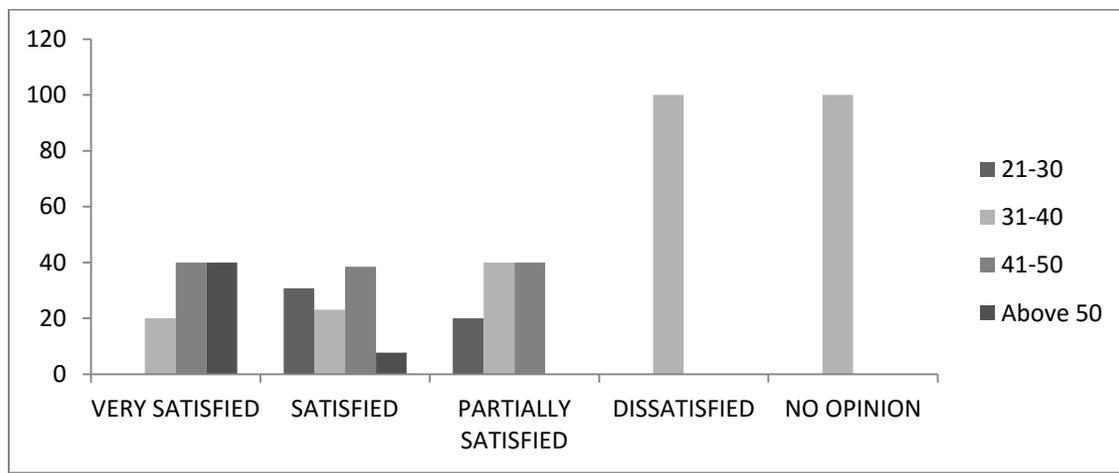


Table: 8

### Opinion regarding maternity benefit facilities

Age	Very Satisfied	Satisfied	Partially Satisfied	Dissatisfied	No Opinion
21-30	-	16 (18.18%)	16 (33.33%)	-	8 (100%)
31-40	8 (25%)	24 (27.27%)	24 (50%)	8 (33.33%)	-
41-50	16 (50%)	32 (36.36%)	8 (16.66%)	16 (66.66%)	-
Above 50	8 (25%)	16 (18.18%)	-	-	-
Total	32	88	48	24	8

Source : primary data

The women employees are satisfied with the maternity benefits provided. 44% are satisfied where 12% is dissatisfied and 16% is much satisfied.

Figure:8

### Opinion regarding maternity benefit facilities

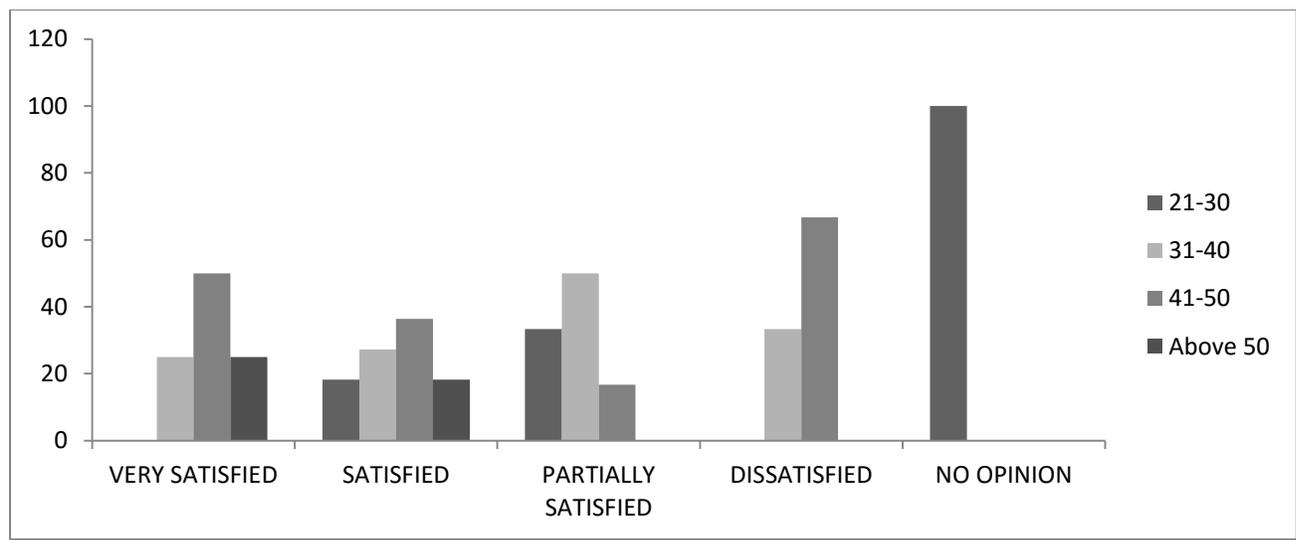


Table:9

**Opinion regarding the cooperation of male colleagues**

Age	Very co-operative	Co-operative	No opinion	Partially co-operative	Non co-operative
21-30	16 (28.57%)	24 (17.64%)	-	-	-
31-40	24 (42.85%)	40 (29.41%)	-	-	-
41-50	16 (28.57%)	48 (35.29%)	-	8 (100%)	-
Above 50	-	24 (17.64%)	-	-	-
Total	56	136	-	8	-

Source: Primary data

Opinion regarding male colleagues' co-operation show that they are co-operative according to 68% of the respondents and very co-operative to 28% of the total.

Figure : 9

**Opinion regarding the cooperation of male colleagues**

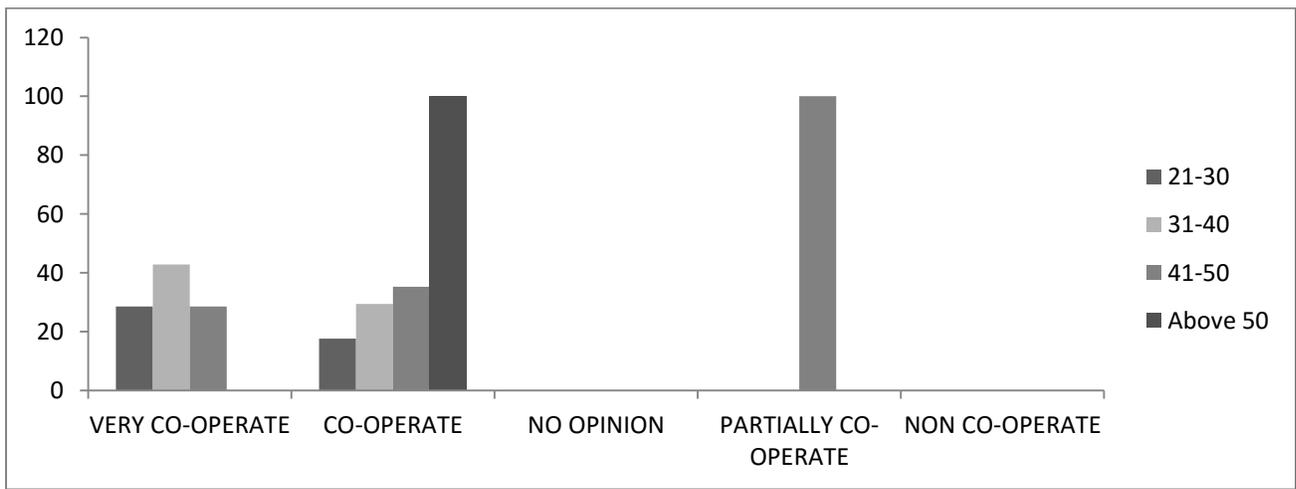


Table:10

### Opinion regarding gender discrimination

Age	No discrimination	Discrimination
21-30	24 (18.75%)	16 (22.22%)
31-40	40 (31.25%)	24 (33.33%)
41-50	48 (37.5%)	24 (33.33%)
Above 50	16 (12.5%)	8 (11.11%)
Total	128	72

Source: primary data

The opinion regarding gender discrimination is shown in the table. 64% of the total respondent opined that they are equally treated with men. On other hand, 36% said there is discrimination.

Figure :10

### Opinion regarding gender discrimination

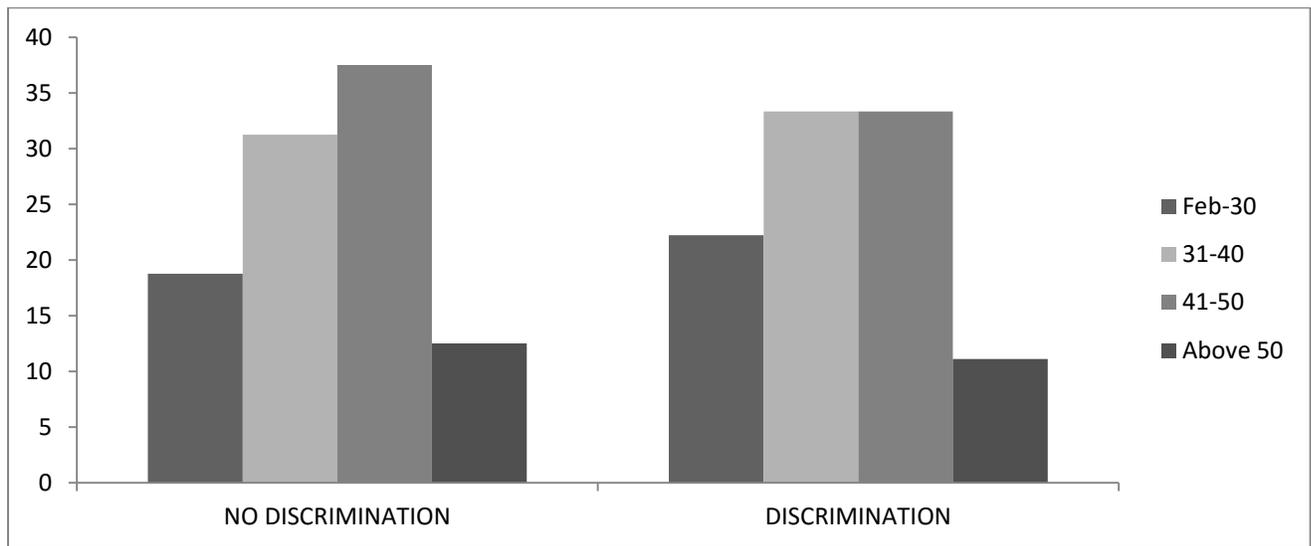


Table: 11

### Opinion regarding women’s grievance cell

Age	Very Satisfied	Satisfied	Partially Satisfied	Dissatisfied	No Opinion
21-30	-	24 (20%)	8 (16.66%)	-	8 (50%)
31-40	8 (100%)	32 (26.66%)	16 (33.33%)	-	8 (50%)
41-50	-	48 (40%)	16 (33.33%)	8 (100%)	
Above 50	-	16 (13.33%)	8 (16.66%)	-	-
Total	8	120	48	8	16

Source: Primary data

The women employees are satisfied with their women’s grievance cell. Majority (60%) have supported it, 24% is only partially satisfied. Only 4% is dissatisfied.

Figure :11

### Opinion regarding women’s grievance cell

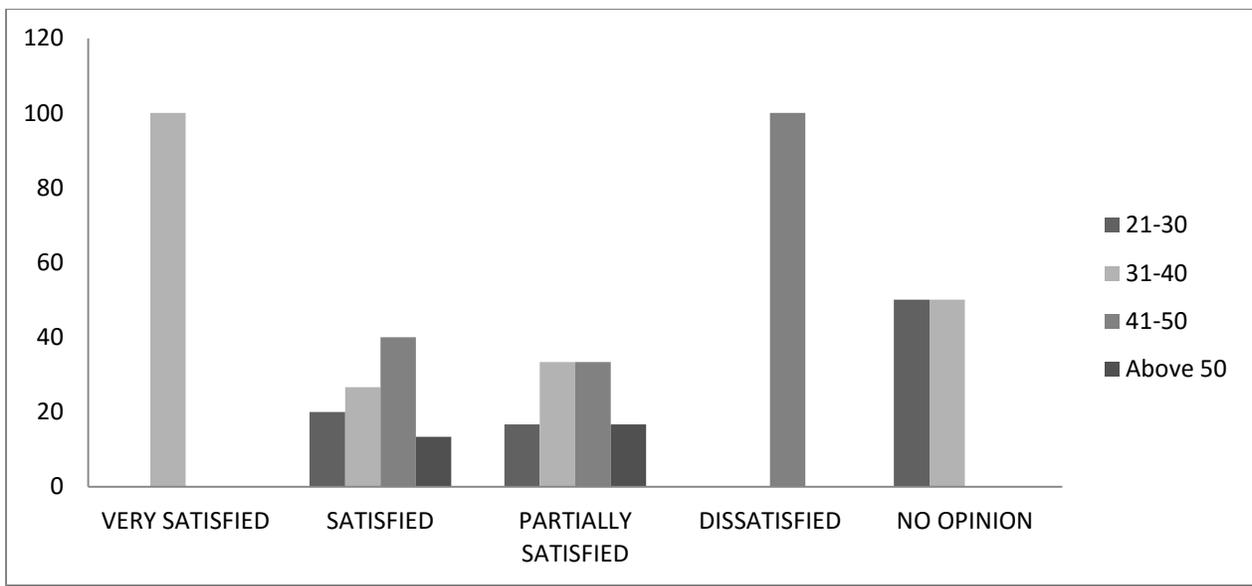


Table: 12

### Opinion regarding women’s development programmes

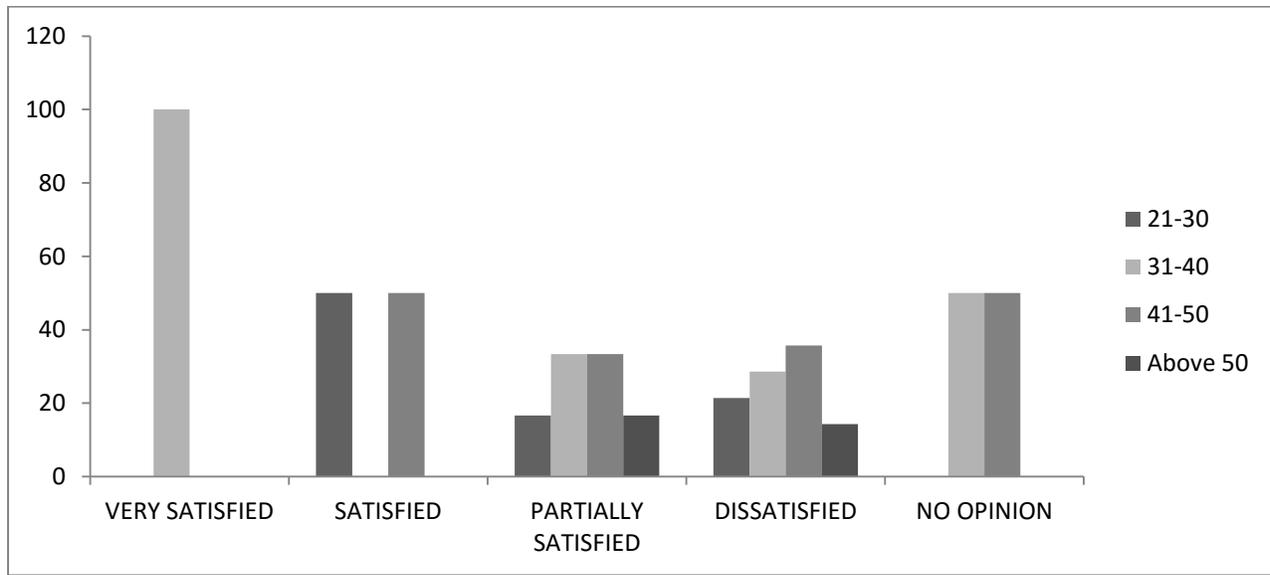
Age	Very Satisfied	Satisfied	Partially Satisfied	Dissatisfied	No Opinion
21-30	-	8 (50%)	8 (16.66%)	24 (21.42%)	-
31-40	8 (100%)	-	16 (33.33%)	32 (28.57%)	8 (50%)
41-50	-	8 (50%)	16 (33.33%)	40 (35.71%)	8 (50%)
Above 50	-	-	8 (16.66%)	16 (14.28%)	-
Total	8	16	48	112	16

Source: Primary data

Majority (56%) has dissatisfaction towards the women development programmes, 36% of them are in the supporting side where 8% of them have no opinion to express.

Figure:12

### Opinion regarding women’s development programmes



# **FINDINGS, SUGGESTIONS AND CONCLUSION**

This present study entitled as a Study on welfare measures of women employees with special reference to XYZ hospital, Palakkad has come up with the following findings, suggestions and conclusion.

## **1. Findings**

1. The women employees in XYZ Hospital are generally satisfied with their jobs, with some exception.
2. Fifty two percentages of the respondents have expressed dissatisfaction about the working hours. This has been mostly expressed by the age group of 31-40 and 41-50.
3. It is observed that, 52% are dissatisfied and 24% are only partially satisfied with their salary. The dissatisfaction is also found high in the age groups of 41-50 and 31-40.
4. Regarding housing, medical, and canteen facilities, the respondents are generally satisfied. Even though some of the respondents have expressed their dissatisfaction.
5. Regarding maternity benefits, women's grievance cell & crèche facilities, the respondents have expressed their satisfaction.
6. Gender discrimination is less according to 64% of the total respondents. But on the other hand the response of the 36% that there is gender discrimination, should be viewed seriously.
7. Co-operation of male colleagues is high.68% of the respondents shows their satisfaction.The discrimination regarding payment is not much prevailing in the organisation only 8% is said that discrimination regarding payment is prevailing.

8. The women's development programmes are not functioning well. This has been noticed from the dissatisfaction of respondents. It is noticed that 56% of the total respondents are dissatisfied and 36% are only particularly satisfied.

## **2. Suggestions**

1. Women development programmes should be conducted more effectively and participation of women employees must be ensured.
2. Management should also take effective steps to make sure that the participation of women in decision making
3. Effective step should be taken to enhance the transportation facilities and also introduce other needed facilities to women employees.
4. The company can improve the grievance handling system so that they can increase employee satisfaction.

## **3. Conclusion**

The study on welfare measure of women employees helps the management to know the satisfaction level of the employees about the welfare measure provided by the company. From this study we can infer that the majority of the women employees are satisfied with the welfare measures. But there is also some dissatisfied employees in the organization.

Though gender discrimination is not much prevailing in the organization, the dissatisfaction expressed by some sections are to be viewed seriously. The organization can consider all the suggestions of the study for further policy formulation.

# APPENDIX

## QUESTIONNAIRE

1. Name:

2. Age:

3. What is your qualification?

SSLC  PDC  Graduate   
Technical Qualification

4. What is your income per month?

5000-6000  6001-7000  7001-8000   
Above 8000

5. Your marital status:

Single  Married  Widow   
Divorced

6. Are you satisfied with your job?

Very Satisfied  Satisfied  No opinion  partially satisfied   
Dissatisfied

7. What is your opinion regarding working environment?

Very Satisfied  Satisfied  No opinion  partially satisfied   
Dissatisfied

8. What is your opinion regarding working hours?

Satisfied  Dissatisfied

9. What is your opinion regarding salary?

Very Satisfied  Satisfied  partially satisfied   
Dissatisfied

10. Could you make clear your opinion regarding housing facilities?

Very Satisfied  Satisfied  partially satisfied   
Dissatisfied

11. What is your opinion regarding medical facilities?

Very Satisfied  Satisfied  partially satisfied   
Dissatisfied

12. What is your opinion regarding canteen facilities?

Very Satisfied  Satisfied  partially satisfied   
Dissatisfied

13. Are you satisfied with maternity benefit ?

Very Satisfied  Satisfied  partially satisfied   
Dissatisfied

14. Are the male colleagues cooperative?

Very Cooperative  cooperative   
Partially Cooperative  Non Cooperative

15. Is there any gender discrimination?

No Discrimination  Discrimination

16. Are you satisfied with the women's grievance cell?

Very Satisfied  Satisfied  partially satisfied   
Dissatisfied  No Opinion

17. How much does the women's development programme satisfies you?

Very Satisfied  Satisfied  partially satisfied   
Dissatisfied  No Opinion

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## ➤ **WEBSITES**

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- 3.[www.XYZ hospital.com](http://www.XYZ hospital.com)

## ➤ **JOURNALS**

1. Product Brochures
2. Company Profile
3. Annual Audit Report
4. Other Journals, etc