

A Project Report on,

**“A study of Employee Welfare Practices and its effect on
Organizational Citizenship Behaviour with the special
reference of Rocket Engineering Corporation Pvt. Ltd.”**



**PROJECT REPORT SUBMITTED TO SAVITRIBAI PHULE PUNE
UNIVERSITY, PUNE
IN PARTIAL FULFILLMENT OF REQUIREMENT FOR THE AWARD OF
THE DEGREE OF
MASTER OF BUSINESS ADMINISTRATION**

By

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2022 – 2023

DECLARATION

I, the undersigned, hereby declare that the Project Report entitled "**A study of Employee Welfare Practices and its effect on Organizational Citizenship Behavior with the special reference of Rocket Engineering Corporation Pvt Ltd.**" Written and submitted by me to the **Savitribai Phule Pune University, Pune** in partial fulfilment of the requirement for the award of the degree of **Masters of Business Administration**, the under guidance of **Dr. Iram-Sultana Ansari**. This is my original work and the conclusion drawn is based on the material collected by me.

Place: Pune

Date: 21st march 2023



Snehal Tukaram Patil



Io. : SBPIM/2022-23/SIP/335-149

Date : 21/03/2023

CERTIFICATE

This is to certify that the Summer Internship project report entitled

"A study of Employee Welfare practices and it's effect

on organizational citizenship Behavior with the special
reference of Rocket Engineering corporation Pvt.Ltd."

which is being submitted herewith for the partial fulfillment of the
degree of Masters of Business Administration of Savitribai Phule

Pune University is a result of the original work completed by

Mr./Ms. Snehal Tukaram Patil

under my supervision and guidance and to the best of my knowledge
and belief, the work embodied in this Summer Internship Project
report has not been formed earlier for the award of any degree or
similar title or this or any other University Examining Body.

Shankh

21/03/2023

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Dr. Kirti Dharwadkar

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Pranod

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An ISO 9001 - 2015 Company

Rocket Engineering Corporation Pvt. Ltd.

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CERTIFICATE

(TO WHOM SO EVER IT MAY CONCERN)

This is to certify that, **Miss. Snehal Tukaram Patil** Student of MBA, S. B. PATIL INSTITUTE OF MANAGEMENT, NIGADI, PUNE, has successfully completed Project Work on “**A Study of Employee Welfare practices and it’s effect on Organizational Citizenship Behaviour with the special reference of Rocket Engineering Corporation Pvt. Ltd., Kolhapur**” in our organization during the period from **10 Oct. 2022 to 10 Dec. 2022** for **60 days**.

During the above training period she was found to be sincere and hardworking. We wish her all the success in future.

For Rocket Engineering Corporation Pvt. Ltd

Mr. Bhavyaraj Vasa
(Executive Production)

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Snehal Tukaram Patil

TABLE OF CONTENT

Sr. No	Particulars	Page No.
1	Chapter I : Executive Summary & Theoretical Background	1-16
2	Chapter II : Review Of Literature	17-20
3	Chapter III : Profile Of the Organization	21-26
4	Chapter IV : Research Methodology	27-31
5	Table of content (charts & interpretation)	33-35
6	Chapter V : Analysis and Interpretation of Data	32-74
7	Chapter VI: Finding, Conclusion and Suggestions	75-77
8	Bibliography	78-80
9	Annexures	81-98
10	Questionnaire	81-87
11	Initial information report	88
12	Weekly reports duly signed by Institute & Company Guide	89-96
13	Feedback Form from Company	97
14	Plagiarism Report	98

**CHAPTER – I – EXECUTIVE
SUMMARY &
THEORETICAL
BACKGROUND**

1.1 EXECUTIVE SUMMARY

Why do workers consider helping one another? This may contribute to a positive and healthy work environment; why do individuals sense a connection to the organization? What contributes to the organization's more elegant culture? Yes! Organizational Citizenship Behavior in OB is what it is called. which is extremely crucial for every business to improve employee morale. It raises the level of significance associated with people's work. It improves productivity and staff performance; in fact, studies demonstrate that OCB predicts performance favorably. Better social connection between employees results from it. Organizational citizenship behavior (OCB), which is not a part of a person's contractual responsibilities, is a concept in industrial and organizational psychology.

Whether or not the employees who work for our company are happy with their jobs could have an impact on the OCB. Positive OCB is a result of job satisfaction. Several factors can influence an employee's level of satisfaction. Positive effects on the OCB will result if there is high employee engagement in the organization. According to their findings, those who engaged in more OCB during the workday thought their jobs were more meaningful. They were happier at their jobs as well.

Employees can exert more control over the issue while also assisting others by acting in accordance with organizational citizenship principles.

Facing obstacles in the marketplace in enterprises, human resources are increasingly regarded as a valuable asset since they are essential to gaining and maintaining a competitive advantage in a knowledge-based economy (Rowley & Redding, 2012). HRM procedures are generally intended to improve company performance and foster good interactions with employees (Hsu et al., 2007, Sun et al., 2007, Tsui et al., 1997). Past studies have effectively shown that implementing HR practices like labor-friendly policies and programmes (such as welfare facilities) has a favorable impact on employee relations and performance. For instance, employee welfare and perks are acknowledged as ways to simultaneously improve relations with employees and employee performance (Muse, Harris, Giles, & Field, 2008).

Company focuses on other HR practices to employee morale, satisfaction, as like that company should focus on statutory welfare practices as well. Not only because that welfare practices are compulsory to provide but they can help to increase OCB, which may be beneficial to company.

The study provides the detailed analysis of the effect of Employee welfare practices on Organizational citizenship behavior. It gives idea about How welfare practices influence OCB with the help of Correlation analysis.

1.2 BACKGROUND OF THE STUDY

ORGANIZATIONAL CITIZENSHIP BEHAVIOR

The term "organizational citizenship behavior" was first used in 1988 by Dennis Organ, who is regarded as the concept's originator.

DEFINITION: -

a) According to Dennis W. Organ (1988),

“Individual behavior that is discretionary, not directly or explicitly recognized by the formal reward system, and that in the aggregate promotes the effective functioning of the organization.”

b) According to L. Wayne Lippincott et al. (2006), in industrial and organizational psychology organizational citizenship behavior (OCB) is a person's voluntary commitment within an organization or company that is not part of his or her contractual tasks.

c) According to Jex (2002), OCB means the behavior demonstrated by an employee which is not formally part of the job description. These include overt behavior, that are not formally rewarded by the organization.

Corporate Citizenship The overt actions taken by employees that demonstrate their devotion, sacrifice, and the success of the company are referred to as behavior. They described them as "excellent soldiers" who put others before themselves. OCBs have the following crucial characteristics, according to Jon L. Pierce et al. (2002)'s comments:

- They are voluntary on the part of the employee.
- They are intentional; the employee consciously decides to perform them.
- They are intended to be positively valued by the employee and the organization.
- The behavior primarily benefits the organization (or co-workers) and not the employees themselves. (Ms. Niharika Singh and Dr. Bajrang D. Kolekar, Sep 2015, [International Journal of Management \(IJM\)](#))

DIMENSIONS of Organizational citizenship behavior

Two characteristics were found to influence organizational citizenship behavior by **Smith et al.** in 1983. Altruism is a phrase used to describe a sort of corporate citizenship behavior that is focused on a particular person, typically a co-worker. These considerations include things like assisting a person who is overloaded with

work to catch up with the process, find a solution, or learn the job. The second component, compliance or conscientiousness, takes into account the more general sub-factors that support department and group organization, such as being on time for work, having minimal absenteeism, avoiding taking needless breaks, etc. Altruism (doing good) and compliance are two important components of organizational citizenship behavior, which has been amply demonstrated by a variety of organizational citizenship behavior assessments.

Graham (1986) considered civic virtue also as a worthwhile construct of organizational citizenship behavior. Civic virtue describes a posture of responsible, constructive involvement in the political or governance process of the organization.

Organ (1988) made a case that courtesy is also a form of organizational citizenship behavior. It refers to helpful behaviors that prevent a work-related problem from occurring or help to lessen the severity of a foreseen problem.

Organ (1988) elaborates **five** specific categories of discretionary behavior and the contribution of each to efficiency.

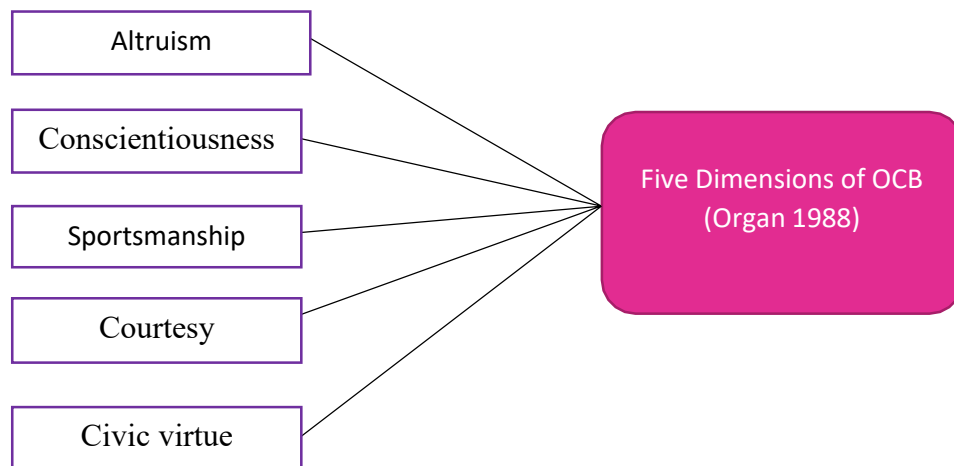


Figure 1.1

(1) Altruism is a behavior that is intended to benefit other people, but it also improves individual performance, fosters the development of new relationships among coworkers, and promotes selflessness.

(2) Consciousness is the deliberate use of time to increase productivity for both individuals and groups; members devote more time to the organization and make efforts above and beyond what is legally required.

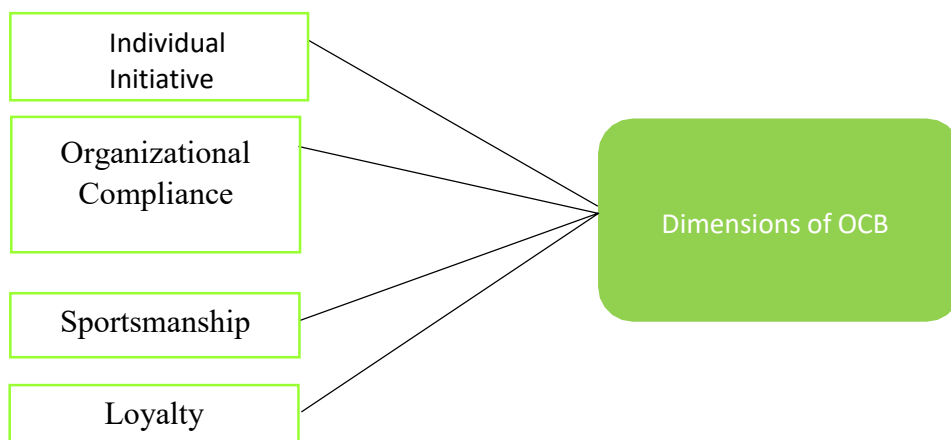
(3) Participant time spent on moaning, nagging, and carping decreases as sportsmanship increases time spent on organizational tasks.

(4) Participants give advance notices, prompt reminders, and pertinent information; this prevents issues and promotes productive use of time.

(5) Citizenship virtue advances the organization's goals in general; members voluntarily serve on committees and attend events.

We got 4 factors of Organizational Citizenship Behavior to study OCB in Rocket Engineering corporation Pvt. Ltd.

Figure 1.2



EMPLOYEE JOB SATISFACTION

Several scholars have varied definitions of what constitutes job satisfaction. Some people think that job satisfaction merely relates to how happy an employee is with their position. Others, however, contend that it alludes to a complex psychological reaction that occurs when a person is engaged in their line of work and is not as straightforward as this description would have one assume.

According to Robbins (2002), “Job satisfaction is a general attitude towards one’s work; it is the difference between the amount of reward received by a worker and the amount they expected to receive”.

While **according to Cherrington (1994)**, “job satisfaction refers basically to how much employees like their jobs.”

Locke (1976) defined job satisfaction as “a pleasurable or positive emotional state resulting from the appraisal of one’s job or job experience”.

Factors Affecting Job Satisfaction

Several studies have demonstrated that a person's total job satisfaction is the result of a variety of elements that affect his or her behavior. These elements consist of:

1. Good Working Conditions
2. Opportunity for career Advancement
3. Financial Rewards
4. Optimum workload and stress-free working environment
5. Welfare Facilities provided by the organization

EMPLOYEE WELFARE FACILITIES

Anything done for an employee's comfort and (intellectual or social) improvement, in addition to the wages received, is referred to as providing for their welfare. Its simple definition is "the efforts to make workmen's lives worthwhile." It consists of a variety of services, amenities, and facilities offered to employees for their benefit. Progressive business owners may offer these amenities voluntarily, or they may be obliged to do so by law; alternatively, the government or labor unions may take on this task if they have the necessary funding.

DEFINITION: -

According to International Labor Organization (ILO),

"Employee welfare should be understood as such service, facilities, and amenities which may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy and peaceful surroundings and to avail of facilities which improve their health and bring high morale," states the definition of employee welfare.

Above and above what is required by law or what is anticipated as a part of contractual benefits for which the employee may have bargained, welfare work is the task that the employer must perform on a voluntary basis for the intellectual, physical, moral, and economic advancement of employees.

The objectives of employee welfare: -

- To raise the level of employee morale.
- To develop a devoted, content workforce inside the Organization.
- To improve the way that employees see the business.
- To make it possible for the workers to live joyfully and comfortably.

- To improve the productivity of the workforce.
- To improve interpersonal relationships.
- To foster a sense of loyalty to the business.
- To adopt a positive outlook towards one's career, business, and management.
- To show the employees that the business cares about them.

WELFARE FACILITIES PROVISIONS- STATUTORY

I. THE FACTORIES ACT, 1948

A revised version of the original Factories Act was passed in 1891. On the basis of the Royal Commission on Labor's proposals, the Act underwent significant changes in 1934. The Labor Investigation Committee, which was established by the Government of India in February 1944 to look into working conditions in different industries, conducted its investigation and made recommendations that led to the creation of the Factories Act, 1948. The Legislation became operative on April 1st, 1949.

OBJECTIVE: -

The main objectives of this Act are:

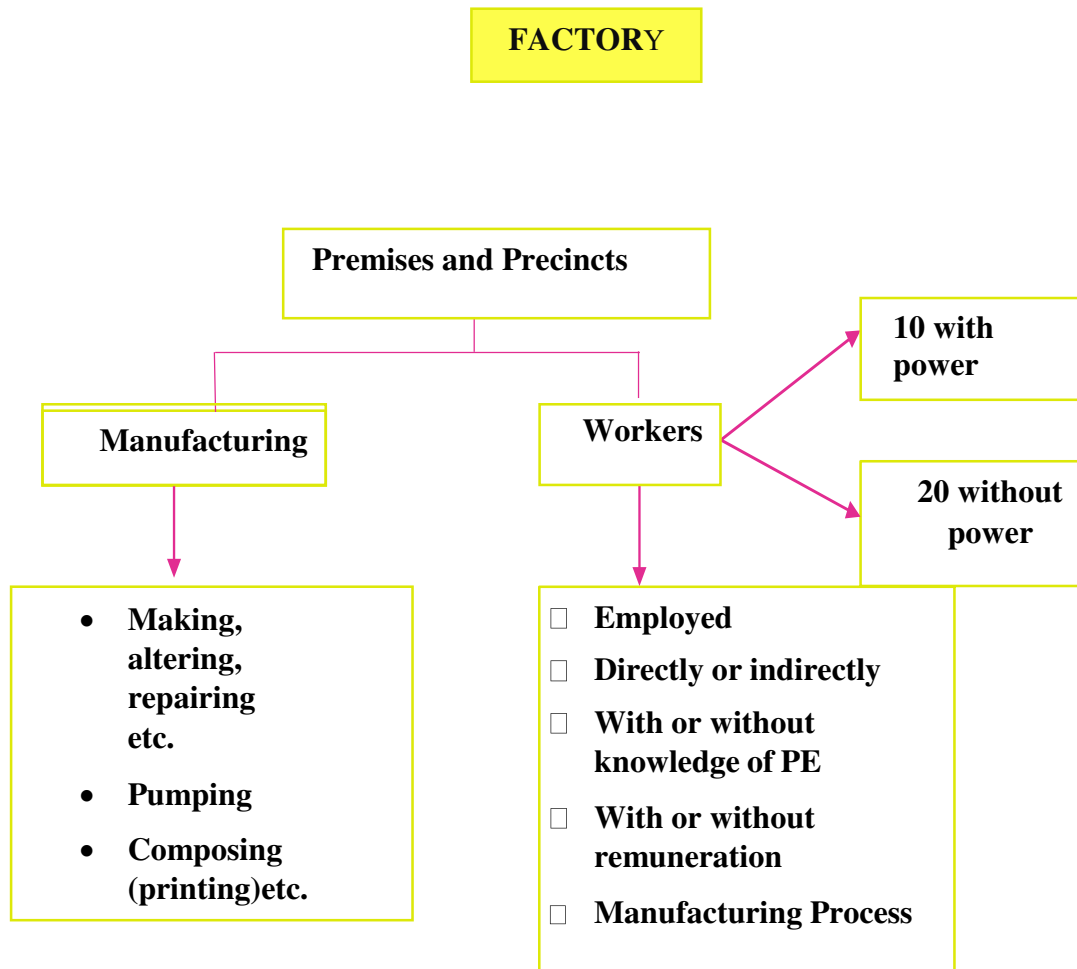
- To protect health, safety and welfare of the workmen
- Regulate hours of work, weekly off s and annual leave
- Regulate the employment of women and young persons

COVERAGE: -

A piece of central legislation, the Factories Act covers all of India, including Jammu and Kashmir. All factories are subject to the terms of this Act, including those owned by the federal or any state governments.

APPLICABILITY & DEFINATIONS: -

Figure 1.3



The Factories Act, 1948 has defined a

“worker” in section 2(1):A

“worker” means

- An individual with a job.
- Directly, via, or through any intermediary.
- With or without the primary employer's (PE) knowledge.
- He could be hired with or without pay. A worker must be employed in:
- The production procedure.
- During the cleansing of some manufacturing-related equipment or workspaces.
- Working on a different task related to or incidental to the production process.

Figure 1.4

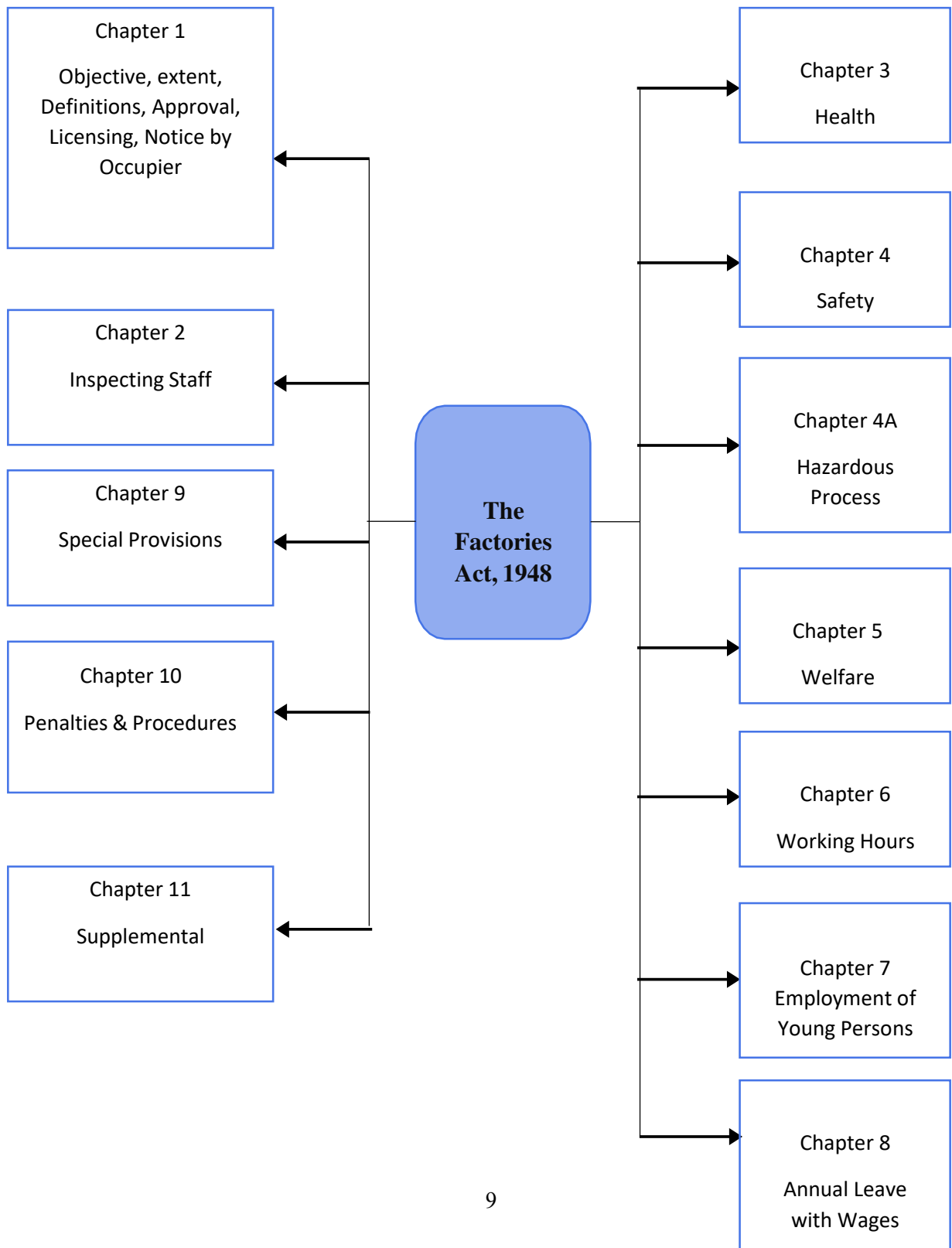
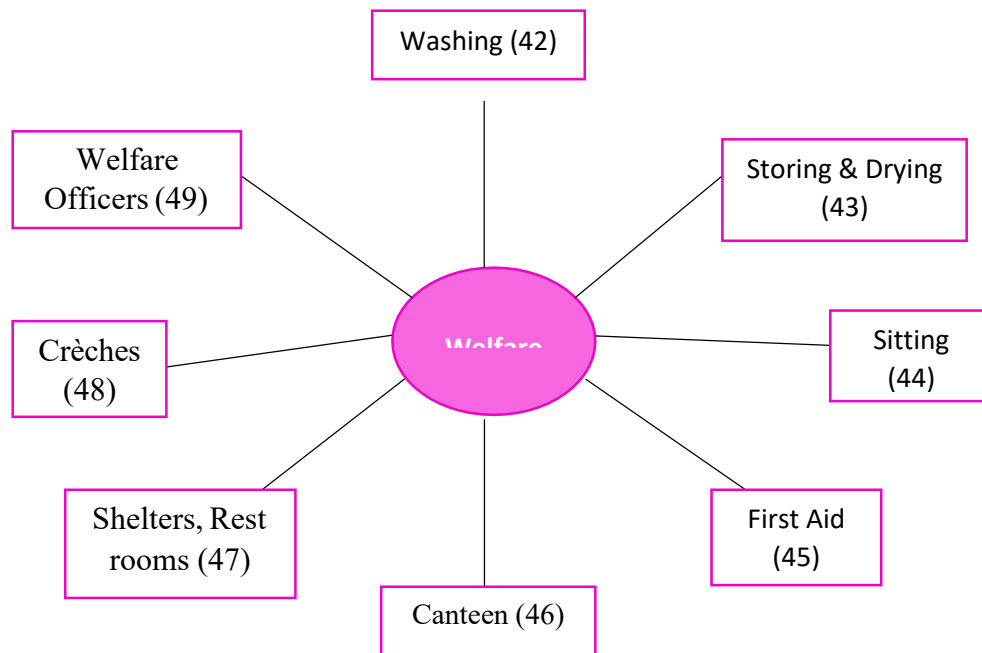


Figure 1.5



Sections 42 to 50 of The Factories Act, 1948 (Chapter 5) comprise provisions relating to welfare facilities. The following provisions are described in detail:

- **Section 42 – Washing Facilities**
well-maintained washing facilities that are sufficiently screened.
- **Section 43 – Facilities for Storing & Drying Clothing**
According to state government regulations, any business or class of factories may be provided with an appropriate location for storing clothing not worn during working hours and for drying wet clothing.
- **Section 44 – Facilities for Sitting**
Every factory shall provide and keep suitable arrangements for sitting for all employees required to work in a standing position. The Chief Inspector may, if feasible, order the occupier of the factory to provide such seating arrangements if workers engaged in a specific manufacturing process or working in a specific room can do so while sitting comfortably.

- **Section 45 – First-Aid Appliances**

Every factory must have first-aid equipment available throughout all working hours, such as first-aid appliances, first-aid boxes, or first-aid closets stocked with the required supplies. There must be at least one of these boxes for every 150 regularly employed workers.

- **Section 46 – Canteens**

The state government has the authority to enact regulations mandating the provision and upkeep of a canteen or canteens for employee use in any designated workplace with more than 250 regular employees. The state is also permitted to establish fees, infrastructure requirements, and standards for food items and canteen administration.

- **Section 47 – Shelters, Rest rooms & Lunch rooms**

Every factory with more than 150 regular employees must provide and maintain sufficient and suitable restrooms, as well as a suitable dining area with access to drinking water where employees can consume food they have brought with them. However, any canteen operated in accordance with Section 46's guidelines shall be considered as complying with this subsection's requirements, and where a lunchroom is present, no employee shall consume any food in the workroom.

- **Section 48 – Crèches**

A suitable room or rooms for children under the age of six must be provided and kept up in every factory with more than 30 female employees. Such spaces must be maintained in sanitary, clean, and well-lit circumstances, and they must be supervised by a woman with experience caring for young children.

- **Section 49 – Welfare Officers**

Every factory with 500 or more workers who are regularly hired must have as many welfare officers on staff as may be required by law. The state government may specify the responsibilities, qualifications, and terms of employment for such officials.

- **Section 50 –**

This section gives the state government the authority to establish regulations for the exclusion of factories from some of the provisions in exchange for compliance with substitute measures. Additionally, it gives the state government the authority to

establish guidelines for the management of welfare arrangements by the association of worker representatives.

II. EMPLOYEE'S PROVIDENT FUND & MISCELLANEOUS PROVISIONS ACT, 1952

For the purpose of giving industrial workers a form of social security, the Workers' Provident Funds and Other Provisions Act, 1952, was passed. It is meant to be a social measure that encourages workers to set aside some of their current income for the future.

OBJECTIVE: -

The main objectives is:

- To offer benefits for retirement or old age, such as provident funds, superannuation, pensions, invalidation pensions, family pensions, and insurance related to deposits.

COVERAGE: -

Except for the state of Jammu & Kashmir, the Act applies to the entirety of India. It is applicable to all businesses of the following kinds:

- A factory employing 20 or more people that engages in any of the industries listed in Schedule I (of this Act)
- Any other business that employs 20 people or more, or a group of businesses that the central government may designate in this regard by publication of a notice in the official gazette.
- In these establishments, contractors' employees are likewise protected.

Section 16 of the Act exempts certain establishments from the application of this Act. These are:

- A business without the use of power that is registered under the Co-Operative Societies Act of 1912 and has less than 50 employees.
- Any establishment that is owned by, controlled by, or falls under the jurisdiction of the federal government, a state government, or an establishment created by a state or federal Act, and whose employees are eligible for contributory pensions or old-age benefits under a rule established by the relevant government or by the Act creating the establishment.
- Any newly established establishment, starting three years after the date of establishment.

Section 17 of the Act explains the appropriate government may exempt certain establishments from the Act's requirements if, in its judgement, the rules governing a comparable scheme within the Organization (such as contribution rates, etc.) are not less advantageous than those outlined in the Act.

PROVISIONS: -

Section 5 of the Act empowers the central government is given the authority to establish an Employee Provident Fund System. The Act establishes three programmes, namely:

- EPF (Employee Provident Fund Scheme, 1952)
- EPS & F (Employee Pension Scheme and Fund, 1995)
- EDLI (Employees Deposit Linked Insurance Scheme and Fund, 1976).

The administrative infrastructure and institutional framework for the schemes are covered by several

subsections of Section 5.

The rates of contributions to the Provident Fund, the Pension Fund, and the Employee Deposit Linked Insurance are outlined in **Sections 6, 6A, and 6C.** (EDLI).

THE PAYMENT OF CONTRIBUTION: -

Employees of establishments covered by the act whose monthly salary (Basic + DA) is INR 15000 or less are subject to the act. However, employees whose salaries exceed this cap may also join the programme with the consent of both the business and the employee and with government approval (PF Commissioner or an officer so authorised in this regard).

- The overall employer contribution would be 12% of the pay. When it comes to employees who are both directly employed by the employer and those who are employed by or through a contractor, the employer is responsible for paying the contributions due to the employee provident fund (EPF, A/C no. 1), employee pension scheme (EPS, A/C no. 10), and employee deposit linked insurance (EDLI, A/C no. 21).
- Employee contribution would 12% of wage only, and payable to Employee provident fund (A/C no. 1) only.

Provident fund (A/C No. 1)

Employee contribution

would be 12% of wage

Employer contribution

would be 3.67% of

wage **Pension fund**

(A/C No. 10)

Employee contribution = Nil

Employer contribution would be 8.33% of wage

Employee deposit linked insurance fund (A/C No. 21)

Employee contribution = Nil

Employer

contribution would be

0.5% of wage

Administration

Charge (A/C No. 2)

Employee

contribution = Nil

Employer contribution would be 0.5% of wage.

BENEFITS UNDER THE SCHEMES: -

These programmes fall under the umbrella of social security, therefore their benefits are geared towards sustaining beneficiaries in their later years or in the event that their ability to work is lost or diminished.

Provident Fund Scheme: The PF Organization keeps track of each member's contributions in an account. Interest is determined in accordance with the rate announced by the federal government each year after consulting with the Board of Trustees. When a person retires or passes away, the interest-bearing fund becomes due.

Pension Fund Scheme: enables members to receive an annuity upon reaching retirement or superannuation age and upon becoming disabled.

EDLI: EDLI offers Provident Fund Scheme members who are employed life insurance benefits.

III. THE PAYMENT OF GRATUITY ACT, 1972

Gratuity is a type of retirement benefit in India. It is a sum of money given with the goal of aiding a retired employee financially. The general tenet of the gratuity plan, according to the Supreme Court of India's ruling in *Indian Hume Pipe Co Ltd v Its Workmen*, is that an employee who has worked for a longtime is entitled to collect a set sum as a retirement benefit. On August 21, 1972, the Indian Parliament passed the Payment of Gratuity Act. The law becomes effective on September 16, 1972.

Application and Extent of This Act -

The law is applicable throughout all of India. But section 1(2) states that it shall not apply to the State of Jammu and Kashmir insofar as it pertains to plantations or ports (Now after inclusion of Article 370 its applicable to J & K).. All industries, mines, oil fields, plantations, ports, and railroad companies are subject to the law. But in the event of stores or establishments other than those previously mentioned, it applies to those businesses where at least 10 people were working on any given day in the previous 12 months. In accordance with Section 1(3-A), if any shop or establishment that the act applies to has fewer than 10 employees, the act will still apply to that establishment regardless of the staff count. So, no company can avoid being held accountable for violations of this Act by reducing the number of employees. Apprentices and individuals who hold civil positions with the Central Government or State Government and are subject to any other law or regulation in addition to this act are exempt from the provisions of Section 2(e) of this Act.

Payment of Gratuity : Playability and Calculation –

The provision of gratuity is required under **Section 4**. Upon termination of work, an employee who has provided continuous service for at least five years will be entitled to a gratuity. Termination may occur as a result of

- Superannuation,
- Retirement or Resignation
- On Death or Disablement due to accident or disease.

Provision 1 of Section 4(1) states that where employment is terminated owing to death or disability, the fulfilment of 5 years of continuous service is not necessary. In this situation, an obligatory tip is due.

For each year of service that has been completed, or any portion thereof, in excess of six months, a gratuity of 15 days' pay is given. Here, "wages" refers to

the employee's most recent pay check. The last drew earnings will be multiplied by 26 to determine the "15 Days Wages," which will then be multiplied by 15. However, the maximum gratuity that is awarded is set at Rs. 20,00,000 [1] under **section 4(3)**.

Formula for Gratuity Calculation =

$$[((\text{Basic Pay} + \text{D.A}) \times 15 \text{ days}) / 26] \times \text{No. of years of service}$$

The following Organization s are crucial in terms of gratuity payments.

- Banker.
- Income Tax Department
- LIC/ICICI Lombard etc.
- Labour Commissioner's Office i.e. via Inspector of Shops

Half-yearly returns for LIC, list updates, annual returns for income taxes, and other compliances must be completed.

CHAPTER – II – REVIEW OF LITERATUR

2.1 INTRODUCTION

The existence of employee welfare facilities may increase employee job satisfaction, which may have an impact on workers' or employees' general behavior, according to numerous academics and authors.

Employee organizational citizenship behavior will grow if they are happy with their working conditions or the benefits they receive from the company. Let's look at some of the relevant literature that is already out there because it will help the investigation.

2.2 LITERATURE REVIEW

2.2.1 Kumar and S. & Yadav S.S. (2002) – “A study on Satisfaction level from employee welfare schemes in sugar factories in Gorakhpur division”.

According to a study by Kumar and S. & Yadav S.S. (2002), neither commercial nor public sugar plants had high levels of overall worker satisfaction with welfare programmes. Also, the workers in both industries placed the four employee welfare programmes according to their value, with the case programme coming in first, followed by the medical programme, education programmes, and then recreational programmes.

2.2.2 Lalitha, K. & Priyanka, T. (2014) – “A study on employee welfare measures with reference to IT industry”.

Lalitha and Priyanka (2014) proposed that welfare measures could take on any shape or be not just monetary in nature. In order to ensure that working conditions are monitored, a healthy workplace infrastructure is constructed, relationships are established, and workers and their families are insured against illness, accidents, and joblessness.

2.2.3 Renapurkar, R.M. (2013) – “A study on employee welfare activities in Rashtriya ISPAT Nigam Ltd. Visakhapatnam steel plant”.

According to the report, employee welfare initiatives have a positive impact on attrition, absenteeism, and employee satisfaction. The breadth of welfare measures offered and employee knowledge of various welfare facilities were also reviewed. The respondents were chosen using a stratified random selection process. The

study's sample size was 300 participants, including executives, administrative personnel, and department heads. According to the study's findings, most employees (69%) are aware of the welfare amenities. The study also found that while most employees were satisfied with the welfare services offered to them, some of them weren't. The publication recommended changing the way some welfare centers operate in order to satisfy disgruntled personnel.

2.2.4 K. Srilatha, P. murli krishna & T. Narayana reddy (2020) – “A study on impact of welfare facilities on employee engagement in cement industry”.

The relationship between welfare facilities and employee engagement was shown in a study by K. Srilatha,

P. Murlikrishna, and T. Narayana Reddy (2020). The study also looked at the impact of welfare amenities on employee engagement. Data was gathered from both primary and secondary sources. Cronbach's alpha was utilized for data analysis to assess the validity and reliability of the variables used in this study after collecting responses from 100 respondents. The welfare measures will improve the workers' health,

intelligence, morality, and way of life, which in turn will increase their production and efficiency, was the study's overall finding.

2.2.5 Jehd Mohammad, Farzana Habib & Mohamad alias (2011) – “ Job satisfaction and organizational citizenship behavior : An imperial study at higher learning institutions”. Asian Academy of management journal

The goal of the study by J. Mohammad, F. Habibi, and M. Alias (2011) was to assess OCBI and OCBO and determine how they connect to the two aspects of job satisfaction (intrinsic & extrinsic). The researchers gave 100 questionnaires to Universiti Kebangsaan Malaysia's non-academic personnel (UKM). The library staff received 40 surveys, and the department of economics and business received 60. 85 people returned the filled-out form, and 79 were deemed suitable for the investigation. The direction and intensity of the link between job satisfaction and OCB were examined using the Pearson correlation coefficient. It has been determined that by presenting information from the south-Asian educational setting, this study contributes to the literature on OCB and work satisfaction.

2.2.6 Robert H. Mooraman (1993), Human Relations, Vol. No. 6, 1993

“The influence of cognitive and affective based job satisfaction measures on the relationship between satisfaction and organizational citizenship behavior ”.

The association between organizational citizenship behavior and job satisfaction was identified by Robert

H. Mooraman in his study from 1993. According to research, the degree to which the job satisfaction measure utilized reflects cognition or affect should have an impact on the association between job satisfaction and OCB. The relative impact of affective and cognitive work satisfaction on OCB has been examined using cross-sectional survey data from two companies. Three distinct methods of analysis were used to get the data. Consequently, this study does confirm the hypothesis that work satisfaction measures with a stronger cognitive foundation will be more closely correlated with organizational citizenship behaviors.

2.2.7 Premarathne, MADT and Perera, GDN (2015) “The effect of welfare facilities on Employee Retention in a selected Company in Sri Lanka”

Premarathne, MADT, and Perera, GDN evaluated the impact of welfare amenities on employee retention in a chosen company in Sri Lanka (2015). Is there a link between employee retention and welfare facilities, according to the study's research question? The study sample consisted of 150 non-managerial employees, and the convenience random sampling method was applied. The structured questionnaire, which had all of the items graded on a five-point scale, was used to collect primary data from the sample. There were both bivariate and multivariate analyses employed. The study's key conclusions were that employee retention was positively correlated with staff loans, cafeteria amenities, lodging, and other facilities. The study recommends that management enhance welfare facilities as a crucial aspect in order to maximize employee benefits.

2.2.8 Orhan Ulndag, Sonia Khan, Nafiya Guden (January 2011), “The effect of job satisfaction, Organizational Commitment, Organizational Citizenship Behavior on Turnover Intentions”

The current investigation by Orhan Ulndag, Sonia Khan, and Nafiya Guden (2011) looked at the relationship between organizational commitment and turnover intentions. Additionally, the study looked at how organizational citizenship conduct affected turnover intentions. Five-star hotel front-of-house staff in North Cyprus were chosen as a sample. Multiple regression studies showed a positive relationship between organizational citizenship behavior and work satisfaction and a negative relationship between job satisfaction and turnover intentions. It was discovered that organizational citizenship conduct was favorably correlated with affective organizational commitment.

CHAPTER – III
PROFILE OF THE ORGANIZATION

Company Profile

3.1 ABOUT THE ORGANIZATION

India's leading manufacturer of small size Diesel engines and pump sets.

- **NAME OF THE ORGANIZATION**

Rocket Engineering Corporation Pvt. Ltd.

- **LOGO**



- **ADDRESS**

Plot No. D - 19,
M. I. D. C., Shirol, Kolhapur-416122

- **LOCATION OF THE ORGANIZATION**

We are in the Indian town of Kolhapur, which is tucked away in the western Ghats of the Maharashtra state.

3.2 VISION & MISSION OF THE COMPANY

- **VISION**

Our goal is to make Comet a well-known brand with cutting-edge technologies on a global scale.

- **MISSION**

Our goal is to turn our enthusiasm for high-quality product development into breakthroughs that benefit our clients.

- **VALUE**

- Continuous Innovation
- Zero compromise with quality
- Honesty & Transparency
- Provide value for money
- Stellar Service
- Support eco- friendly products

3.3 HISTORICAL BACKGROUND

- Inauguration of the company (foundation day ceremony) ---5th Aug 1960
- Commencement of manufacture of horizontal engines using Crude oil -1960(5 HP 1500 RPM)
(10 HP 1450 RPM)
- Launch of single cylinder vertical water cooled diesel engines -----1966
- First consignment of Export Engines(Conventional type), 1975
- Development of single cylinder Air Cooled Diesel Engines (5 HP 1500 RPM) (6.5 HP 1500RPM)(8 HP 1500RPM) (10 HP 1500 RPM) 1975-1976
- Launch of Single Cylinder Vertical Water Cooled Diesel Engines (8 HP 1500RPM) (10 HP 1500 RPM)1978
- Launch of twin cylinder Vertical water Cooled Diesel Engines (10 HP 1500) (13HP 1500RPM) 1978-1979
- Launch of two modes of portable water Cooled Engines-1988-1989
- Development of axial blower Type Air Cooled Engines(Twin Cylinder)-2000.
- Further development of Re-engineered Light Weight Engines is on Anvil.
Pilot batch will be ready by for dispatch to Customers August, 2010
- Launch of cub air cooled type engine. (4 HP 2600RPM)-2012-2013
- Launch of cub Water cooled type engine (5 HP 2600RPM)2012-2013
- Launch of Submersible Pumps (3000 RPM, 250-800 Ft)-2014
- Launch of Rasavanti 2013-2014
- Launch of Chaff Cutter machine-2013-2015

3.5 ORGANIZATIONAL CHARTBOARD OF DIRECTORS

1.	Mr. Gajendra T. Vasa	Managing Director
2.	Mr. Jayraaj T. Vasa	Director
3.	Smt. Jyoti H. Vasa	Director
4.	Smt. Sushma S. Vasa	Director

EXECUTIVE

1.	Mr. Jogesh H. Vasa	Sr. Executive (Sales)
2.	Mr. Kiran H. Vasa	Dy. Managing (Sales)
3.	Mr. Paras S. Vasa	Executive (Purchase)
4.	Mr. Bhavyaraj P. Vasa	Executive (Production)
5.	Mr. Deep J. Vasa	Executive (Production)

PRODUCT PROFILE

This company's flagship

item is a DIESEL

ENGINE.Engine

applications are:

-Water Pump Set

-D. G. Set & other industrial & agricultural application



PRODUCTS OF COMPANY

- WATER COOLED – DIESEL ENGINE
- Cub water cooled diesel engine

- Colt water cooled diesel engine

- Portable water cooled diesel engine

- Conventional water cooled diesel engine(single

ylinder)

- Conventional water cooled diesel engine(twin cylinder)

- Portable water cooled diesel engine(modified)

- Portable water cooled diesel engine(high speed)

➤ AIR COOLED – DIESEL ENGINE

- Cub air cooled diesel engine

- Portable air cooled diesel engine(modified)

- Conventional air cooled diesel engine(single cylinder)

- Conventional air cooled diesel engine(twin cylinder)

- Conventional air cooled single cylinder with electric start diesel engine

➤ SUBMERSIBLE PUMPS



c



- CHAFF CUTTER

3.6 PRODUCTION DETAILS



YEAR	PRODUCTION (ONLY ENGINES)
2016-17	55388
2017-18	41151
2018-19	35418
2019-20	23290
2020-21	25848
2021-22	14958

3.7 FUTURE PLAN

- Company is planning to add two new products in the list which are **Chaff cutter & Sugarcane juice machine.**

3.8 FINANCIAL ANALYSIS

The financial data for ROCKET ENGINEERING CORPORATION PRIVATE LIMITED's financial year that ends on March 31, 2022, is summarised here.

- Revenue / turnover of ROCKET ENGINEERING CORPORATION PRIVATE LIMITED is INR 1 cr - 100 cr
- Net worth of the company has increased by 4.33 %
- EBITDA of the company has increased by 7.33 %
- Total assets of the company have increased by 6.09 %
- Liabilities of the company has increased by 7.09 %

CHAPTER – IV – RESEARCH METHODOLOGY

4.1 INTRODUCTION

A research methodology is a way for a researcher to explain how they intend to carry out their investigation. It is a deliberate, logical approach to a research problem. A methodology outlines the steps a researcher will take to carry out the study and create reliable, accurate results that satisfy their goals and objectives. It outlines the information they will collect, where they will obtain it, how they will collect it, and how they will analyse it. A good research technique will guarantee that any subsequent researchers who wish to replicate the study have access to enough data.

Using research techniques may make it easier to stick to a schedule. The methodology design process helps in deciding which strategy is optimal for the objectives. This makes it possible for researchers to establish their objectives for the study up front.

There are numerous distinct research approaches. So I'm planning to use quantitative methods for my project.

Quantitative Methodology: -

In general, researchers use a quantitative methodology when they want to confirm something. Its main goals are to collect, examine, and quantify numerical data, usually from a big sample of people. Following that, the data is investigated using statistical comparisons and analysis. Common methods used to collect quantitative data include:

- Questionnaires
- Surveys
- Test
- Databases
- Organizational records.

The association between two variables welfare practices and organizational citizenship behavior will be evaluated using this methodology.

We will gather information utilizing the random sampling method and a questionnaire. Random employees or staff members of Rocket Engineering Corporation Pvt. Ltd. will receive the survey. Get information from them since they will be an accurate representation of the organization's entire population.

4.2 RESEARCH QUESTION

A research question is a specific question that the study is trying to address. The study will attempt to answer this question.

So the research questions are –

1. Is there a relationship between organizational citizenship behavior and employee welfare practices?
2. Does organizational citizenship behavior truly depend on how satisfied employees are with the welfare facilities?

4.3 STATEMENT OF THE PROBLEM

There are two categories of research issues: those that concern natural phenomena and those that concern interactions between variables.

Thus, we need to do research in the specific field of whether employee satisfaction with statutory welfare practices such as welfare facilities has an effect on organizational citizenship behavior.

4.4 OBJECTIVE OF THE STUDY

Objectives of the study are as follows:

- ❖ **To study Organizational citizenship behavior and statutory welfare practices.**
- ❖ **To study the correlation of Employee welfare facilities on Organizational citizenship behavior.**

4.5 SCOPE OF THE STUDY

There are several strategies to improve employee organizational citizenship behavior, but one of them is to ensure that they are generally happy with their jobs or working conditions. To raise the level of contentment, we might make efforts. And it might affect the way they behave. In order to measure it.

So, for future research, we can examine additional factors that might have an impact on their pleasure and perhaps cause OCB. The impact of employee welfare practices on organizational citizenship behavior will also be studied.

4.6 THEORIES / MODEL ADOPTED FOR THE STUDY

In order to identify the most common variation from all variance and convert it to a common score, we employed the **factor analysis** approach to collect data on a total of 23 welfare practices variables. Here, we identified 5 elements of welfare practices using the **extraction method factor analysis**. As a result of using factor analysis in OCB, we were able to identify 4 OCB factors.

FACTOR ANALYSIS - A statistical technique known as factor analysis is used to express variation among connected, observable variables in terms of a possibly smaller set of unobserved variables known as factors. For instance, it's feasible that changes in two unobserved variables are mostly reflected in changes in six observable variables.

PEARSON CORRELATION - **Karl Pearson** built his correlation coefficient on a concept first proposed by Francis Galton in the 1880s.

Karl Pearson's Coefficient analysis is a necessary component in statistics. The Karl Pearson Coefficient Correlation technique is crucial to statistics. The definition of the Karl Pearson coefficient is a linear correlation with a value between -1 and +1.

SIGNIFICANCE OF ‘r’

- Correlation between any two variables (Dependent and Independents) represented by ‘r’
- The value/range of r lies between -1 to +1
- As the value moves towards the extreme point i.e -1 or +1 the correlation between the variables tends to be perfect.
- Following values shows the significance on the value of ‘r’
-

VALUE	SIGNIFICANCE
+/- 0.91 to +/- 0.99	Very high correlation
+/- 0.71 to +/- 0.90	High correlation (Marked relationship)
+/- 0.51 to +/- 0.70	Moderate correlation (Substantial but small relation)
+/- 0.31 to +/- 0.50	Low correlation (definite but small relationship)
+/- 0.11 to +/- 0.30	Very low correlation
+/- 0.01 to +/- 0.10	Almost negligible correlation

4.7 RESEARCH DESIGN

Because we wish to analyze the link between two variables or their effects on one another, we have utilized a quantitative methodology. The questionnaire was used to collect the data. We have accumulated data regarding welfare procedures. We have chosen a few legislative welfare measures from legislation including the Factory Act of 1948, the PF Act, and the Gratuity Act of 1972.

With the help of random respondents who are accurately representative of the organization's entire population, we employed the Random Sampling method to gather data. Charts will be used to analyze the data. To make the analysis simpler I've employed factor analysis. Also, we employed correlation in a later study to examine the relationship between welfare practices and OCB.

4.8 POPULATION

The population of the organization (Rocket engineering corporation Pvt. Ltd.) is 150 employees. We will study on the sample of them, but the overall conclusion would be on these 150 employees.

4.9 SAMPLE FRAME / SAMPLING SIZE

I used the random sampling approach to select the sample. Both employees and staff responded to my questions. There are 25 respondents from the workforce and **10 from the staff**. Hence, a total of **35 samples** would be used.

4.10 DATA COLLECTION

I used a paper questionnaire in the local language to gather the data (Marathi). I also decided to translate in order to simplify the data analysis. I then used to complete the corresponding Google form. I consequently received each question's charts and Google sheet. It aids in data interpretation and analysis. In order to decipher the answers for further hypothesis research, I converted the Google Sheet into an Excel Sheet.

I have used 27 variables for welfare practices from statutory welfare practices. And I have adopted scale of 20 variables of OCB from research paper for collect the data.

4.11 DATA ANALYSIS TOOLS

- Google form - Questionnaire
- Google sheet
- Excel sheet
- Charts
- Factor analysis

Correlation

4.12 LIMITATIONS OF STUDY

- Small Sample size to measure the actual impact
- Only male respondents are there, Female are not employed there in the organization .

CHAPTER – V
ANALYSIS AND
INTERPRETATION OF
DATA

TABLE OF CONTENT (CHARTS & INTERPRETATION)

Sr. No	Data	TableNo.	PageNo
1	Q.1) working years	5.1	36
2	Q.2) welfare facility awareness	5.2	36
3	Q.3) satisfaction on welfare	5.3	37
4	Q.4) Procedure of availing	5.4	37
	Q.5) The factories act 1948, Section 42		
5	Section 42- Q.A	5.5	38
6	Section 42- Q.B	5.6	38
7	Section 42- Q.C	5.7	39
	Q.6) The factories act 1948, Section 43		
8	Section 43- Q.A	5.8	39
9	Section 43- Q.B	5.9	40
	Q.7) The factories act 1948, Section 44		
10	Section 44- Q.A	5.10	40
11	Section 44- Q.B	5.11	41
12	Section 44- Q.C	5.12	41
13	Section 44- Q.D	5.13	42
	Q.8) The factories act 1948, Section 45		

14	Section45- Q.A	5.14	42
15	Section 45- Q.B	5.15	43
	Q.9) The factories act 1948, Section 46		
16	Section 46- Q.A	5.16	43
17	Section 46- Q.B	5.17	44
18	Section 46 – Q.C	5.18	45
	Q.10) The factories act 1948, Section 47		
19	Section 47- Q.A	5.19	45
20	Section 47- Q.B	5.20	46
	Q.11) Other welfare facilities for workers		
21	Facility- Q.A	5.21	46
22	Facility- Q.B	5.22	47
23	Facility- Q.C	5.23	47
24	Facility- Q.D	5.24	48
25	Facility- Q.E	5.25	48
26	Facility- Q.F	5.26	49
27	Facility- Q.G	5.27	49
	OCB Scale (Interpretation of OCB)		
28	OCB - 1	5.28	50
29	OCB - 2	5.29	50
30	OCB - 3	5.30	51

31	OCB - 4	5.31	51
32	OCB - 5	5.32	52
33	OCB - 6	5.33	52
35	OCB - 7	5.34	53
36	OCB - 8	5.35	53
37	OCB - 9	5.36	54
38	OCB - 10	5.37	54
39	OCB – 11	5.38	55
40	OCB – 12	5.39	55
41	OCB – 13	5.40	56
42	OCB – 14	5.41	56
43	OCB – 15	5.42	57
44	OCB – 16	5.43	57
45	OCB – 17	5.44	58
46	OCB – 18	5.45	58
47	OCB – 19	5.46	59
48	OCB – 20	5.47	59
49	Factor analysis- welfare practices	Table I	60-63
50	Factor analysis- OCB	Table II	64-67
51	correlations	Table III &IV	69-71

Q.1) How many years you are working with this organisation ?

35 responses

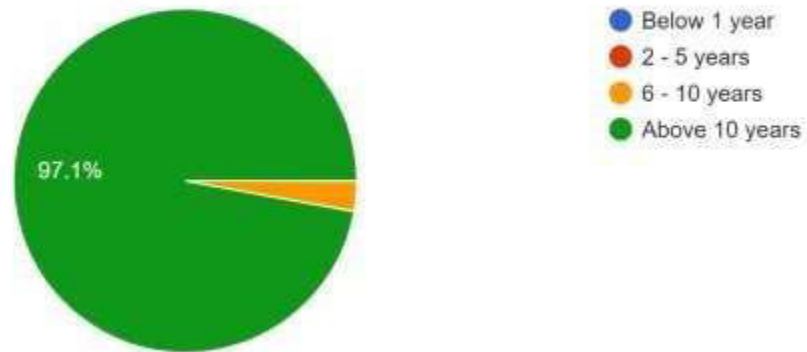


Table No- 5.1

According to data which we collected, we found **97.1%** People were working Above 10years in this Organization and **2.9%** People were working for 6 – 10 years for this Organization .

That means company retain these employees successfully. There is 0% employee who are working for 2 -5 years or below 1 year. That means company may not recruit new employees for last few years.

Q.2) The Organisation provides the different welfare facilities.

35 responses

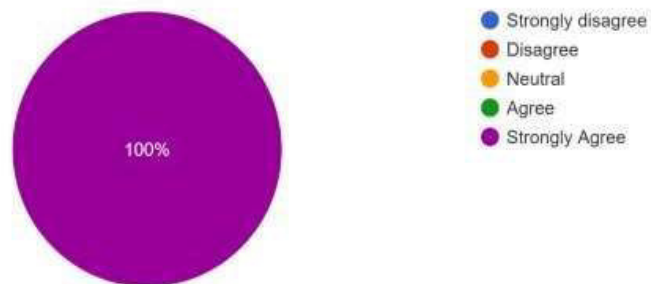


Table No. – 5.2

We got total 35 responses, Where **100%** of collected data shows that respondents are **Strongly agree**.

That means employees of this company is aware about the different welfare facilities which provided by the company.

Q.3) I am satisfied with welfare facilities provided by the organisation.
35 responses

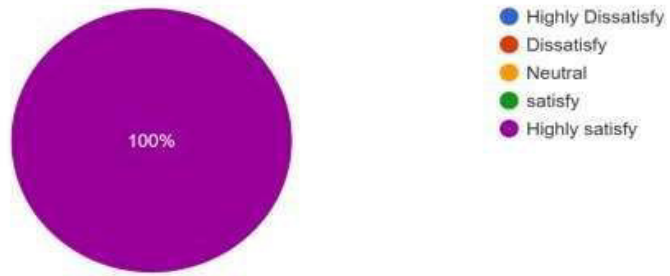


Table No.- 5.3

According to the responses which we collected, we got to know that **100%** of total respondent are **Highly Satisfy**.

That means employees are satisfied with welfare facilities provided by the company.

Q.4) Procedure for availing the welfare benefits to the organization is very easy.
35 responses

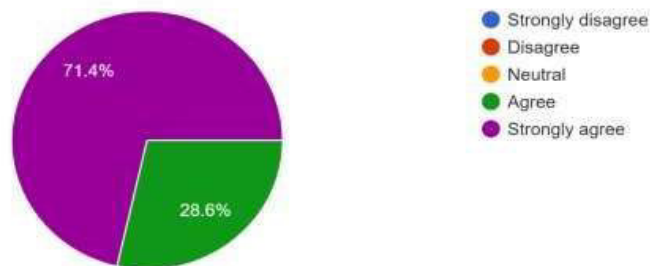


Table No.- 5.4

According to data which we collected from our sample population (35 people) We found that **71.4%**

respondents are **Strongly Agree** and **28.6%** are **Agree** only.

It shows that lots of respondent find the procedure for availing the welfare benefits from the Organization is easy.



Table No.-5.5

We have asked to our sample population (35 people) about the welfare facilities which are provided by the organization according to The factories act provisions. According to ‘Question A’, 3 (8.57%) respondents and 1 (2.85%) respondents are denying but majorly we found that from all respondents 25 respondents (means 71.42% of total respondents) are **Strongly agree** & 4 respondents are **Agree** (11.42%). That means company provide good washing facility to wash themselves.

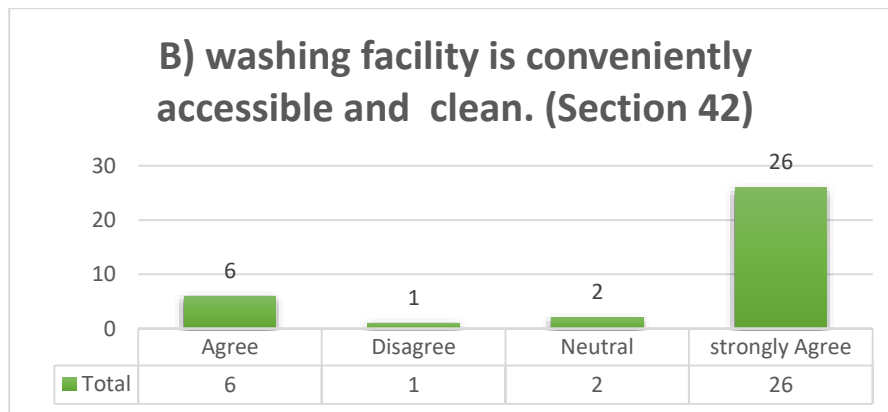


Table No.-5.6

In ‘Question B’, we found that 26 respondents are **Strongly Agree (74.28%)** and 6 respondents are **Agree (17.14%)** that means 91.42% of total are Accepting that washing facility is conveniently accessible and clean , and remaining 2 respondents from total sample population 35 means are **Neutral (5.71%)** and 1 is **Disagree (2.85%)**. That means lots of respondents (91.42%) are sure about washing facility is conveniently accessible and clean.

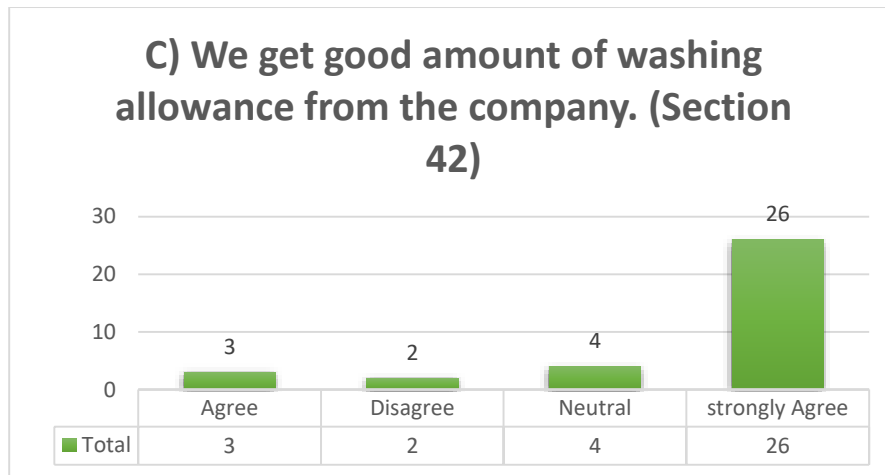


Table No.-5.7

According to ‘Question C’ , We found that the total sample population **26** respondents are **Strongly Agree(74.28%)** and **3** respondents are **Agree (8.57%)** so total **82.85%** Respondents accepting, It shows that company provide good amount of washing allowance to the employees.

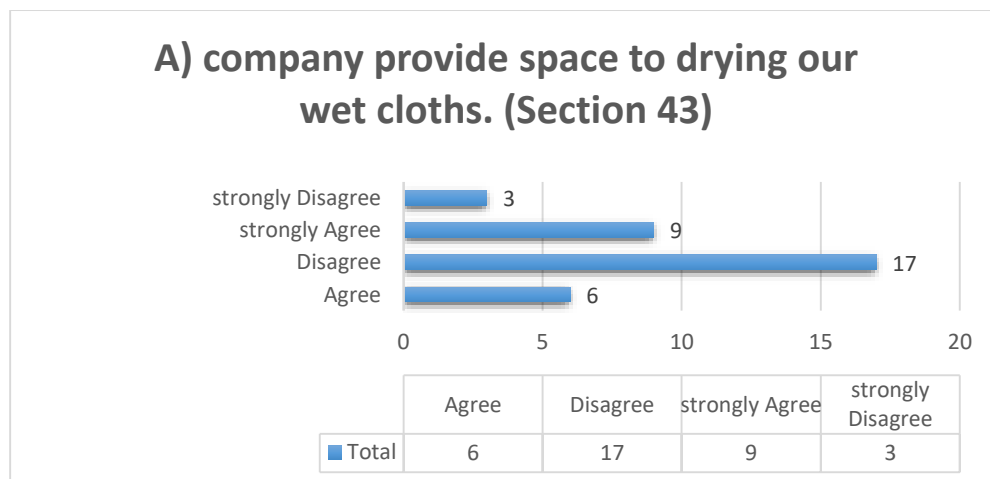


Table No.- 5.8

We have asked about the welfare provision under The factories act 1948, section 43 .

We found in ‘**Question A**’ that **3** respondent is **Strongly Disagree** which is **8.57%** of total and **17** respondents out of total sample population of 35 respondents are **Disagree** which is **48.57%**. Out of total 35, **6** respondents are **Agree** which means **17.14%** of total And **9** respondents are **Strongly Agree** which says **25.71%** of total.

Lots of respondents are Disagree that Company provide space to drying wet cloths. But according to Thefactories act section 43, company should provide space to drying wet cloths of the workers.

B) there is suitable and neat places to keeping cloths which is not worn in working hours. (Section 43)

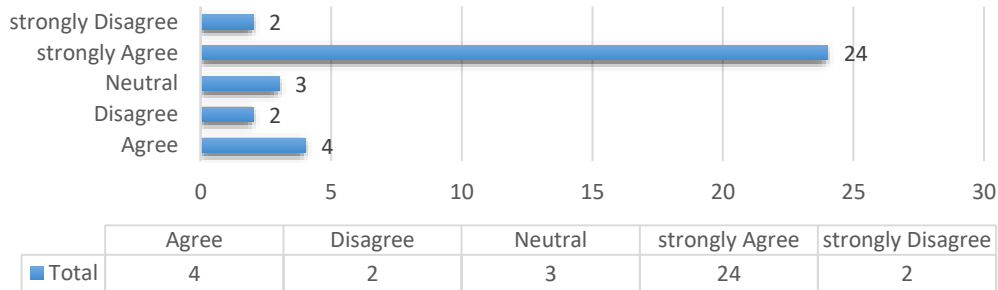


Table No. – 5.9

In ‘Question B’ out of total sample population **24** Respondents and **4** says they are **Strongly Agree (68.57%)** and **Agree (11.42%)** Total 80% are Agreed, That means There in the company suitable and neat places are available to keeping cloths which is not worn in working hours

A) company provides sitting facility to you. (Section 44)

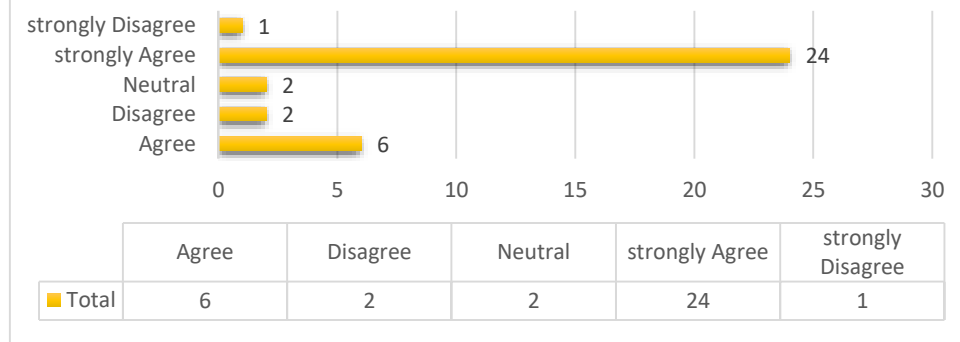


Table No. – 5.10

We have asked about The factories act 1948, section 44 which is all about facilities to sitting.

In ‘**Question A**’ **24** respondents out of 35 which means **68.57%** of respondents **Strongly agree** and **6** Respondents are **Agree (17.14%)**. And out of the remaining 5 respondents who submit their responses, 2 Disagree (5.71%), 2 neutral (5.71%) and 1 is Strongly Disagree (2.85%).

That shows that the company provides sitting facilities to the workers or employees.

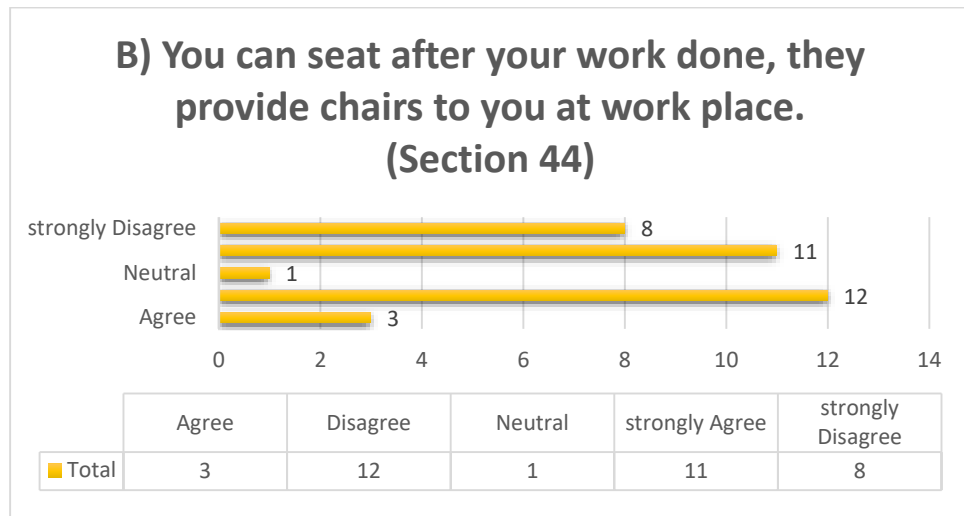


Table No. – 5.1

In ‘**Question B**’ 8 respondents out of total sample size of 35 says they are **Strongly Disagree** which is **22.85%** of total. And **12** respondents out of 35 submitted their response as **Disagree** which is **34.28%** of total. **3** respondents are **Agree** which is **8.57%** and 1 is Neutral, remaining **11** respondents are **Strongly Agree** on the statement which means **31.42%** are **Strongly Agree**.

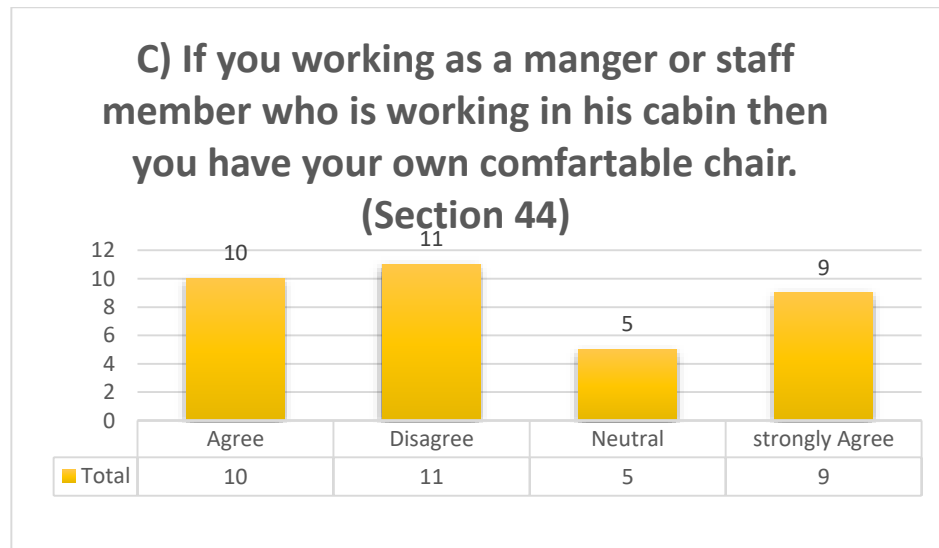


Table No. – 5.12

According to ‘**Question C**’ 11 respondents out of total sample size 35 are **Disagree** which contain **31.42%** of total. 5 respondent is Neutral (**14.28%**). **10** respondents from the sample size are **Agree** on the statement which is **28.57%** of total. The remaining **9** respondents submit their responses are **Strongly Agree**, which is **25.71%** of total.

That means 31.42% of respondents are Disagree that the company provides comfortable chair to them to do office work. at the same time 25.71% respondents as well as 28.57% of respondents accept that yes company provide comfortable chair to them to do office work.

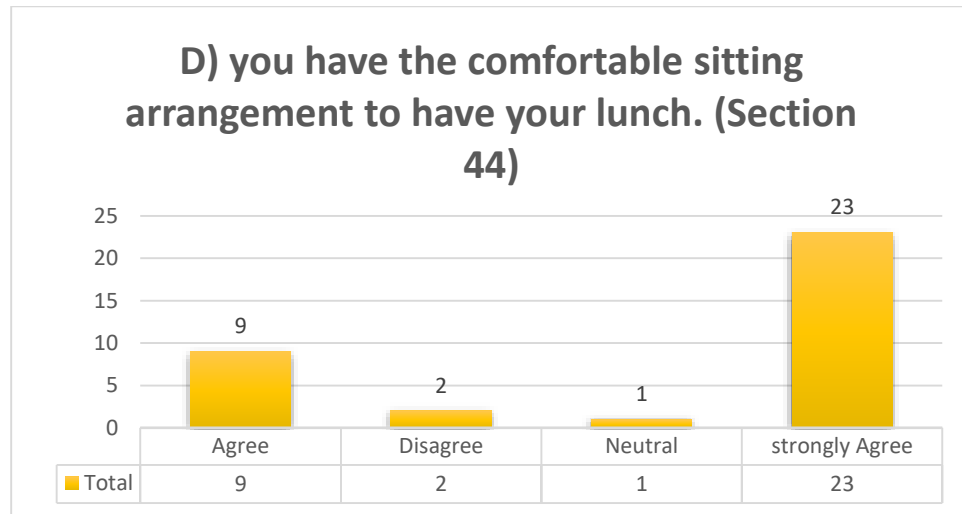


Table No. – 5.13

In ‘**Question D**’, **9** respondents out of total sample size 35 are reported their response as **Agree** & **23** respondents are **Strongly agree** which means **91.42%** of total.

And out of the remaining **2** respondents are **Disagree (5.71%)** & **1** is **Neutral (2.85%)**.

It means the lots of population says that yes they have the comfortable sitting arrangement to have their lunch in the canteen.

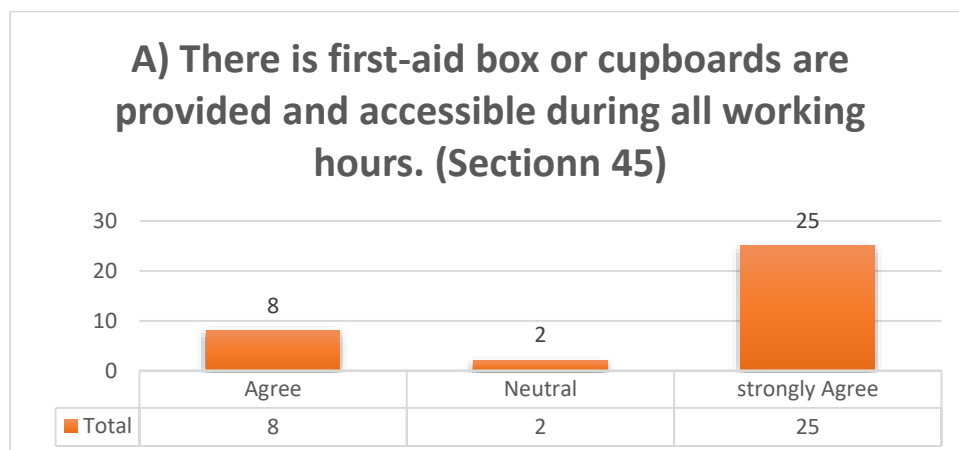


Table No. – 5.14

We have asked about The factories act 1948, section 45 which have provision for First-aid appliances.

According to ‘ **Question A** ’, **8** respondents out of 35 says they are Agree, which means **22.85%** of respondents are **Agree**. And **25** respondents are **Strongly agree** about the statement which is **71.42%**.

It means lots of respondents sure that there is first-aid box or cupboard are provided and accessible during all working hours.

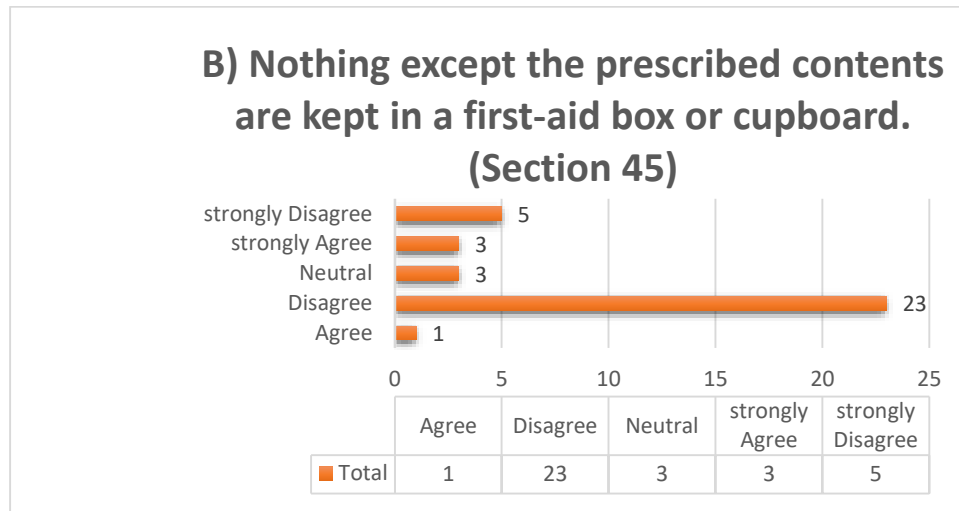


Table No. – 5.15

In ‘**Question B**’ , **5** respondent is **Strongly disagree (14.28%)** on the statement.**1** respondent is **Agree (2.85%)** on the statement and **3** respondents are **Strongly agree (8.57%)** and **Neutral (8.57%)** respectively on the statement. And **remaining 23** respondents out of 35 are reported **Disagree** on the statement which contain **65.71%** of the total.

It means huge number of population says that they are disagree that Nothing except the prescribed contents are kept in a first-aid box or cupboard.

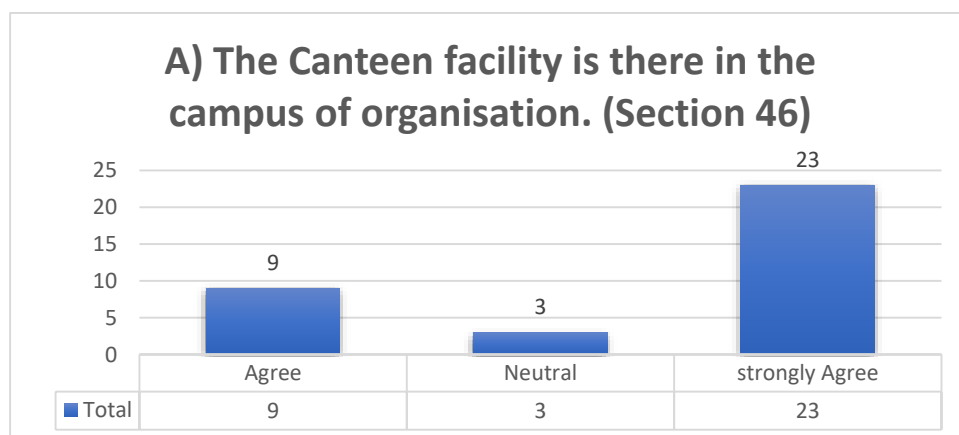


Table No. – 5.16

We have asked about the welfare provision under The factories act 1948, section 46 which is about Canteens.

According to ‘**Question A**’, Out of total sample size of 35 respondents **23** respondents are **Strongly agree** on the statement, which means **65.71%** of total respondents are **Strongly agree**. And remaining **9** respondent is **Agree (25.71%)** and 3 respondents are Neutral (8.57%) on the statement.

That means the canteen facility is there in the campus of the Organization .

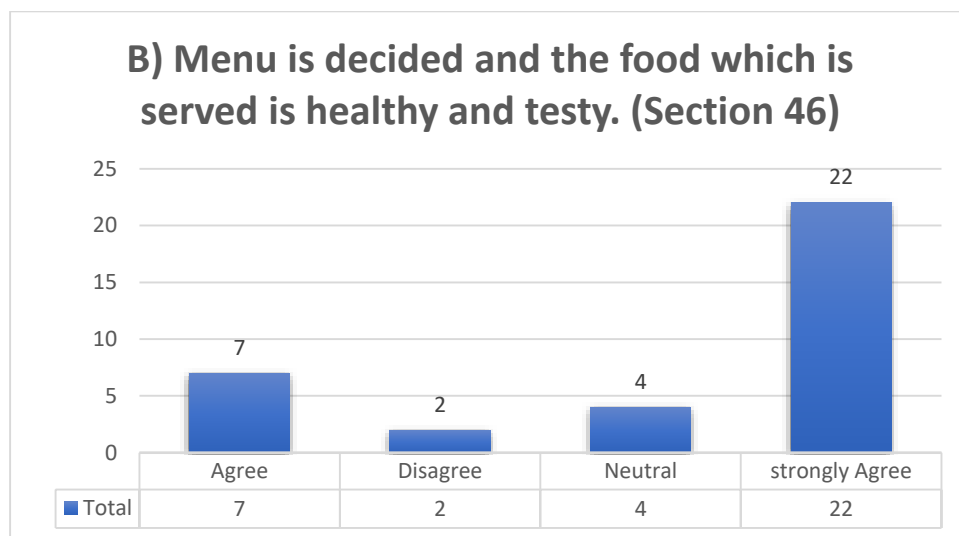


Table No. – 5.17

In ‘**Question B**’, Out of the total sample size **22** respondents are **Strongly agree (62.85%)** & **7 respondents are Agree (20%)**, which contains **82.85%** of total respondents. And out of the remaining 2 respondents are **Disagree (5.71%)** on the statement & **4 are Neutral (11.4%)** which means **17.14%**.

It means lots of people are sure that Menu is decided and the food which is served by the canteen of the company is healthy and testy.

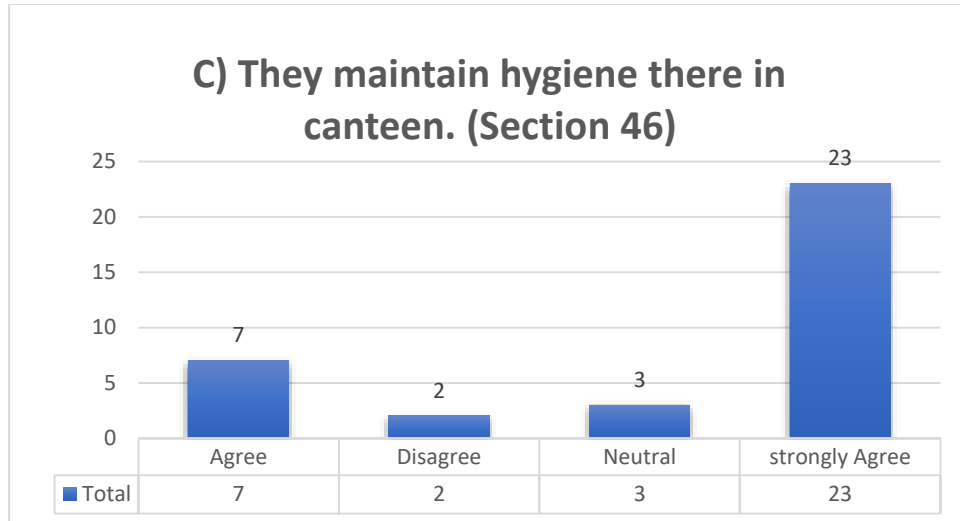


Table No. – 5.18

In ‘**Question C**’, Out of the total sample population, **23** respondents are **strongly agree** means **65.71%** of total are **Strongly agree** on the statement and **7** respondents are **Agree (20%)** to the statement. But out of the remaining **3** are **Neutral (8.57%)** and **2** respondents are **Disagree (5.71%)**.

That means the company canteen maintains hygiene there.

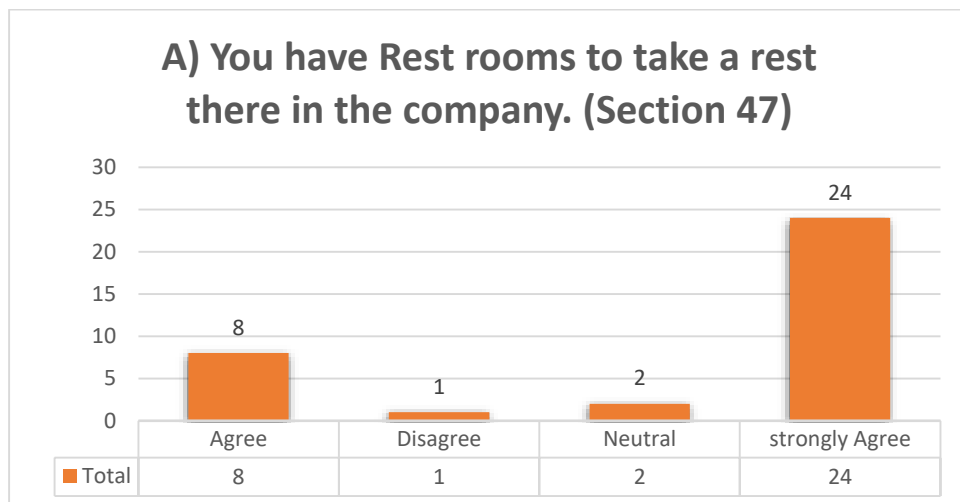


Table No. – 5.19

We have asked about the welfare facilities provided by the company under The factories act 1948, Section 47, which have a provision for Shelter, Rest and Lunchrooms.

According to ‘**Question A**’, **8** respondents out of total sample population of 35 reported their response as **Agree (22.85%)**, and **24** respondents are **Strongly agree** which is **68.57%** And out of the remaining **2** are **Neutral (5.71%)** & **1 Disagree** which means **2.85%**.

B) Clean , ventilated and lighted rest rooms and lunch rooms are available for you. (Section 47)

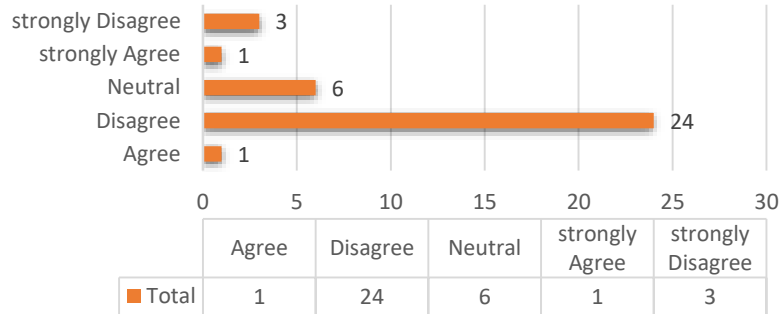


Table No. – 5.20

In ‘**Question B**’ , **24** respondents out of total sample population are **Disagree (68.57%)** and **3** are **Strongly Disagree (8.57%)** total is **77.14%** And the remaining **22.86%** are respectively **1** respondent is **Agree (2.85%)** , **1** is **Strongly agree (2.85%)** And **6** are **Neutral (17.14%)**.

A) Company provide lots of health related facilities to us.

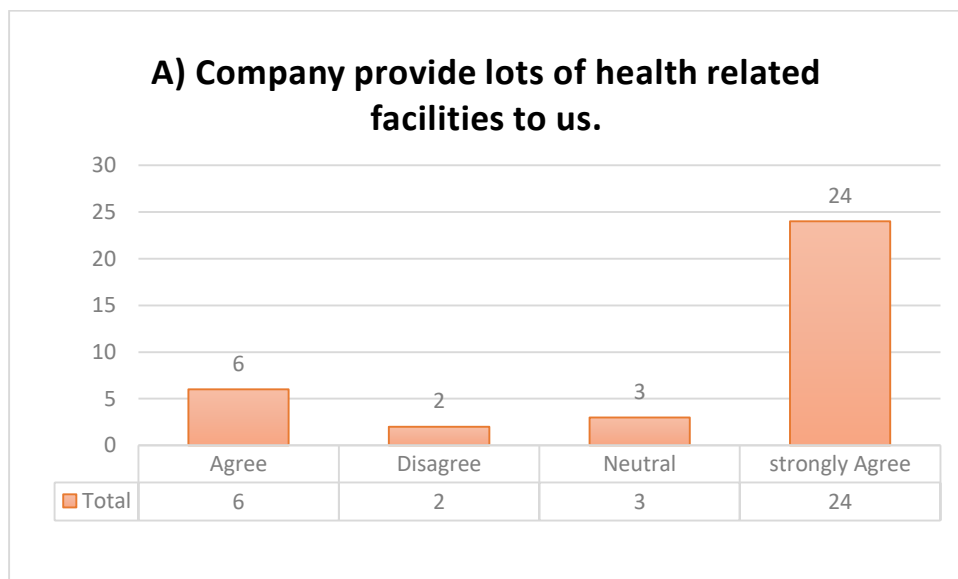


Table No. – 5.21

We have asked a few questions related to Other welfare facilities which may be provided by the organization to the workers or employees.

In ‘**Question A**’ which is about Health Facilities, **6** respondent says **Agree (17.14%)** to the statement. And out of the remaining **24** respondents out of the total

sample size of 35 are **Strongly Agree**, which means **68.57%** of the total, and **3** respondents are **Neutral** (**8.57%**), **2** respondents are **Disagree** (**5.71%**).

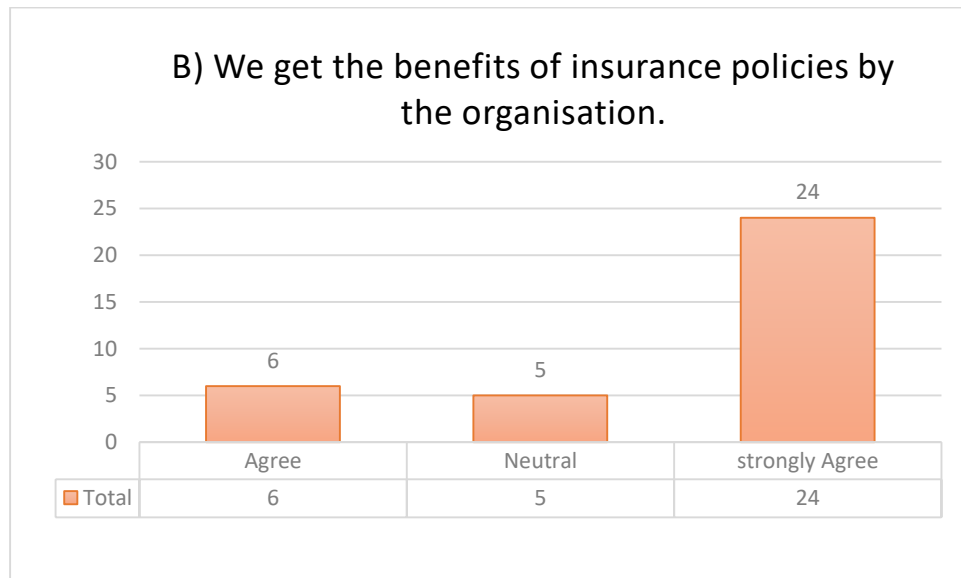


Table No. – 5.22

In ‘**Question B**’ which is about Insurance cover policies, **5** respondents are **neutral** which is **14.28%**, And **6** respondents are **Agree**, which is **17.14%** of total. And remaining **24** respondents out of 35 are **Strongly agree** with this statement, which contains **68.57%** of total.

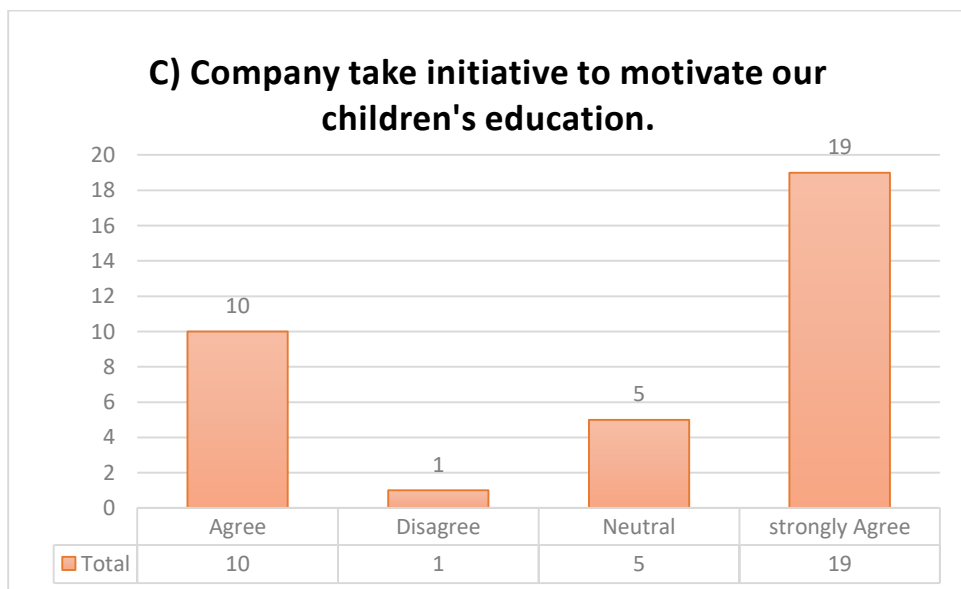


Table No. – 5.23

In ‘**Question C**’ which is about motivating Child education, **10** respondents out of total sample population are **Agree** which is **28.57%**. And out of remaining **19** respondents are **Strongly Agree** which contain **54.28%** of total sample population and **5** are **Neutral** (**14.28%**), **1** respondent is **Disagree** (**2.85%**).

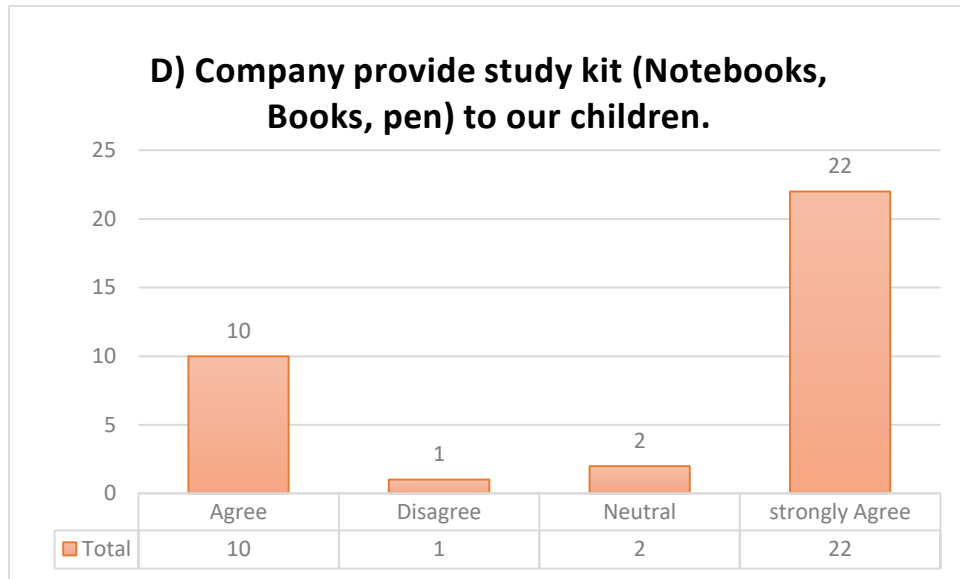


Table No. – 5.24

‘**Question D**’ is also about the child education, Out of total sample size of 35, **10** respondents **28.57%** are **Agree** to the statement And **22** out of 35 respondents **62.85%** of total respondents are **Strongly Agree** to the statement. Out of remaining **1** is **Disagree (2.85%)** and **2** respondents are **Neutral (5.71%)**.

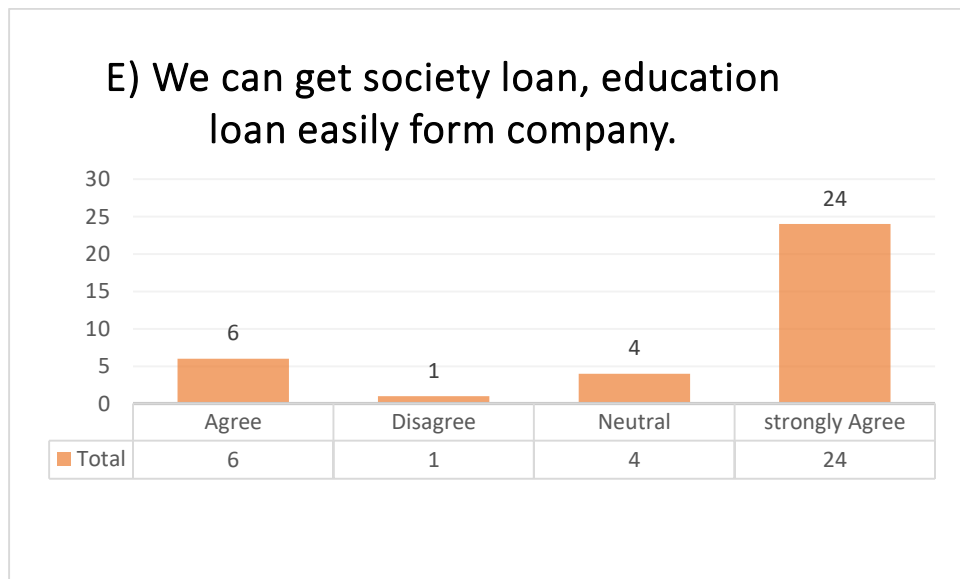


Table No. – 5.25

In ‘**Question E**’ is all about loans that needy employee can borrow from the company. Out of total sample population of 35 only **1** respondents **2.85%** is **Disagree** And remaining **24** and **6** respondents total **85.71%** of total are **Strongly Agree (68.57%)** and **Agree (17.14%)** to the statement. **4** respondents are **Neutral (11.42%)**.

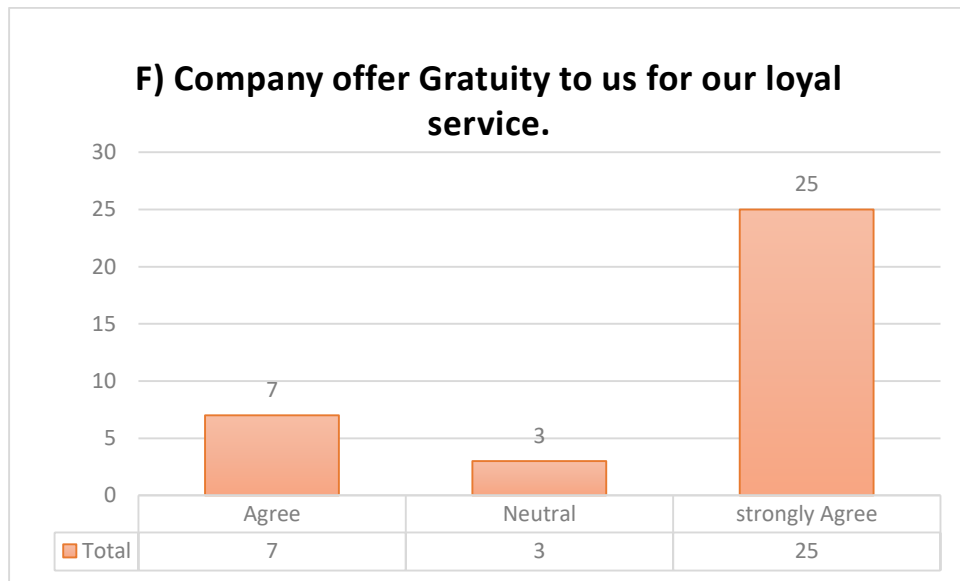


Table No. – 5.26

‘**Question F**’ is about Gratuity. Where **7** respondents reported **Agree (20%)** & **25** respondents are **Strongly Agree (71.42%)** to the statement. And remaining **3** respondents are **Neutral (8.57%)**.

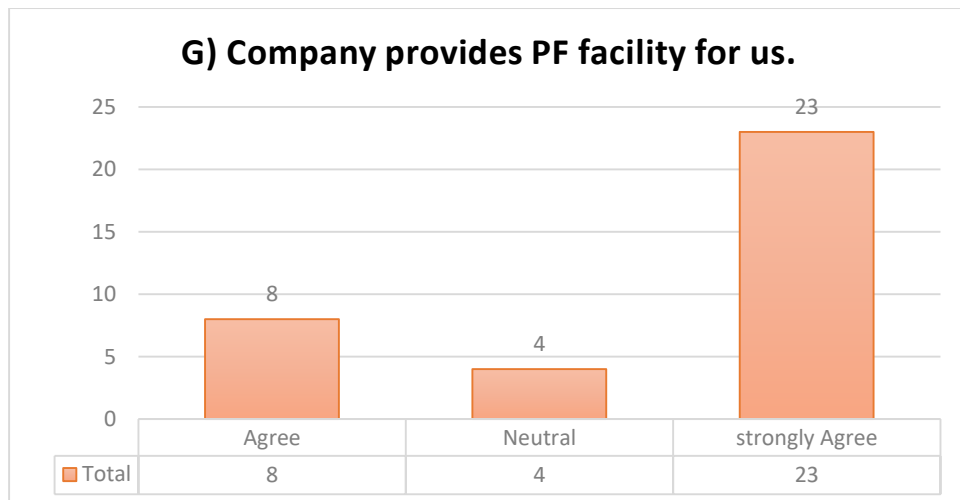


Table No. – 5.27

In ‘**Question G**’ is all about PF facility. Total **23** and **8** respondents of total sample population of 35 respondents **Strongly Agree (65.71%)** and **Agree (22.85%)** respectively to the statement.

It means company provide PF facility and Gratuity to the employees or workers.

ORGANIZATIONAL CITIZENSHIP BEHAVIOR

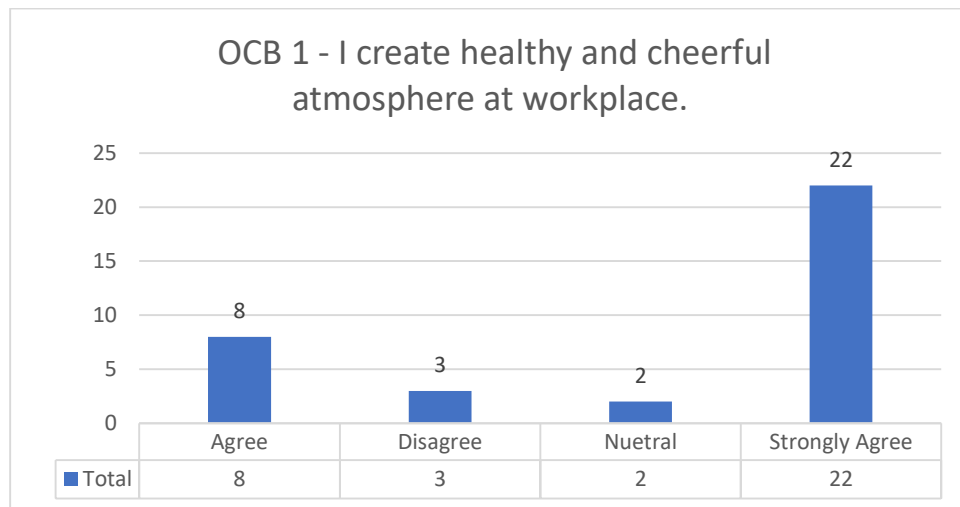


Table No. – 5.28

‘Question 1’ is about creating healthy and cheerful atmosphere at the workplace. **22** Respondents **Strongly Agree (62.85%)** And **8** respondents are **Agree (22.85%)**, which means **85.71%** of total respondents are agree to the statement. And out remaining respondents **3** are **Disagree (8.57%)** and **2** are **Neutral (5.71%)**.

That means majority of people create healthy and cheerful atmosphere at workplace.

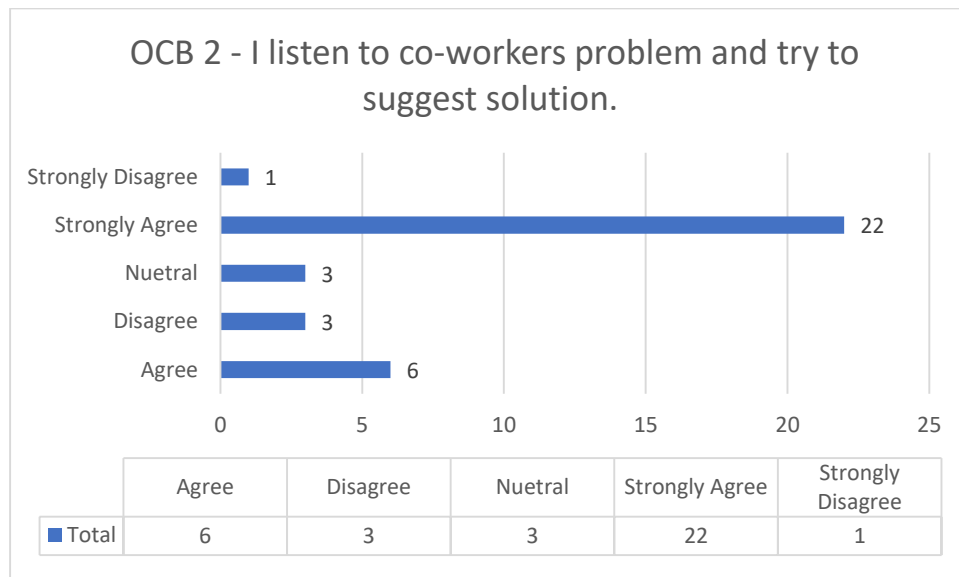


Table No. – 5.29

Question 2 is about listening to co-workers problem and try to suggest solution. **22** respondents are **Strongly agree (62.85%)** and **6** are **Agree (17.14%)**, that means **80%** of total are agreeing to the statement. Out of remaining **3** are **Disagree (8.57%)**, **1** is **Strongly disagree (2.85%)** and **3** are **Neutral (8.57%)**.

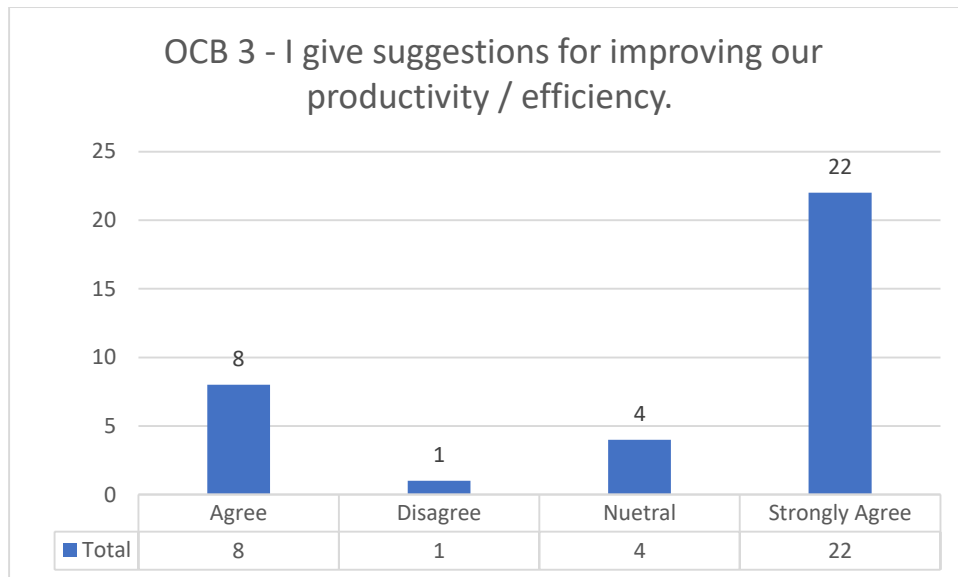


Table No. – 5.30

In Question 3, **22** respondents out of total sample size **strongly agree (62.85%)** and **8** are **Agree (22.85%)**. Out of remaining **1** is **Disagree (2.85%)** to the statement, and **4** respondents are **Neutral (11.42%)**.

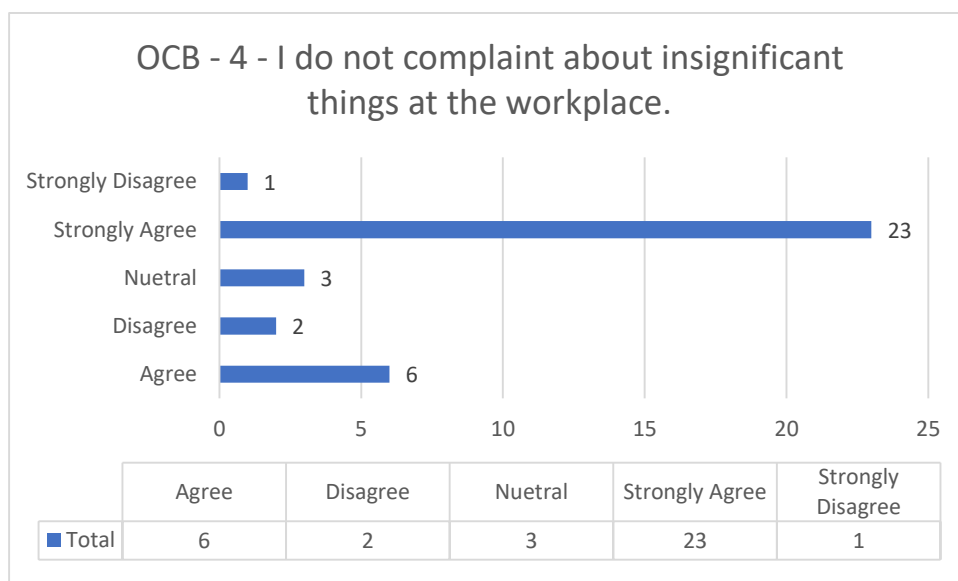


Table No. – 5.31

Question 4 is about, not complaint about insignificant things at the workplace. Out of total Sample size of 35 respondents, **23** respondents are **Strongly Agree (65.71%)** and **6** are **Agree (17.14%)**. The remaining **2** respondents are **Disagree (5.71%)** and **3** are **Neutral (8.57%)**.

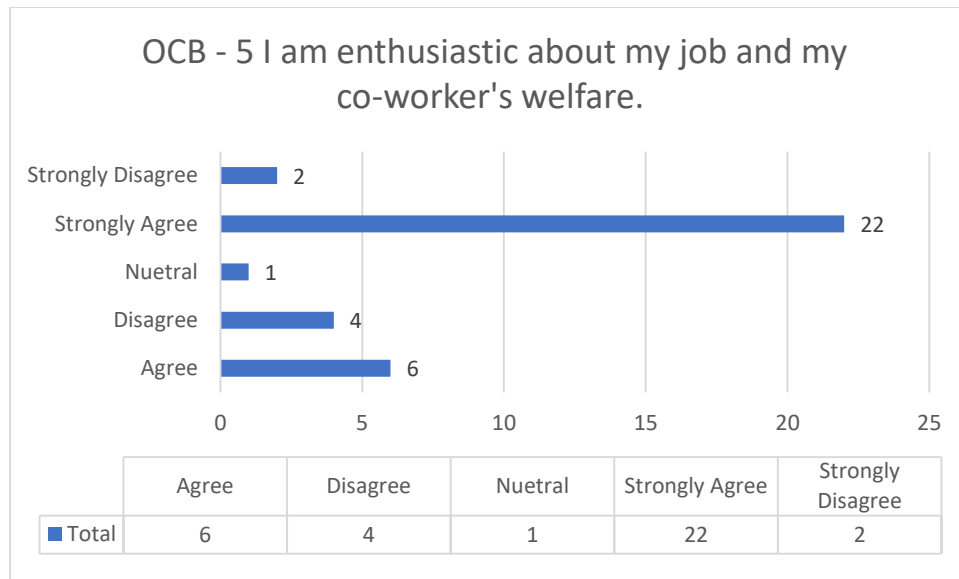


Table No. – 5.32

In Question 5, **22** respondents are **Strongly agree (63.85%)** and **6** respondents are **Agree (17.14%)**. Out of remaining **4** are **Disagree (25.71%)**, **2** are **Strongly Disagree (5.71%)** and **1** respondent **Neutral (2.85%)**.

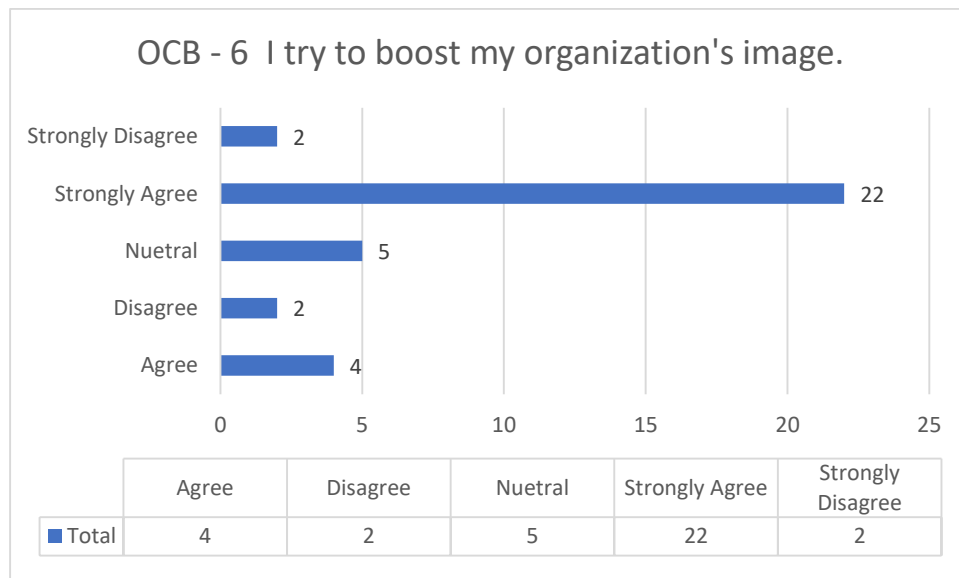


Table No. – 5.33

In question 7 which is about trying to boost Organization's image. **22** respondents are **Strongly agree (62.85%)**, **4** respondents are **Agree (11.41%)**, which means **74.28%** of total are agreeing to the statement. Out of remaining **2** are **Strongly Disagree (5.71%)**, **2** are **Disagree (5.71%)** and **5** respondents are **Neutral (14.28%)**.

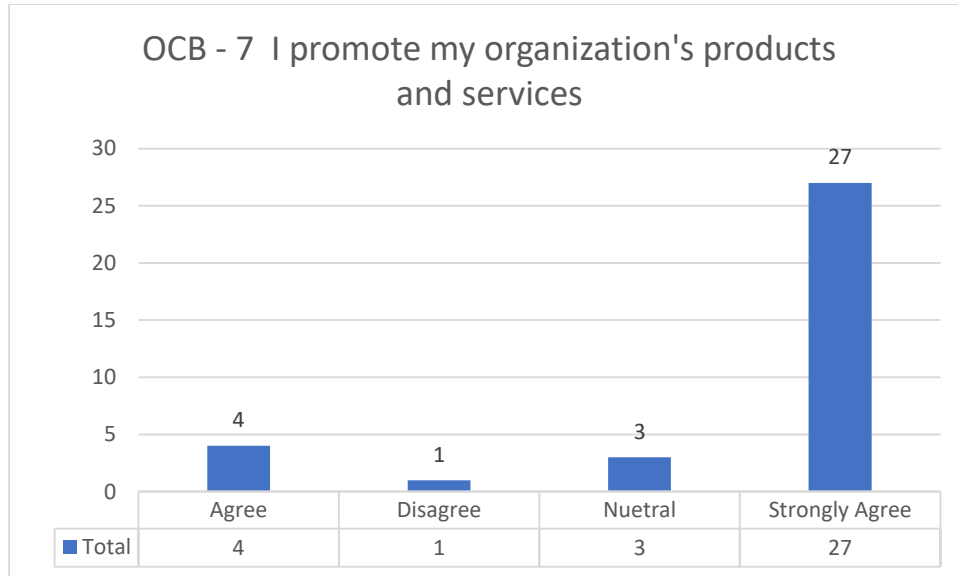


Table No. – 5.34

Question 7 is about Promoting organization’s product and services. **27** respondents are **Strongly agree (77.14%)** and **4** respondents are **Agree (11.42%)**, which means **88.57%** respondents are accepting the statement that they promote organization’s products and services. Out of remaining **1** respondent is **Disagree (2.85%)** and **3** respondents are **Neutral (8.57%)**.

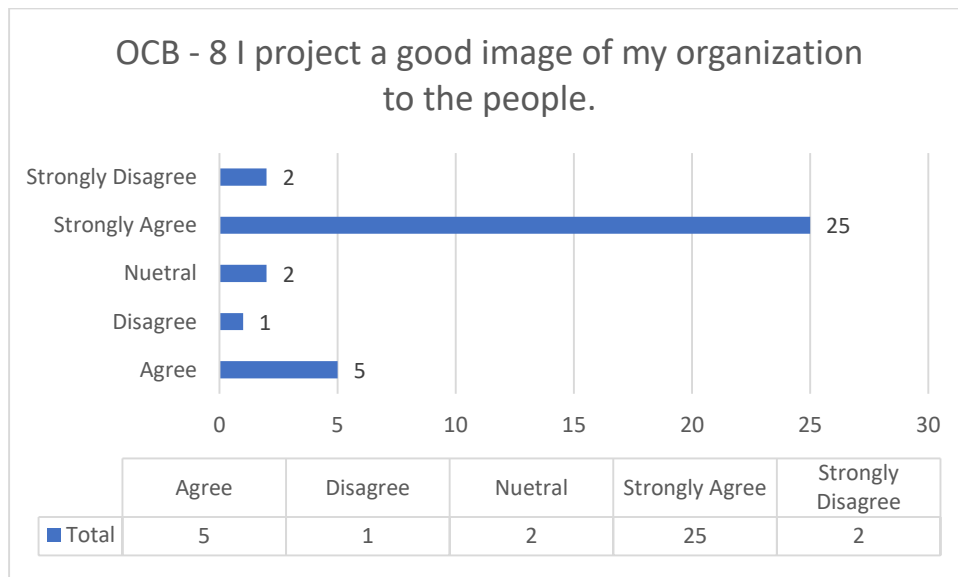


Table No. – 5.35

In question 8 which is about projecting a good image of the organization to the people. **25** respondents are **Strongly agree (71.42%)** and **5** respondents are **Agree (14.28%)** to the statement. Out of remaining **2** respondents are **Strongly Disagree (5.71%)**, **1** is **Disagree (2.85%)** and **2** respondents are **Neutral (5.71%)**.

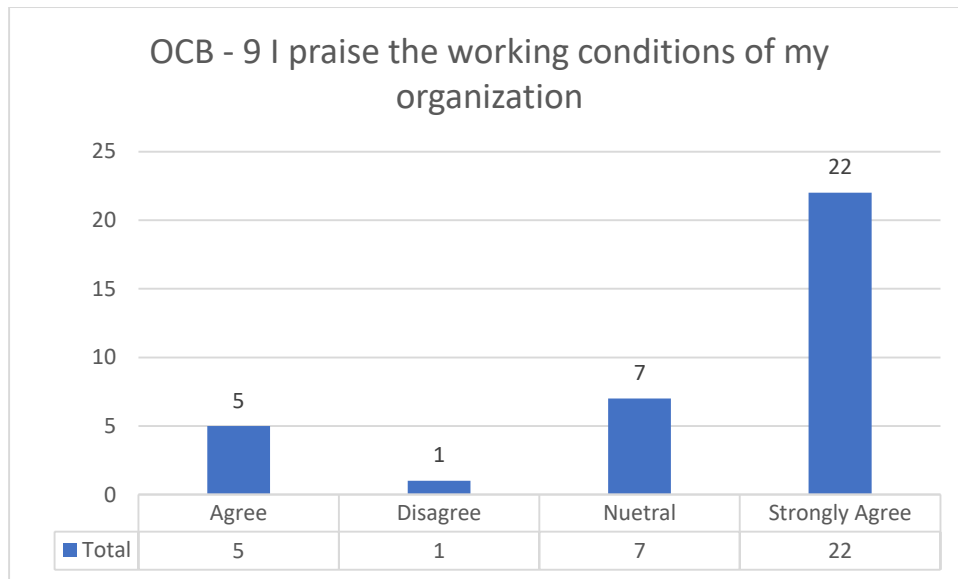


Table No. – 5.36

In question 9, out of total sample population, **22** respondents are **Strongly Agree (62.85%)** and **5** respondents are **Agree (14.28%)**. Out of remaining **1** is **Disagree (2.85%)** and **7** respondents are **Neutral (20%)**.

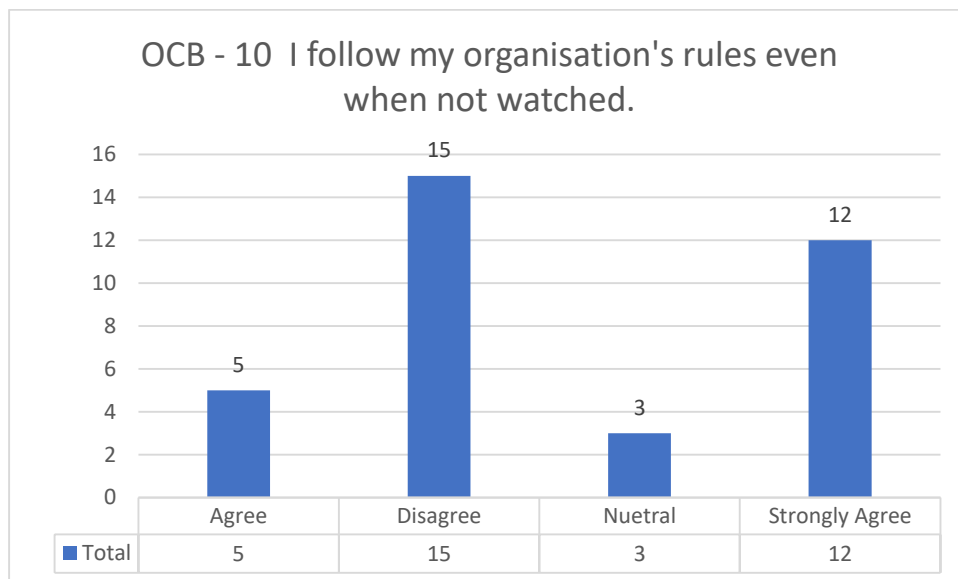


Table No. – 5.37

In question 10, out of total sample population, **12** respondents are **Strongly agree (34.28%)** and **5** are **agree (14.28%)**, which means total **48.57%** respondents agreeing that they follow organization's rules even when not watched. Remaining **15** respondents are **Disagree (42.85%)** to the statement and **3** are **Neutral (8.57%)**.

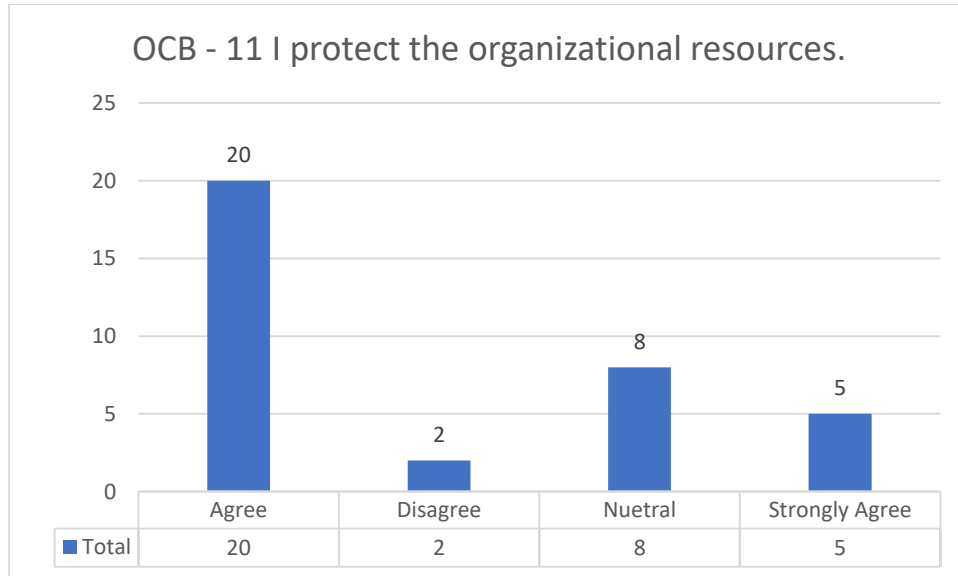


Table No. – 5.38

In question 11, **20** respondents are **Agree (57.14%)** and **5** respondents are **Strongly agree (14.28%)**. Remaining **2** respondents are **Disagree (5.71%)** and **8** respondents are **Neutral (22.85%)**.

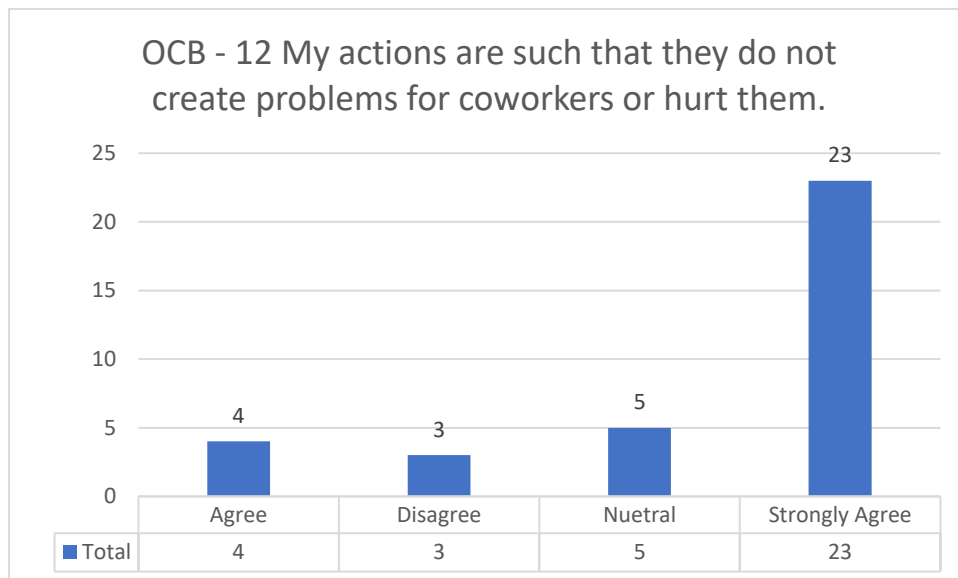


Table No. – 5.39

In Question 12, **23** respondents are **Strongly agree (65.71%)** and **4** respondents are **Agree (11.42%)** which means total **77.14%** respondents are accepting that their actions are such that they do not create problems for coworkers or hurt them. Remaining **3** respondents are **Disagree (8.57%)** and **5** respondents are **Neutral (14.28%)**.

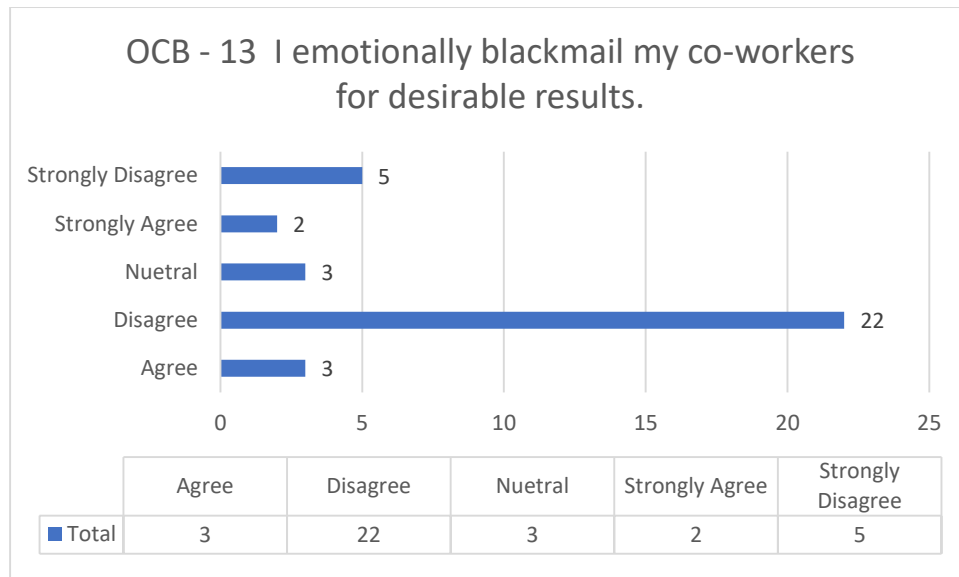


Table No. – 5.40

In question 13, **22** respondents are **Disagree (62.85%)** and **5** respondents are **Strongly disagree (14.28%)** which means **77.14%** of respondents are they don't blackmail emotionally to coworkers for desirable results. Remaining **3** are **agree (8.57%)**, **2** respondents are Strongly agree (5.71%) and 3 respondents are **Neutral (8.57%)**.

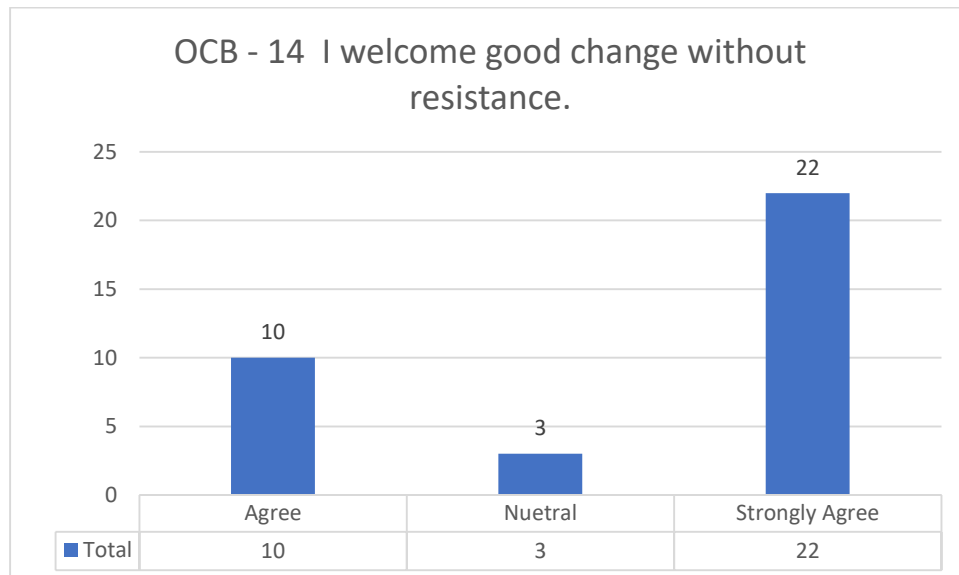


Table No. – 5.41

In question 14 which is related to welcoming good change without resistance, **22** respondents are **Strongly agree (62.85%)**, **10** respondents are **Agree (28.57%)** which means total **91.42%** respondents are accepting the statement that means they welcome good changes without resistance. And **3** respondents are **Neutral (8.58%)**.

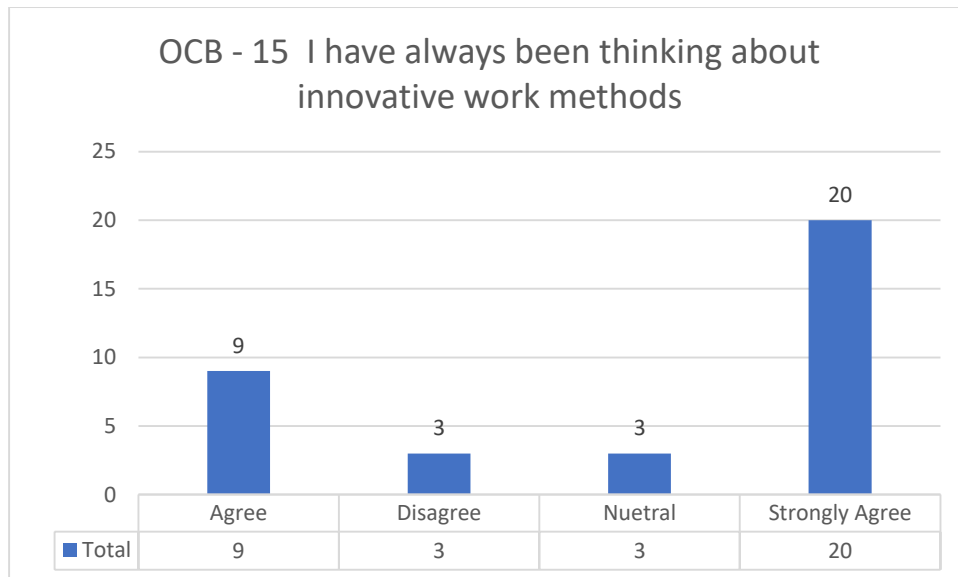


Table No. – 5.42

In question 15, **20** respondents are **Strongly agree (57.14%)** and **9** respondents are **agree (25.71%)** that means total **82.85%** of total are accepting that they always been thinking about innovative work method. Remaining **3** are **disagree (8.57%)** and **3** are **Neutral (8.57%)**.

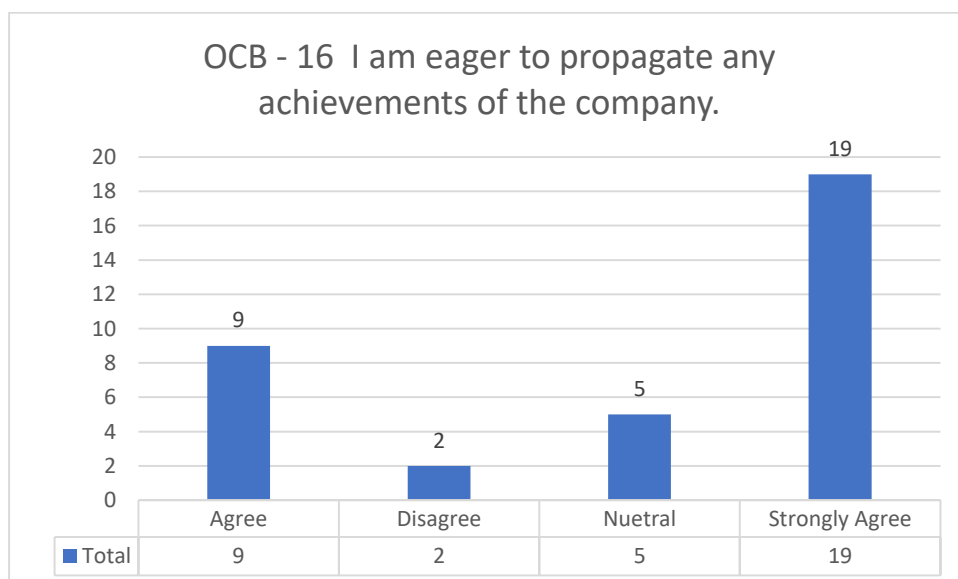


Table No. – 5.43

In question 16, **19** respondents out of total sample population are **Strongly agree (54.28%)** and **9** respondents are **Agree (25.71%)** that means total **80%** of total sample population agreed that they are eager to propagate any achievements of the company. Remaining **2** are **Disagree (5.71%)** and **3** are **Neutral (8.57%)**.

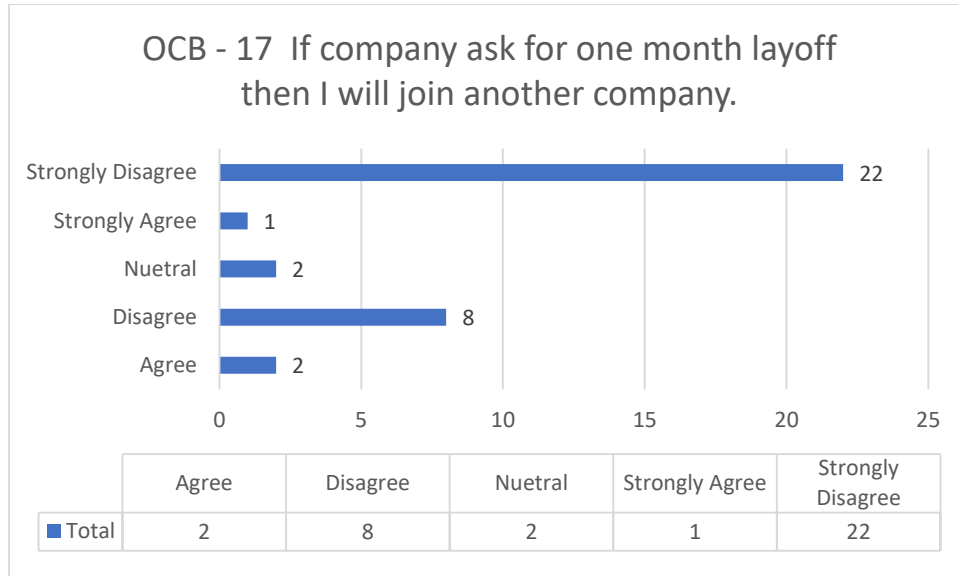


Table No. – 5.44

In question 17 which was asked for if company ask for one month layoff then I will join another company. Out of total sample population, **22** respondents are **Strongly Disagree (62.85%)** and **8** are **Disagree (22.35%)** that means total **85.71%** of total says that if company ask for one month layoff then they will not join another company. Remaining **2** are **Agree (5.71%)**, **1** respondent is **Strongly agree (2.85%)** and **2** respondents are **Neutral (5.71%)**.

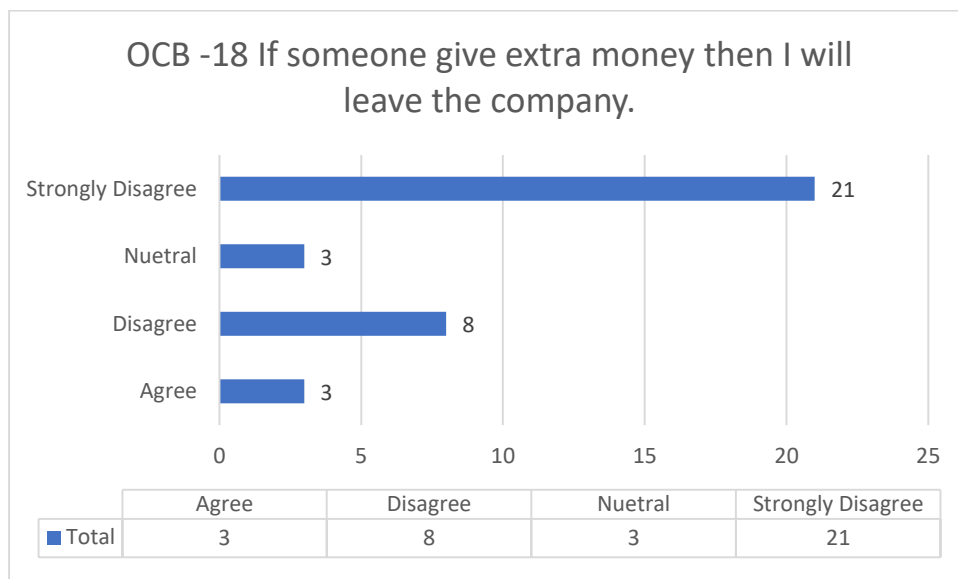


Table No. – 5.45

For question 18 which is about if someone give extra money then I will leave the company. **21** respondents are **Strongly disagree (60%)** and **3** are **Agree (8.57%)** that means total **68.57%** respondents says that they never leave the company even if someone gives extra money. Remaining **8** respondents are **Disagree (22.85%)** and **3** respondents are **Neutral (8.57%)**.

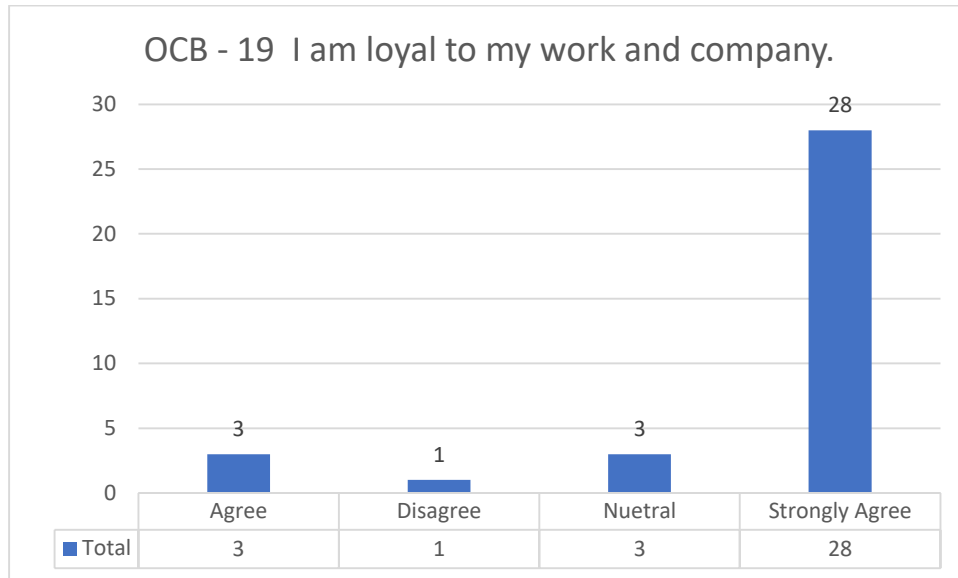


Table No. – 5.46

Question 19 which is about lyalty towards work and company. **28** respondents are **Strongly agree (80%)** and 3 respondent are **Agree (8.57%)** that means they are loyal towards their work and company. Remaining **1** is **disagree (2.85%)** and **3** respondents are **Neutral (8.57%)**.



Table No. – 5.47

In question 20, out of total sample population, **25** respondents are **Strongly agree (71.42%)** and **6** respondents are **Agree (17.14%)** that means they says that they love to call 'our company' to this organization. Remaining **1** respondent is **Disagree (2.85%)** and **3** respondents are **Neutral (8.57%)** to the statement.

CORRELATION INTERPRETATION

➤ FACTOR ANALYSIS – ORGANIZATIONAL CITIZENSHIP BEHAVIOR

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.434
Bartlett's Test of Sphericity	Approx. Chi-Square	216.420
	df	190
	Sig.	.092

Communalities

	Initial	Extraction
VAR00001	1.000	.592
VAR00002	1.000	.366
VAR00003	1.000	.597
VAR00004	1.000	.436
VAR00005	1.000	.558
VAR00006	1.000	.576
VAR00007	1.000	.439
VAR00008	1.000	.266
VAR00009	1.000	.591
VAR00010	1.000	.485

VAR00011	1.000	.512
VAR00012	1.000	.667
VAR00013	1.000	.232
VAR00014	1.000	.623
VAR00015	1.000	.578
VAR00016	1.000	.246
VAR00017	1.000	.474
VAR00018	1.000	.698
VAR00019	1.000	.368
VAR00020	1.000	.281

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.334	16.670	16.670	3.334	16.670	16.670	2.956	14.779	14.779
2	2.426	12.128	28.798	2.426	12.128	28.798	2.487	12.433	27.211
3	2.052	10.258	39.056	2.052	10.258	39.056	2.110	10.551	37.763
4	1.773	8.866	47.922	1.773	8.866	47.922	2.032	10.160	47.922
5	1.597	7.987	55.909						
6	1.363	6.817	62.726						

7	1.201	6.005	68.731						
8	1.133	5.663	74.394						
9	.954	4.771	79.165						
10	.705	3.526	82.692						
11	.666	3.329	86.020						
12	.551	2.757	88.777						
13	.520	2.599	91.376						
14	.463	2.315	93.691						
15	.323	1.616	95.307						
16	.287	1.437	96.743						
17	.227	1.135	97.879						
18	.186	.930	98.808						
19	.134	.671	99.479						
20	.104	.521	100.000						

Extraction Method: Principal Component Analysis.

Rotated Component Matrix

	Component			
	1	2	3	4
VAR00018	-.830			
VAR00009	.741			
VAR00005	.671			
VAR00017	-.483			

VAR00002	.474			
VAR00020	.413			
VAR00011		.675		
VAR00007		-.613		
VAR00001	-.487	.593		
VAR00004		.527		
VAR00016		.466		
VAR00013		.463		
VAR00014			.740	
VAR00003			.702	
VAR00006			.698	
VAR00008				
VAR00015				.655
VAR00010				-.641
VAR00012		-.485		.522
VAR00019				.505

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 7 iterations.

Table No. – I

As part of this research, data were gathered on a total of 20 OCB variables. The variable in question may be improper and removed from the factor analysis based on the variable's low Communalities rating. Only the variables in this study that have a communalities value of **0.4** or higher are provided, and those with a value lower than that were eliminated in order to simplify the analysis. Hence, **variable 8** can automatically be removed from factor analysis. Negative factor loading is present in Variables 7, Variable 10, Variable 17, and Variable 18.

Factors No	Factor Name	Authors	Characteristics
1	Loyalty	George & Jones (1997); Podsakoff et al (2000)	promoting goodwill and defending the company, supporting and defending the concept of organizational aims, giving the Organization your best, etc.
2	Sportsmanship	Organ (1990); Podsakoff et al (2000)	willingness to put up with the unavoidable annoyances and demands placed on you by your job without complaining
3	Individual Initiative	George & Jones (1997); Podsakoff et al (2000)	voluntary acts of ingenuity and creativity, going above and beyond the bare minimum of what is required or expected.
4	Organizational Compliance	Williams & Anderson(1991)	Internalization of an organization's policies and processes by a person, even if compliance is not being tracked.

FACTORS- as per Table No. I

- Factor 1 – LOYALTY

Variable- 18, 9, 5, 17, 2, 20 are loaded under factor 1.

- Factor 2 – SPORTSMANSHIP

Variable- 11, 7,1,4,16,13 are comes under factor 2.

- Factor 3 – INDIVIDUAL INITIATIVE

Variable – 14,3,6 are loaded under factor 3.

- Factor 4 – ORGANIZATIONAL COMPLAINECE

Variable – 15, 10, 12, 19 are comes under factor 4.

➤ **FACTOR ANALYSIS – EMPLOYEE WELFARE PRACTICES**

Communalities

	Initial	Extraction
VAR00001	1.000	.760
VAR00002	1.000	.878
VAR00003	1.000	.652
VAR00004	1.000	.348
VAR00005	1.000	.768
VAR00006	1.000	.596
VAR00007	1.000	.864
VAR00008	1.000	.820
VAR00009	1.000	.829
VAR00010	1.000	.624
VAR00011	1.000	.815

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.221	20.190	20.190	2.221	20.190	20.190
2	1.952	17.746	37.935	1.952	17.746	37.935

3	1.363	12.394	50.330	1.363	12.394	50.330
4	1.282	11.657	61.987	1.282	11.657	61.987
5	1.135	10.320	72.307	1.135	10.320	72.307
6	.985	8.957	81.264			
7	.705	6.412	87.676			
8	.511	4.645	92.322			
9	.425	3.867	96.188			
10	.248	2.257	98.445			
11	.171	1.555	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix

	Component				
	1	2	3	4	5
VAR00001	.193	.772	.315	.125	.113
VAR00002	-.175	.350	.506	-.339	.595
VAR00003	-.406	-.335	-.008	.398	.465
VAR00004	.142	.316	-.274	-.238	.310
VAR00005	.304	.426	-.557	.423	.069
VAR00006	-.198	-.527	.220	.480	.000
VAR00007	.805	-.331	-.218	-.089	.226
VAR00008	.255	.533	.208	.640	-.136

VAR00009	.687	-.316	-.048	.130	.487
VAR00010	.626	-.034	.137	-.275	-.371
VAR00011	.510	-.259	.680	.135	-.085

Extraction Method: Principal Component Analysis.

a. 5 components extracted.

Rotated Component Matrix^a

	Component				
	1	2	3	4	5
VAR00009	.907	.042	.017	-.065	.030
VAR00007	.874	-.101	-.085	.241	-.155
VAR00008	-.024	.893	.131	.032	-.065
VAR00001	-0.090	.709	-.174	.196	.426
VAR00005	.200	.556	-.498	-.088	-.404
VAR00011	.407	.174	.693	.298	.223
VAR00006	.057	-.059	.595	-.450	-.181
VAR00004	.150	.041	-.541	.052	.166
VAR00003	.062	-.094	.152	-.784	.036
VAR00010	.290	.006	.143	.717	-.075
VAR00002	-.049	.033	-.131	-.109	.920

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.^a

a. Rotation converged in 7 iterations.

Table No. – II

With the use of factor analysis, we begin the factor analysis. We begin with a total of 23 welfare practise factors. To identify the most common variation possible from all variance and convert it into a single score, we employed the factor analysis method. First-round factor analysis uses a total of 23 variables loaded with 10 factors, with 78.857% of the data remaining for analysis. In the second phase of factor analysis, data were preserved with a total of 7 factors and 76.595%. We ran factor analysis once more, and the final round results are shown in Table No. II, simplifying the analysis. The findings indicate that 11 variables with 5 factors have been loaded for additional analysis out of the 23 variables overall that were chosen for the study. The variables with Kaiser Normalization criteria factor loading values above 0.4 were kept in the vector, while those with factor loading values below 0.4 were removed. The factor loading is negative for variables 3 and 4.

FACTORS – as per Table No.II

- Factor 1- HEALTH BENEFITS
 - 1) Healthy food
 - 2) Health Insurance etc.
- Factor 2- CONVENIENT FACILITIES
 - 1) Rest rooms
 - 2) Convenient washing facility
 - 3) Comfortable sitting arrangement for lunch
- Factor 3- MONETARY BENEFITS
 - 1) Gratuity
 - 2) Canteen facility (canteen expenses)
- Factor 4- CHAILD EDUCATION
 - 1) Educational kit – notebooks, books, price for motivation
- Factor 5- WASHING BENEFIT
 - 1) Washing benefit and allowance

Table No. – III

Correlations

		REGR factor score 1 for analysis 1	REGR factor score 2 for analysis 1	REGR factor score 3 for analysis 1	REGR factor score 4 for analysis 1	REGR factor score 1 for analysis 2	REGR factor score 2 for analysis 2	REGR factor score 3 for analysis 2	REGR factor score 4 for analysis 2	REGR factor score 5 for analysis 2
REGR factor score 1 for analysis 1	Pearson Correlation	1	.000	.000	.000	.266	.530**	.086	-.216	.017
	Sig. (2-tailed)		1.000	1.000	1.000	.122	.001	.623	.213	.925
	N	35	35	35	35	35	35	35	35	35
REGR factor score 2 for analysis 1	Pearson Correlation	.000	1	.000	.000	.034	.045	-.319	-.034	-.033
	Sig. (2-tailed)	1.000		1.000	1.000	.847	.797	.062	.846	.852
	N	35	35	35	35	35	35	35	35	35
REGR factor score 3 for analysis 1	Pearson Correlation	.000	.000	1	.000	.390*	-.040	-.260	.217	-.172
	Sig. (2-tailed)	1.000	1.000		1.000	.021	.821	.132	.210	.323
	N	35	35	35	35	35	35	35	35	35
REGR factor score 4 for analysis 1	Pearson Correlation	.000	.000	.000	1	.268	.232	.143	-.097	-.033
	Sig. (2-tailed)	1.000	1.000	1.000		.120	.179	.412	.580	.850
	N	35	35	35	35	35	35	35	35	35

REGR factor score 1 for analysis 2	Pearson Correlation	.266	.034	.390*	.268	1	.000	.000	.000	.000
	Sig. (2-tailed)	.122	.847	.021	.120		1.000	1.000	1.000	1.000
	N	35	35	35	35	35	35	35	35	35
REGR factor score 2 for analysis 2	Pearson Correlation	.530**	.045	-.040	.232	.000	1	.000	.000	.000
	Sig. (2-tailed)	.001	.797	.821	.179	1.000		1.000	1.000	1.000
	N	35	35	35	35	35	35	35	35	35
REGR factor score 3 for analysis 2	Pearson Correlation	.086	-.319	-.260	.143	.000	.000	1	.000	.000
	Sig. (2-tailed)	.623	.062	.132	.412	1.000	1.000		1.000	1.000
	N	35	35	35	35	35	35	35	35	35
REGR factor score 4 for analysis 2	Pearson Correlation	-.216	-.034	.217	-.097	.000	.000	.000	1	.000
	Sig. (2-tailed)	.213	.846	.210	.580	1.000	1.000	1.000		1.000
	N	35	35	35	35	35	35	35	35	35
REGR factor score 5 for analysis 2	Pearson Correlation	.017	-.033	-.172	-.033	.000	.000	.000	.000	1
	Sig. (2-tailed)	.925	.852	.323	.850	1.000	1.000	1.000	1.000	
	N	35	35	35	35	35	35	35	35	35

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Table No. – IV

		Loyalty	Sportsma nship	Individual Initiative	Organizational Compliance
REGR factor - Health Benefit	Pearson Correlation	.266	.034	.390*	.268
	Sig. (2-tailed)	.122	.847	.021	.120
	N	35	35	35	35
REGR factor - Convenient facilities	Pearson Correlation	.530**	.045	-.040	.232
	Sig. (2-tailed)	.001	.797	.821	.179
	N	35	35	35	35
REGR factor- Monetary benefits	Pearson Correlation	.086	-.319	-.260	.143
	Sig. (2-tailed)	.623	.062	.132	.412
	N	35	35	35	35
REGR factor - Child education	Pearson Correlation	-.216	-.034	.217	-.097
	Sig. (2-tailed)	.213	.846	.210	.580
	N	35	35	35	35
REGR factor - Washing Facility	Pearson Correlation	.017	-.033	-.172	-.033
	Sig. (2-tailed)	.925	.852	.323	.850
	N	35	35	35	35

CORRELATION – BETWEEN WELFARE PRACTICES AND OCB

Factor No	Independed Factors (X)	Factor No.	Depended Factor (Y)
1	Health Benefit	1	Loyalty
2	Convenient facilities	2	Sportsmanship
3	Monetary benefits	3	Individual Initiative
4	Child education	4	Organizational compliance
5	Washing Facility		

As per Table No-III and Table No.- IV

We can see the positive and negative influence between factors of welfare practices and factors of Organizational Citizenship Behavior. The Pearson correlation measures the strength of the linear relationship between welfare practices and OCB. It has a value between -1 to 1, with a value of -1 meaning a total negative linear correlation, 0 being no correlation, and + 1 meaning a total positive correlation and -1 means total negative correlation. And we can see the significance of relationship as per given table

VALUE	SIGNIFICANCE
+/- 0.91 to +/- 0.99	Very high correlation
+/- 0.71 to +/- 0.90	High correlation (Marked relationship)
+/- 0.51 to +/- 0.70	Moderate correlation (Substantial but small relation)
+/- 0.31 to +/- 0.50	Low correlation (definite but small relationship)
+/- 0.11 to +/- 0.30	Very low correlation
+/- 0.01 to +/- 0.10	Almost negligible correlation

Health benefits with all OCB Factors

1. Correlation between Health Benefit and Loyalty is 0.266 that means there is positive relationship between them. But significance of relation is 0.122 which says there is positive relation but very low relation between Health benefit and Loyalty.
2. The relationship between Health Benefits provided by the company and Sportsmanship is positive with the significance level of **0.847** which is **High or Marker relationship**.
3. There is a positive relationship (0.390) between Health benefit and Individual Initiative at significance of 0.021, which suggest almost negligible correlation.
4. The relationship between Health Benefits and Organizational Compliance is positive (.268) at significance level of relation is 0.120 that means there is a positive relationship but very low.

Convenient Facilities at workplace with all OCB Factors

5. There is Highly positive relation (0.530) between Convenient facilities which provide by the company at workplace and Loyalty of the employees. But the significance level is 0.001 which is almost negligible correlation.
6. There is a positive relationship between Convenient Facilities and Sportsmanship, with the level of significance **0.797** which is High relationship. That means there is a **high marked** relationship exist between Convenient facilities and Sportsmanship.
7. There is a negative relationship (-0.040) between Convenient facilities which means Restrooms, Convenient washing facility, Comfortable sitting arrangement for lunch and Individual Initiative. means if company provide high convenient facilities to the employee, it may affect their Individual initiative behavior . There is hhigh/markedrelationship at significance level 0.821
8. Convenient facilities have positive relationship (0.232) with Organizational Compliance at the level of significance 0.179 which indicates very low correlation.

Monetary Benefits with all OCB Factors

9. There is positive relationship (0.086) of Monetary benefits and Loyalty of the employee. There is positive relation at significance level of **0.623** that indicates **Moderate relation**.
10. The result shows that there is negative relationship between Monetary benefits and Sportsmanship at 0.062 of significance level which is almost negligible.
11. There is very low negative relationship between Monetary benefits and Individual Initiative at significance level of 0.132
12. There is positive relationship between Monetary benefits and Organizational Compliance with 0.412 significance level. Which means there is a relationship but low relation. There is definite relation but low.

Child Education benefit with all OCB Factors

13. There is relationship between Child education benefits and Loyalty with significance level 0.213 , which is suggest negligible relationship.
14. There is a relationship between Child education benefits and Sportsmanship at significance of 0.846 which means **high / marked relationship**.
15. Child education benefits and Individual Initiative have positive relationship with significance level of 0.210 that means there is relationship but very low relation.
16. There is Moderate/ Substantial but small relation between Child education benefit and Organizational Compliance at significance level of 0.580

Washing facility with all OCB Factors

17. There is low positive relationship (0.017) between washing facility-allowance and loyalty. But significance level is 0.925. which is very High relationship.
18. The negative relationship between Washing facility- allowance and Sportsmanship is very high with significance level of 0.852, that means there is high marked relation between them.
19. There is negative relationship between Washing facilities and Individual Initiative with significance of 0.323, that means there is relationship definite but very low.
20. There is low negative relationship between Washing allowance facility and Organizational Compliance with the significance level 0.850 that means there is high negative relationship.

**CHAPTER – VI – FINDINGS ,
SUGGESTIONS & CONCLUSIONS**

6.1 FINDINGS

With charts

- 97.1 % people are working more than 10 years in the organization.
- Retention rate is high over there. also It shows the overall loyalty of the workers towards the company. which is one of the important factor of OCB.
- According to respondent's procedure for availing the welfare benefits from the organization is easy.
- Employees are aware about the different welfare facilities which is statutory benefits for them.
- **82.85%** out of total says that organization is providing good washing Facilities according to section 42.
- **48.57%** out of total respondents are Disagree that company provide space to drying their cloths.
- Clean, ventilated and lighted rest rooms and lunch rooms are not available there.
- Lots of employees refuse to leave the company even if another company gives extra money or incentives or current organization asks for 1-month layoff.
- Employees are satisfied with work culture or work life and loyal as well with the organization.
- **91.42%** out of total sample population says that they accept change without resistance.
- **88.57%** says that they promote the organization's product.
- **80%** says that they are loyal to their work and company.

With the help of correlation analysis

- There is highly positive relationship between Health benefits and Sportsmanship with significance 0.847
- There is high marked relationship between convenient facilities and Sportsmanship with significance level 0.797
- There is low negative high marked relationship between convenient facilities and Individual initiative.

- There is positive relationship between Monetary benefits and Loyalty.
- There is definite but low relation between monetary benefit and Sportsmanship.
- There is negligible relation between child educational benefits and loyalty.
- There is a positive relation between child education benefit and Individual Initiative.

6.2 SUGGESTIONS

- Company should hire fresh talent, which may helpful for innovative ideas.
- Company should provide place for drying cloths if needed.
- To increase Sportsmanship company should take relative actions. As per correlation there is positive relation between Health facilities and Sportsmanship, so company can provide good health facilities.
- Company should provide insurance cover to all employees. (company may help to register with ESIC)
- Company should provide all facilities for convenience of the employee at workplace.
- Company should provide Monetary benefits to the employee.

6.3 CONCLUSION

According to all data interpretation and analysis, employee welfare strategies have a good and negative impact on organizational citizenship behavior. To retain employees or to improve employee morale, performance, and satisfaction, every firm focuses on employee engagement activities. But, in a similar vein, some companies may also concentrate on employee welfare practices to improve their organizational citizenship behavior. According to the study, various employee welfare behaviors and OCB characteristics are related. A strong correlation exists between monetary rewards and loyalty. Hence, businesses might provide N monetary bonuses to keep loyal employees. The fact that Rocket Engineering Corporation Pvt. Ltd offers PF, gratuity, allowances, educational loans for children, society loans, price money for children's education, and much more is mentioned in this study and may have an impact on how long employees stay on staff and how loyal they are to the company. Businesses should provide employee welfare facilities not only because they are required by law or are statutory benefits, but also because they may have an impact on an employee's overall performance or OCB. The availability of restrooms, washrooms, comfortable break seating, convenient washing facilities, first-aid kits, and other conveniences at work may influence employees' organizational compliance behavior. When employees feel cared for by their employer, only then can there be a sense of community among the staff.

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ANNEXURES

QUESTIONNAIRE

Rocket Engineering Corporation Pvt. Ltd.

This is for purpose of research survey only.

Email – NAME –

DEPARTMENT –

- Staff
- Workers

DESIGN

ATION -

(example -

Helper)

Age –

Q.1) How many years you are working with this Organization?

- Below 1 year
- 2 - 5 years
- 6 - 10 years
- Above 10 years

Q.2) The Organization provides the different welfare facilities.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

Q.3) I am satisfied with welfare facilities provided by the organization.

- Highly Dissatisfy

- Dissatisfy
- Neutral
- Satisfy
- Highly satisfy

Q.4) Procedure for availing the welfare benefits to the organization is very easy.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

Give your opinion on the following statement about welfare facilities.

Q.5) The Factories act 1948, section 42 - Washing Facilities

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
A) company provide washing facility to wash cloths , tiffin box or hands.					
B) washing facility is conveniently accessible and clean.					
C) We get washing allowance from the company.					

Q.6) The Factories Act 1948, Section 43 - Storing and Drying Clothing

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
A) company provide space to drying our wet cloths.					

B) there is suitable and neat places to keeping cloths which is not worn in working hours.					
--	--	--	--	--	--

Q.7) The Factories act 1948, Section 44 - Facilities to sitting

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
A) company provide sitting facility to you.					
B) You can seat after your work done, they provide chairs to you at work place.					
C) If you working as a manger or staff member who is working in his cabin then you have your own comfortable chair.					
D) you have comfortable sitting arrangement to have your lunch.					

Q.8) The Factories act 1948, Section 45 - First-aid appliances

	Strongly Disagree	Disagree	neutral	Agree	Strongly Agree
A) There is first-aid box or cupboards are provided and accessible during all working hours.					
B) Nothing except the prescribed contents are kept in a first-aid box or cupboard.					

Q. 9) The Factories act 1948, Section 46 – Canteens

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
A) The Canteen facility is there in the campus of organization.					
B) Menu is decided and the food which is served is healthy and tasty.					
C) They maintain hygiene there in canteen.					

Q. 10) The Factories act 1948, Section 47 - Shelters, Rest and Lunch rooms

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
A) You have Rest rooms to take a rest there in the company.					
B) Clean , ventilated and lighted rest rooms and lunch rooms are available for you.					

Q.11) Other Welfare Facilities For workers

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
A) Company provide lots of health related facilities to us.					
B) We get the benefits of insurance policies by the organization.					
C) Company take initiative to motivate our children's education.					

D) Company provide study kit (Notebooks, Books, pen) to our children.					
E) We can get society loan, education loan easily form company.					
F) Company offer Gratuity to us for our loyal service.					
G) Company provide PF facility for us.					

Organizational citizenship behavior scale

		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	I create healthy and cheerful atmosphere at workplace.					
2	I listen to co-worker's problem and try to suggest solution.					
3	I give suggestions for improving our productivity / efficiency.					
4	I do not complaint about insignificant things at workplace.					
5	I am enthusiastic about my job and my co-workers' welfare.					
6	I try to boost my organization's image.					

7	I promote my organization's products and services					
8	I project a good image of my organization to the people.					
9	I praise the working conditions of my organization					
10	I follow my organization's rules even when not watched.					
11	I protect the organizational resources.					
12	My actions are such that they do not create problems for co-workers or hurt them.					
13	I emotionally blackmail my co-workers for desirable results.					
14	I welcome good change without resistance.					
15	I have always been thinking about innovative work methods.					
16	I am eager to propagate any achievements of the company.					
17	If company ask for one month layoff then I will join another company.					
18	If someone give extra money then I will leave the company.					
19	I am loyal to my work and company.					

20	I would love to call 'our company' to this organization.					
----	--	--	--	--	--	--

PCET's S.B.Patil Institute of Management, Pune

Summer Internship Programme

Initial Information Report [IIR]

1. **Name of the Student** : Snehal Tukaram Patil
(With Div. & Roll No.) Div. - C Roll No. - FYMBA2123538
2. **Name of the Organisation** : Rocket Engineering
(With Complete Address) Corporation Pvt. Ltd.
D.19 MIDC, Shiroli.
Kolhapur
3. **Activity of the Organisation** : Manufacturing
(Mfg./Retail/Banking Etc.)
4. **Name of the Project Guide in Org.** : Mr. Sanjay Tukaram Patil
5. **Designation of the Project Guide** : HR
6. **Contact Details of the Proj. Guide** : 9673331103
(Landline No. + Mobile No. + Email Id) hrd@rocket-comet.com
7. **Date of Reporting in the Org.** : 10th Oct. 2022
8. **Tentative Title of the Project** : A Study of an impact of
employee welfare practices on organisational
citizenship behaviour



Summer Internship Project
Weekly Report – Internal Guide

Name of the Student: Snehal Tukaram Patil

Roll No.: FYBBA2123538 Specialization: HR

Name of Internal Guide: Dr. Dham Anand

Name of the Company: Rocket Engineering Corporation Pvt. Ltd.

Week No.: 1

From: 10/10 to 17/10/2022

Work Completed Details

- Discussion about the company and its Human Resource practices

Week No.: 2

From: 18/10 to 25/10/2022

Work Completed Details

- Alternate Topics decided.
- After discussion with external & Internal guide
- Tentative Topic got selected.

Work Enhancement Comments by Internal Guide: Understand the functioning of the company

Date: 17/10/2022 Signature of Internal Guide: [Signature]



Summer Internship Project
Weekly Report – Internal Guide

Name of the Student: Snehal Tukaram Patil

Roll No.: FY MBA 2123538 Specialization: HR

Name of Internal Guide: Dr. Izem Ansari

Name of the Company: Rocket Engineering corporation
Pvt. Ltd.

Week No.: 3

From: 26/10/ to 2/11/ 2022

Work Completed Details

- IIR prepared and submitted to the internal guide.
- Basic Theoretical information collected.
- Discussion about Research paper.

Week No.: 4

From: 3/11/ to 10/11/ 2022

Work Completed Details

- Discussion about Theory, models and literature review.
- Discussion about Research method technique.
- Questionnaire technique decided as a primary research tool.

Work Enhancement Comments by Internal Guide: Research paper
needs to be reviewed to check
variables

Date: 2/11/2022

Signature of Internal Guide:

Shankh



**P.C.E.T.'S
S. B. PATIL INSTITUTE OF MANAGEMENT**



**Summer Internship Project
Weekly Report – Internal Guide**

Name of the Student: Snehal Tukaram Patil

Roll No.: FXMBA2123538 Specialization: HR

Name of Internal Guide: Dr. Izam Ansari

Name of the Company: Rocket Engineering corporation
Pvt. Ltd.

Week No.: 5

From: 11/11 to 17/11/2022

Work Completed Details

- Discussion about questions and OCB scale.
- Likert scale questionnaire decided.
- chapter -I, II and chapter-III got checked.

Week No.: 6

From: 18/11 to 24/11/2022

Work Completed Details

- Final questionnaire approved.
- Data collected through questionnaire.

Work Enhancement Comments by Internal Guide:

Questionnaire preparation based on variables

Date: 11/11/2022

Signature of Internal Guide:

Izam



**P.C.E.T.'S
S. B. PATIL INSTITUTE OF MANAGEMENT**



**Summer Internship Project
Weekly Report – Internal Guide**

Name of the Student: Snehal Tukaram Patil

Roll No.: FYMBBA2123538 Specialization: H.R

Name of Internal Guide: Dr. Izam Ansari

Name of the Company: Rocket Engineering Corporation Pvt. Ltd.

Week No.: 7

From: 25/11 to 2/12 2022

Work Completed Details
<ul style="list-style-type: none">→ Data analysis and interpretation presented.→ All chapters completed and presented to the guide.

Week No.: 8 & 9

From: 3/12 to 10/12 2022

Work Completed Details
<ul style="list-style-type: none">→ Trial & error research analysis under the guidance of internal guide.→ Research analysis completed.→ correlation interpretation presented and approved by the guide.→ Final project report.

Work Enhancement Comments by Internal Guide: Hypothesis can be framed.

Date: 2/12/2022 Signature of Internal Guide: Shaukh



Summer Internship Project

Weekly Report – External Guide

Name of the Student: Snehal Tukaram Patil

Roll No.: FY MBA 2123538 Specialization: HR

Name of the Company: Rocket Engineering corporation Pvt. Ltd.

Name of External Guide: Mr. Sanjay Patil

Week No.: 1

From: 10/10 to 17/10 2022

Work Completed Details

- Inducation, Orientation
- Introduction to all department.
- Plant tour.
- Guid allocation.

Week No.: 2

From: 18/10 to 25/10 2022

Work Completed Details

- Discussion about project topics.
- Alternate Topics dicided.
- After discussion with external & Internal guide
- Tentative Topic got selected.

Work Enhancement Comments by External Guide:

Date: 17/10/2022 Signature of External Guide: 



**P.C.E.T.'S
S. B. PATIL INSTITUTE OF MANAGEMENT**



Summer Internship Project

Weekly Report – External Guide

Name of the Student: Snehal Tukaram Patil

Roll No.: FY MBA 2123538 Specialization: HR

Name of the Company: Rocket Engineering Corporation Pvt. Ltd.

Name of External Guide: Mr. Sanjay Patil

Week No.: 3

From: 26/10/ to 2/11/ 2022

Work Completed Details

- IIR prepared.
- Basic Theoretical information collected.
- Discussion about Employee welfare facilities provided by the company.

Week No.: 4

From: 3/11/ to 10/11/ 2022

Work Completed Details

- Discussion about welfare practices and related laws and regulations.

Work Enhancement Comments by External Guide:

Date: 2/11/2022 Signature of External Guide:

Sanjay



Summer Internship Project

Weekly Report – External Guide

Name of the Student: Snehal Tukaram Patil

Roll No.: FYBBA2123538 Specialization: HR

Name of the Company: Rocket Engineering Corporation Pvt. Ltd.

Name of External Guide: Mr. Sanjay Patil

Week No.: 5

From: 11/11 to 17/11/2022

Work Completed Details

- Prepari Questionnaire prepared.
- Discussion about Questionnaire

Week No.: 6

From: 18/11 to 24/11/2022

Work Completed Details

- Final questionnaire approved.
- Data collected through questionnaire.

Work Enhancement Comments by External Guide:

Date: 11/11/2022 Signature of External Guide:



**P.C.E.T.'S
S. B. PATIL INSTITUTE OF MANAGEMENT**



**Summer Internship Project
Weekly Report – External Guide**

Name of the Student: Snehal Tukaram Patil
Roll No.: FYBBA2123538 Specialization: HR
Name of the Company: Rocket Engineering Corporation Pvt. Ltd.

Name of External Guide: Mr. Sanjay Patil.

Week No.: 7 From: 25/11 to 2/12/2022

Work Completed Details
→ All chapters completed and presented to the guide.

Week No.: 8 From: 3/12 to 10/12/2022

Work Completed Details
→ Final project report approved
→ Final project submitted.

Work Enhancement Comments by External Guide:

Date: 12/12/2022 Signature of External Guide:

PCET's S.B.Patil Institute of Management, Pune

Name of Student : Snehal Tukaram Patil
Name of the Company : Rocket Engineering Corporation Pvt. Ltd.
D-19 MIDC Shirzoli, Kolhapur
Name of the Co. Guide : Sanjay Tukaram Patil
Address of the Co. : Plot No: D-19 MIDC Shirzoli,
Kolhapur (Maharashtra)
Tel. Nos. : 0230)2468403 E-mail : info@rocket-gmet.com

Dear Sir / Madam, we request you to kindly spare a few moments for giving a feedback about our student who is serving as an Intern in your organization. Your feedback is highly valuable to us.

I) Kindly state the method through which our students were recruited :

- a. Campus Recruitment
 b. Short listing through bio-data

II) Your impression of our student on following points:

	V. Good	Good	Average	Poor	V.Poor
1) Hard-working nature	<input checked="" type="checkbox"/>	2	3	4	5
2) Honesty & Integrity at job	<input checked="" type="checkbox"/>	2	3	4	5
3) Punctuality	<input checked="" type="checkbox"/>	2	3	4	5
4) Task Achievement	<input checked="" type="checkbox"/>	2	3	4	5
5) Interpersonal Skills	<input checked="" type="checkbox"/>	2	3	4	5

III) How would you rate the performance of the student?

- Exceeds expectations
 Upto Expectations
 Below Expectations

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- Yes No Not Sure

V) Any other information which you may want to share with us to improve our Programme.

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By Snehal Patil

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