



Best practice No. 1

Title of the practice:

Sochdhara - Let's Research.

Goal:

Sochdhara- Let's Research, an initiative by Trinity Institute of Management Research (TIMR), aims to develop and enhance the urge to research among the students.

The Practice

Human being is inquisitive by nature. So are the students. The only difference being that for students' research as a word is not a very promising activity, and that ideology needs to be revamped.

1. Students and faculty member write research paper together.
2. Faculty gets insights of various summer internship projects and guide students to write research papers.

Context


- This practice encourages the faculty and students to enhance their partnership.
- It also helps in developing infrastructure and policy that promote research.
- Research play a role in gaining confidence and taking activity / their work to another level.
- Research attitude is developed with Innovative approach and creativeness.

Problems faced and resources required.

- The major issue faced is the project work performed by students is at small scale industries and the data available/provided by them is very limited.

Expected outcome of the practice

Through Sochdhara, the awareness amongst the students shall be built as to research being a part of their daily lives.


Dr. Preeti U. Sharma
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Shri Kalyan. J. Jadhav

M. Com (Hons.)

Founder President

Date 23.06.2017

Office Order

Research Club - Sochdhara – Let's Research

Research club is established from year 2017-18 due to merging the research committee in IQAC to lead the research activities undertaken by research committee.

The following is the structure of the research club.

Academic coordinator - Head of the Club

Student members

Second Year 2 Members

First Year 2 Members

All research related initiatives will be undertaken by this club to ensure research culture among the students and faculty members will be providing guidance for the same.


Director, TIMR

DIRECTOR

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Tal. Haveli, Dist. Pune



Annexure – Information related to Sochdhara – Lets Research Activity

INTRODUCTION

The only thing that is constant in Academics is Research. The changing times bring with them demands for new ideologies, new concepts and actions to enhance the thought mobility of students as well as Faculty. It takes passion and inquisitiveness to re-visit an idea, explore, unexplored and re-explore it and then present a new dimension to the same. Technology has opened doors for researchers to delve into the depths and bring about useful and productive elements to the existential thoughts and concepts.

Sochdhara – Lets Research, an initiative by TIMR's Research Committee, aims to develop and enhance the urge to research in its students. Human being is inquisitive by nature. So are the students. The only difference being that for students research as a word is not a very promising activity, and that ideology needs to be revamped. Through Sochdhara, the awareness amongst them shall be built as to research being a part of their daily lives.

VISION

- The research vision of the TIMR is to become a leading hub for innovative and collaborative research that transforms the thought process of students through knowledge and systematic discoveries.
- The aim is to provide a sound and supportive research infrastructure to students, that in turn will also minimize the administrative burden on faculty, maximize the effectiveness of funds generated by research projects and attract dynamic researchers to our community.
- We dedicate ourselves to helping our faculty and student researchers and improving research services by meeting challenges through innovative interdisciplinary team efforts and creative problem solving.
- We dedicate ourselves to assessing policies and targeting trends in research in order to advance and achieve institutional initiatives.



MISSION

- The mission of Sochdhara is to develop and implement a research strategy that promotes TIMR as a leading hub for research activities. The college provides the infrastructure, leadership, training and resources to promote integrated scholarly activity, enhance research productivity.
- Improving people's lives through meaningful innovation

OBJECTIVES OF SOCHDHARA

- To provide resources to faculty, students and staff that stimulates research and other creative endeavors.
- To develop infrastructure and policy that promotes creativity and an entrepreneurial culture.
- To facilitate and enhance partnerships and collaborations between faculty, government, foundations, industry and global research enterprises.
- To ensure that policies and educational programs generate both a culture of innovation and compliance on the TIMR campus.
- To foster a diverse and inclusive work environment that respects the principles of Community and encourages work-life balance for all staff.
- To communicate the value and impacts of research to the world.

METHODOLOGY

Sochdhara shall be essentially a discussion based platform. The discussions shall then provide opportunities to students to write on the topics of their choice. This may also be done as collaboration between the student and faculty. Proper guidance shall be provided to the students and efforts shall be taken to even publish the writings or sharings of the students at eminent platforms.





Shri Kalyan. J. Jadhav

M. Com (Hons.)

Founder President

Date: 08/08/2017

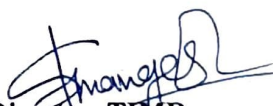
OFFICE ORDER

All the students are hereby informed that following listed members have been approved as Members of Research Club.

List of Research Club Members

Sr. No.	Name of Staff	Designation
1	Prof. Preeti Sharma	Head – Academic Coordinator
2	Edwize Mendonca	Member
3	Akshay Telgote	Member
4	Sushma Pawar	Member
5	Anagha Wane	Member

All are hereby directed to note the same.


Director, TIMR
DIRECTOR

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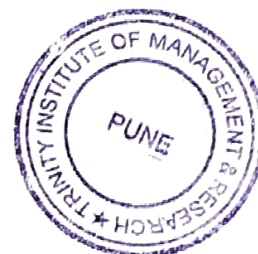
INNOVATION PRACTICES – INDEX

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Founder President

**SOCHDHAARA – LETS RESEARCH
SUMMARY SHEET – 2015 TO 2019**

Paper S.No	TITLE	AUTHOR 1 (Student)	AUTHOR 2 (Faculty)	YEAR/DATE OF PUBLICATION
1	A Study of Employee Labour Welfare	Ishwari Chandekar	Ruta Desai	2019
2	Study of Employees Engagement and Satisfaction	Supriya Khandare	Saad Siddiqui	2019
3	A study of Worklife balance in industry with special reference to Piaggio Vehicles Pvt. Ltd Baramati	Shradha Rayate	Ashish Shirodkar	2018
4	Study & Development of Job Descriptions at Sandvik Asia Pvt Ltd. Pune	Monika Sharaf	Kanchan Deshmukh	2018
5	Analysis Services Backups and Restores	Edwize Mendonca	Prof. Priyanka Nigade	2017
6	A Study of Sales Strategy and Customer Analysis of Novel Furniture Market	Akshay Telgote	Prof. Vishal Raut	2017
7	Study of Effectiveness of Training & Development	Wameq Siddiqui	Prof. Saad Siddiqui	2016
8	Import and Export Procedures	Esha Alvi	Yogesh Arote	2016
9	Study of Customer Satisfaction Level	Sumit Kumar	Prof. Ruta Desai	2016
10	Comparative Study of Home Loan	Nikesh shirbhat	Zeeshanali Shaikh	2016
11	Recruitment Process Adopted for Honeywell automation, India Ltd	Viraj Kalbhor,	Kanchan Deshmukh	2016
12	Study of Current account and Saving Account of MUCB Bank	Isha Agrawal	Milind Dhanraj	2015
13	Study of Agriculture Loan	Lakhan Govinda Tiwari	Anamika Roy	2015
14	To Know the Scope of FMCG Products of Hindustan Unilever Limited in Purandar Market	Prasad Sunil Pandkar	Mayur Kankariya	2015
15	A Study on Consumer Buying Behaviour towards Residential Properties in Pune City for N.H. Birajdar Construction	Baswaraj Kanje	Deepali Bhegade	2015
16	Study on Inventory Management	Nikhil Punde	Ravindra Kayande	2015
17	A Study of Employee Welfare Activities in the Organizations	Immanuel Jackson	Prof. Preeti Sharma	2015



SOCHDHAARA

Let's Research



Marketing

International
Business

Operations

Finance

RABM

Information Technology

Business Analytics

Human Resource



SOCHDHAARA – LETS RESEARCH

“A Study of Employee Labour Welfare”

Ishwari Chandekar¹, Prof. Ruta Desai²

Abstract - Employees are the wealth of any organization, be it Small, Medium or large enterprises. The very logic behind providing welfare schemes is to create healthy, loyal and satisfied labour force for the organization. The scheme of Employees Welfare is regarded as a “wise investment”. Therefore this paper explores whether the organization follows the norms of the labour welfare measures or not and also to assess the satisfaction level of employees about welfare measures in the organization. For the purpose of the paper, all welfare measures were observed with the help of semi structured interview schedule. The study provides understanding of why employee's welfare measures need to be adopted in an organization.

Key Words –Employee welfare, labour practices, affecting factors, benefits.

Introduction – With the growth of industrialization and mechanization labour welfare has acquired importance; labour welfare is nothing but the maintenance function of personnel in the sense that it is directed specifically to the preservation of employee health and attitudes. Thus, labour welfare occupies a place of significant place in the industrial development and economy. It is an important facet and one of the major determinants of industrial relations.

Employee welfare defines as "efforts to make life worth living for workmen." These efforts have their origin either in some statute formed by the state or in some local custom or in collective agreement or in the employer's own initiative.

- To win over employees loyalty and increase their morale.
- To combat trade unionism and socialist ideas.
- To build up stable labour force, to reduce turnover and absenteeism.
- To develop efficiency and productivity among workers.
- To save oneself from heavy taxes on surplus profits.



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- To earn goodwill and enhance public image.
- To reduce the threat of further government intervention.
- To make recruitment more effective (because these benefits add to job appeal).

Labour welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages, welfare helps in keeping the morale motivation of the employees high so as to retain the employees for longer duration. The welfare measures need not be in monetary terms only but in any kind. Labour welfare entails all those activities of employer, which are directed towards providing the employees with certain facilities and services in addition to wages or salaries.

I) Objectives of the study –

- To study company's policies for employee welfare activity.
- To study the employee welfare process thoroughly and put valuable suggestions and recommendations as per the research carried out in the organization.
- To study the satisfaction level of the employees in the organization and to suggest steps to improve the same
- To understand an importance of welfare in an organization for the achievement of organizational goal and objectives

II) Scope of the Study –

- With the growth of industrialization and mechanization labour welfare has acquired importance; labour welfare is nothing but the maintenance function of personnel in the sense that it is directed specifically to the preservation of employee health and attitudes.
- Thus, labour welfare occupies a place of significant place in the industrial development and economy. It is an important facet and one of the major determinants of industrial relations.
- Employee welfare defines as "efforts to make life worth living for workmen."

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These efforts have their origin either in some statute formed by the state or in some local custom or in collective agreement or in the employer's own initiative.

- iv) Labour welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages, welfare helps in keeping the morale motivation of the employees high so as to retain the employees for longer duration. The welfare measures need not be in monetary terms only but in any kind. Labour welfare entails all those activities of employer, which are directed towards providing the employees with certain facilities and services in addition to wages or salaries.

III) Limitation of the Study –

- i) As it is true for most of the study this project is also not free from limitations some of the limitations of the study are:-
- ii) Paucity of time is one of the important limitations in this study.
- iii) All the employees were found very busy in the working hours.
- iv) Difficulty was faced in extracting correct information and response to the question due to the hesitation and certain amount of fear among respondents.

IV) **Research Methodology** – RESEARCH is a 'careful investigation or inquiry especially through search for new facts in any branch of knowledge. The project is a systematic presentation consisting of the enunciated problem, formulated hypothesis, collected facts of data, analyzed facts and proposed conclusion in form of excommunications.

V) Research Design – Exploratory Research Design

- i) **Data Collection:** Primary and Secondary
- ii) **Proposed Analysis Technique:** Graphs and Charts
- iii) **Sampling Units:** Customers
- iv) **Sample Techniques:** Random Sampling

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- v) **Research Instrument:** Structured Questionnaire
- vi) **Sample Size:** 100 respondents

This kind of research method is adopted because small amount of data and information existed to conduct the research. Therefore two data collection technique are as follow:

VI) Data Collection – Primary and Secondary

Primary Data: The employees who are working in Human Resource Division and within different shop floor also helped to know what employees grievances are relating to the services provided. This was necessary because the forms were designed now, and there was no method to understand the level of employee satisfaction.

Under primary method of data collection following techniques has been used-

- 1) Design questionnaire that were easy to answer.
- 2) Personal interaction circulating the questionnaire.
- 3) Information talks with senior officers of the company.

Secondary Data: Some of the important data for the study is obtained from-secondary data is collected from the company Booklet. The information was also collected by meeting different employees personally.

VII) Data Analysis – The data analysis will be done on the below mentioned aspects:

- i) The working conditions in Sakshi industries.
- ii) The Employee Training provided at Sakshi.
- iii) Retirement benefits provided by Sakshi.
- iv) Accident prevention measures taken by Sakshi.
- v) Are you satisfied with the safety measures taken at work place?

VIII) Graphical and Tabular Representation of Data Analysis

Table No. 1

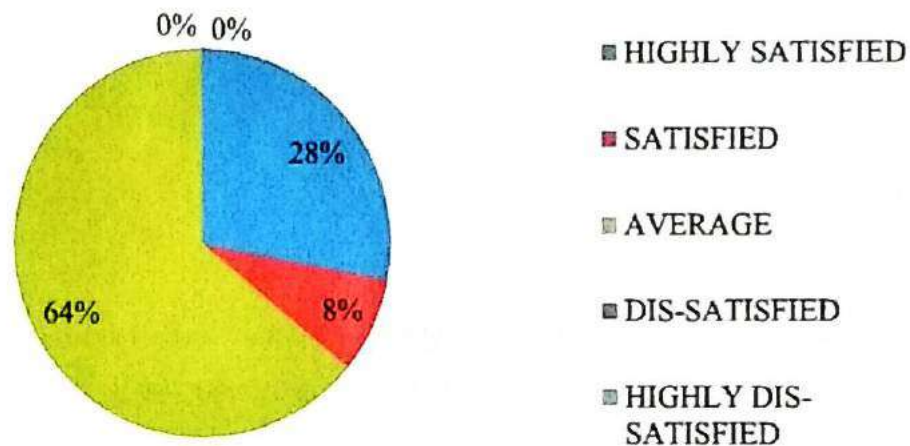


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The working conditions in Sakshi industries:

GRADE	NO. OF RESPONDENTS	PERCENTAGE (%)
HIGHLY SATISFIED	28	28%
SATISFIED	8	8%
AVERAGE	64	64%
DIS-SATISFIED	0	0%
HIGHLY DIS-SATISFIED	0	0%
	TOTAL=100	100%

The working conditions in Sakshi industries



Interpretation:-

From the above table it is inferred that the working conditions in the company are average (64%) Around employees agree that the working conditions in the company are average.

Table No. 2

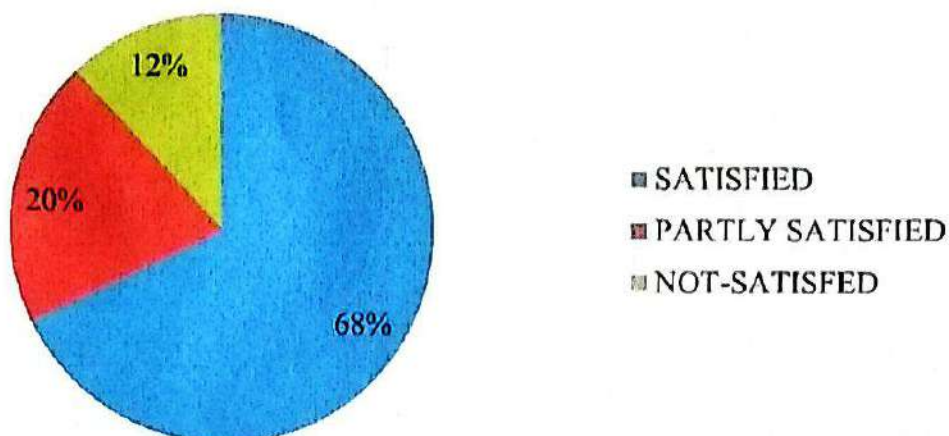
The Employee Training provided at Sakshi:

GRADE	NO. OF RESPONDENTS	PERCENTAGE (%)
SATISFIED	68	68%
PARTLY SATISFIED	20	20%
NOT-SATISFED	12	12%

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	TOTAL=100	100%
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The Employee Training provided at Sakshi



Interpretation:-

From the above chart it can be seen that the total deposit of the bank are growing every year, i.e in the year(in Rs.lakh crore) From the above table it is inferred the training provided is satisfactory(68%). The training provided to the employees is really helpful for their growth. Safety training is useful for providing safe condition to employees. Employee training also increases the productivity of the company.

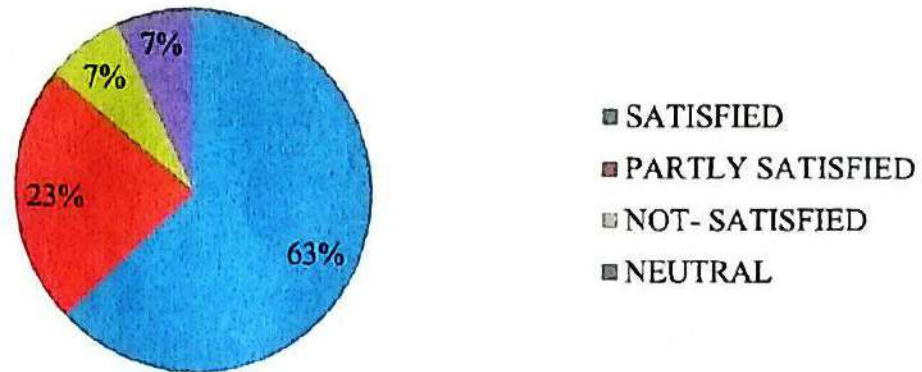
Table No. 3

Retirement benefits provided by Sakshi:

GRADE	NO. OF RESPONDENTS	PERCENTAGE (%)
SATISFIED	63	63%
PARTLY SATISFIED	23	23%
NOT- SATISFIED	7	7%
NEUTRAL	7	7%
	TOTAL=100	100%

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Retirement benefits provided by Sakshi



Interpretation:-

From the above table it is inferred the retirement benefits available in Sakshi is satisfactory(63%), as all the required retirement benefit like provident fund(P.F.) which are necessary for the employees are provided by the company. Retirement for employees is also conducted by the company.

Table No. 4

Accident prevention measures taken by Sakshi:

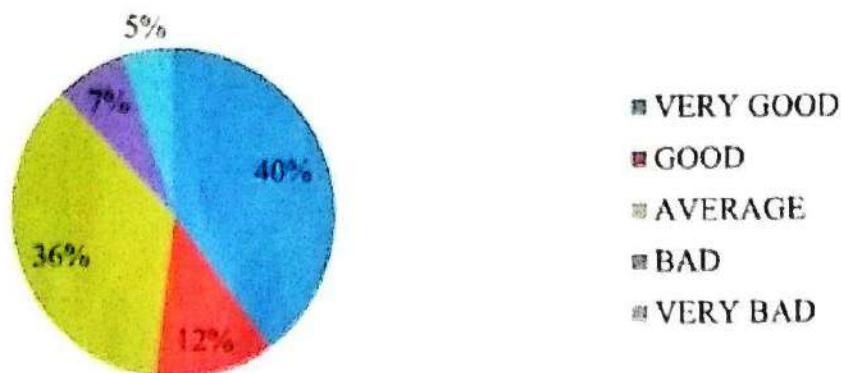
GRADE	NO. OF RESPONDENTS	PERCENTAGE (%)
VERY GOOD	40	40%
GOOD	12	12%
AVERAGE	36	36%
BAD	7	7%
VERY BAD	5	5%
	TOTAL =100	100%





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Accident prevention measures taken by Sakshi



Interpretation:-

From the above table it is inferred the accident prevention measures at Sakshi is very good(40%) The company provides necessary information and instructions are given regarding accident prevention from time to time. Employee safety training programme is also carried out.

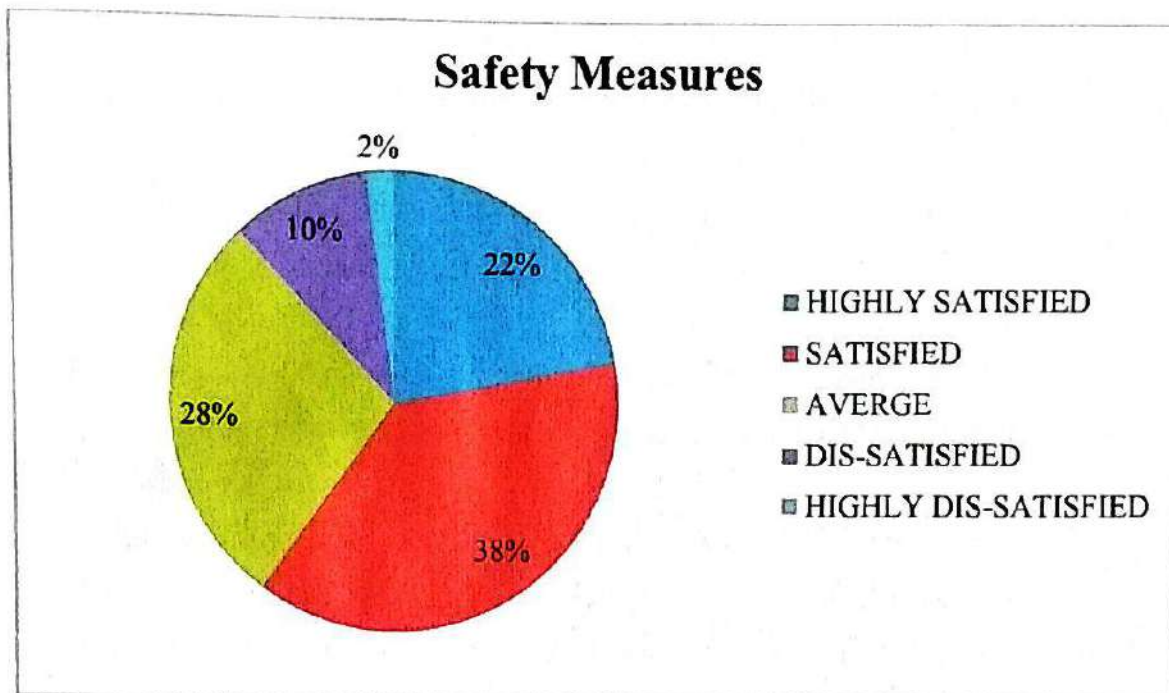
Table No. 5

Are you satisfied with the safety measures taken at work place?

GRADE	NO. OF RESPONDENTS	PERCENTAGE (%)
HIGHLY SATISFIED	22	22%
SATISFIED	38	38%
AVERAGE	28	28%
DIS-SATISFIED	10	10%
HIGHLY DIS-SATISFIED	2	2%
	TOTAL=100	100%



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Interpretation:-

From the above table it is inferred that the safety measures at work place in Sakshi are carried out well and most of the employees are satisfied (38%) with this safety measures. Safety training is provided to the employees. Instruction regarding safety is given to employees. Fencing of machinery is done, use of lifting machines like cranes, chains, and ropes are used.

IX) Major Findings –

Findings as follow:

1. All the statutory benefits such P.F., Health Insurance, pension are provided to employee in accordance with the Government rules, regulations and policies.
2. From the answers of the questions in questionnaire it is found that the employees are satisfied with the training provided to them.
3. Working conditions in the factory are average or better from the employee's point of view.
4. Sakshi has adopted good safety practices and accident prevention measures for its



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employees in the work place.

5. Also it was seen that good fire safety and emergency response training is provided in the company.
6. Among the other findings the most important findings are that the employees are covered by insurance policy and are given excellent medical facilities (including their blood relatives)
7. Sakshi also provides loan facility to employees which run satisfactorily.
8. 8. The majority of the employees (65%) agree that the first aid facilities in Sakshi are satisfactory.
9. Though there is no dedicated Labour Welfare Officer appointed by Sakshi, the personnel manager handles all the related duties and responsibilities well.
10. The drinking water facility in Sakshi is good. Most of employees are satisfied with the drinking water facility.
11. 11 The sports activities carried by the company is satisfactory. the company cares for the employees engagement in various other activities.
12. The canteen facility at Sakshi is good. reason for this is the good hygienic condition maintained while cooking as well as in canteen
13. From all the above findings it can be said that in general Sakshi has good labour welfare policies and provisions for its employees which are very essential for smooth running of any organization.

X) Conclusion –

1. The Working Conditions of the company is good. Maximum employees are satisfied (about 64%) with the working conditions.
2. The drinking Water facility provided by the company is average and need some



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improvements & about 52% employees are satisfied with this facility

3. The Canteen facilities provided by the company are very good. It provides healthy & nutritious food to the employees. About 90% of the employees are satisfied with the canteen facilities provided by Sakshi.
4. Medical Benefits for the employees are average, only 58% of the employees are satisfied with these benefits.
5. The Welfare Officer for the employees performing well. About 52% employees are satisfied to the Welfare Officer. He must adopt new strategies and policies for the Welfare of labours & staff.
6. The training program provided by the company is good, & about 68% of the employees are satisfied with the training program.
7. Sport events are not properly arranged. Only 42% employees are satisfied with it.
8. Loans facility is up to the mark. On an average 55% employees are satisfied with this facility.
9. Retirement Benefits given by the company is also good & 63% of the employees are satisfied with this facility.
10. The Accident Prevention Measures provided by the company is very good. About 80% of employees are satisfied with this facility.
11. The response to the employees Emergency conditions is very good. All over on an average 85% employees are satisfied.
12. The safety measures taken by Sakshi are too well. Most of the employees are satisfied with this.

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BIBLIOGRAPHY

REFERENCE BOOKS:

- 1) Human Resource Management Ashwathappa 6th Edition.
- 2) Industrial and Labour Law S.P. Jain.

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SOCHDHAARA – LETS RESEARCH

“Study of Employees Engagement and Satisfaction”

Supriya Khandare¹, Prof. Saad Siddiqui²

Abstract - The business management concept of employee engagement has been around since the early 1990's. Employee engagement is defined as an employee's emotional connection to their organization that motivates the employee to become fully involved and enthusiastic about their work. The quality of the workforce is the most significant factor for any industrial and business organizations to meet its organizational goals, development and growth sustainable laity. Therefore, every organization must seek to improve the quality of its employees or workforce through employee engagement practices. This study focused on the perception of the HR officials of industrial organizations on the concept of employee engagement, and also focused on the affecting factors of employee engagement, benefits of employee engagement and its various approaches. This study also focused on the barriers in employee engagement practices in the industrial organization. The benefits that employers receive from having engaged employees are numerous. Such benefits include; stronger customer relationships, longer employee tenure, increased productivity, higher job satisfaction, and increased organizational commitment.

Key Words –Employee engagement, development, benefits, affecting factors.

Introduction – Engagement is a relatively stable cognitive state where an employee is psychologically present and focused on the job and its related activities, and has been characterized as a positive, fulfilling state. On the other hand, job satisfaction is relatively established area of study in human resource management and has been studied on a wide basis. According to Newstrom and Dawis (2009), job satisfaction represents a combination of positive or negative feelings that workers have towards their work.

Job satisfaction is one of the most studied and interesting concepts in the field of Human Resource Management. Job satisfaction has been defined in many different ways. Some believe it is simply how content an individual is with his or her job, in other words, whether or not they like the job or individual aspects or facets of jobs ,such as nature of work or

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supervision job satisfaction expresses the amount of agreement between one's emerging expectations and the rewards that the job provides. It has a diversified range of dimensions of employees' behaviour and psychology at workplace. As in the words of Edwin A Locke's.

I) Significance of the Study–

A business is an economic activity which needs Employees engagement and satisfaction not only for long term expansion but also for meeting its day to day targets. Employee's engagement and satisfaction are most important for meeting day to day need. Apart from this the study will be more helpful for organization to prepare their long-term goal, policies and procedure according so as to maintain high level of employee's engagement and satisfaction.

II) Objectives of the study –

- i) To find how effectively the organization looks after the engagement and satisfaction of the employees.
- ii) To find out lacuna in current engagement and satisfaction level of the employees in the company
- iii) To reflect on the relative analysis of the Employees engagement and satisfaction in the company

III) Scope of the Study –

The study conducted at BAG ELECTRONICS (I) PVT. LTD. is to analyze about the Engagement and the satisfaction. Through the entire study the organization can analysis how effectively they managing their employee's satisfaction level. Also, the firm will be able to adopt most efficient techniques for the proper management of their employee's engagement and satisfaction level. So that they may be able to carry out their day to day operations in a profitable way. However, the parameters of the study are limited within the boundaries of the company.

IV) Limitation of the Study –

- i) Time period available for completion of project was less for doing an in-depth



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study of this subject.

- ii) Reservation of employees for filling up of questionnaire due to more work load as well as repeated work of filling up of questionnaire as they have already done the same thing for research work carried by some other person.
- iii) There were internal department changes in the organization.

V) Research Methodology – RESEARCH is a 'careful investigation or inquiry especially through search for new facts in any branch of knowledge. The project is a systematic presentation consisting of the enunciated problem, formulated hypothesis, collected facts of data, analyzed facts and proposed conclusion in form of excommunications.

VI) Research Design –

- i) **Data Collection:** Primary and Secondary
- ii) **Proposed Analysis Technique:** Graphs and Charts
- iii) **Sampling Units:** Employees
- iv) **Research Instrument:** Structured Questionnaire
- v) **Sample Size:** 60 respondents

This kind of research method is adopted because small amount of data and information existed to conduct the research. Therefore two data collection technique are as follow:

VII) Data Collection – Primary and Secondary

Primary Data: The information and the data collected are through formal informal discussion with the offers and accounts department. Discussion with the staff members of the commercial, finance and other department. Queries arising in due course of the project brought into the notice of the concerned authority and necessary explanation and solution are adopted. Theory book, survey.

Secondary Data: 1. References books: theory relating to the subject matter and various



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concept taken up from various financial reference books. 2. Websites: Majority of the information gathered from data exhibited on the websites of the organization as well as from the discussion with the HR Manager of the company.

VIII) Data Analysis –

The data analysis will be done on the below mentioned aspects:

- i) The Company gives adequate importance to its human resources (employees), and its actions support this.
- ii) Personnel policies and other welfare measures in our company are good.
- iii) I am aware of the importance of my contribution to the overall success of the Company.
- iv) The training (external or internal) I get helps me upgrade my knowledge and behavioural skills.
- v) I feel secure about my continued employment at this organization.

IX) Graphical and Tabular Representation of Data Analysis

Table No. 1

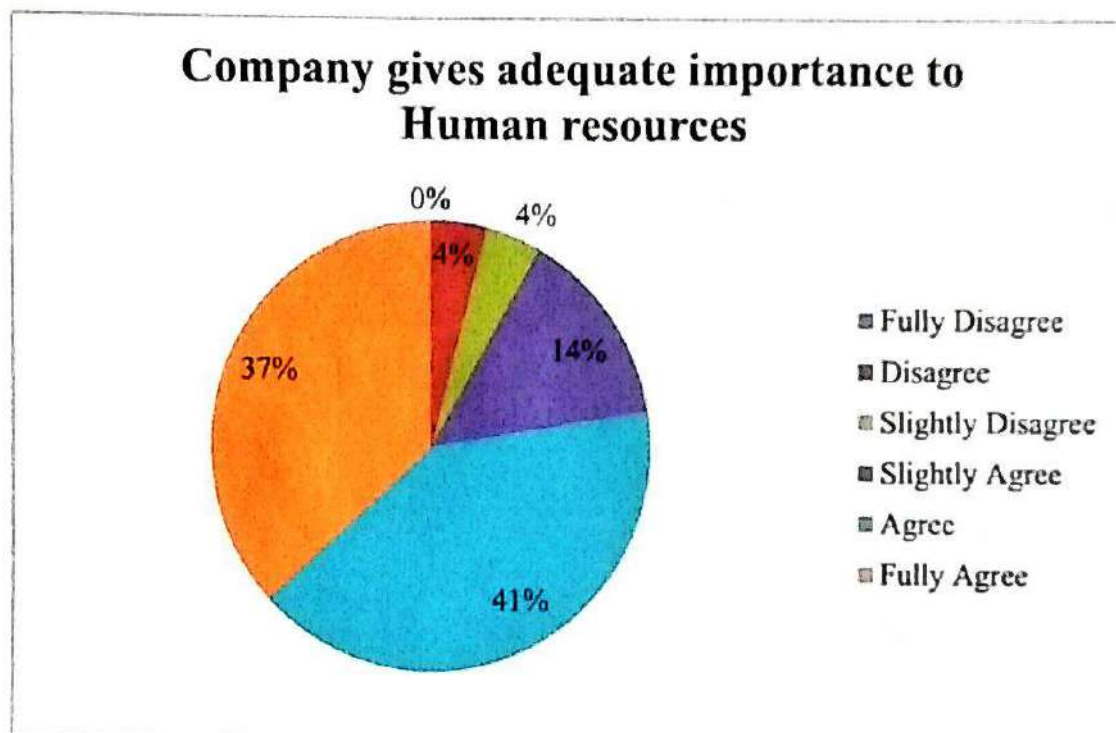
The Company gives adequate importance to its human resources (employees), and its actions support this:

	Fully Disagree (0)	Disagree (1)	Slightly Disagree (2)	Slightly Agree (3)	Agree (4)	Fully Agree (5)
Responds	0	2	2	7	20	18



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Percentage	0.00%	2.44%	2.44%	8.57%	24.48%	22.04%
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Interpretation:-

In these case employees are gives adequate importance to its human resources (employees) and its actions support.

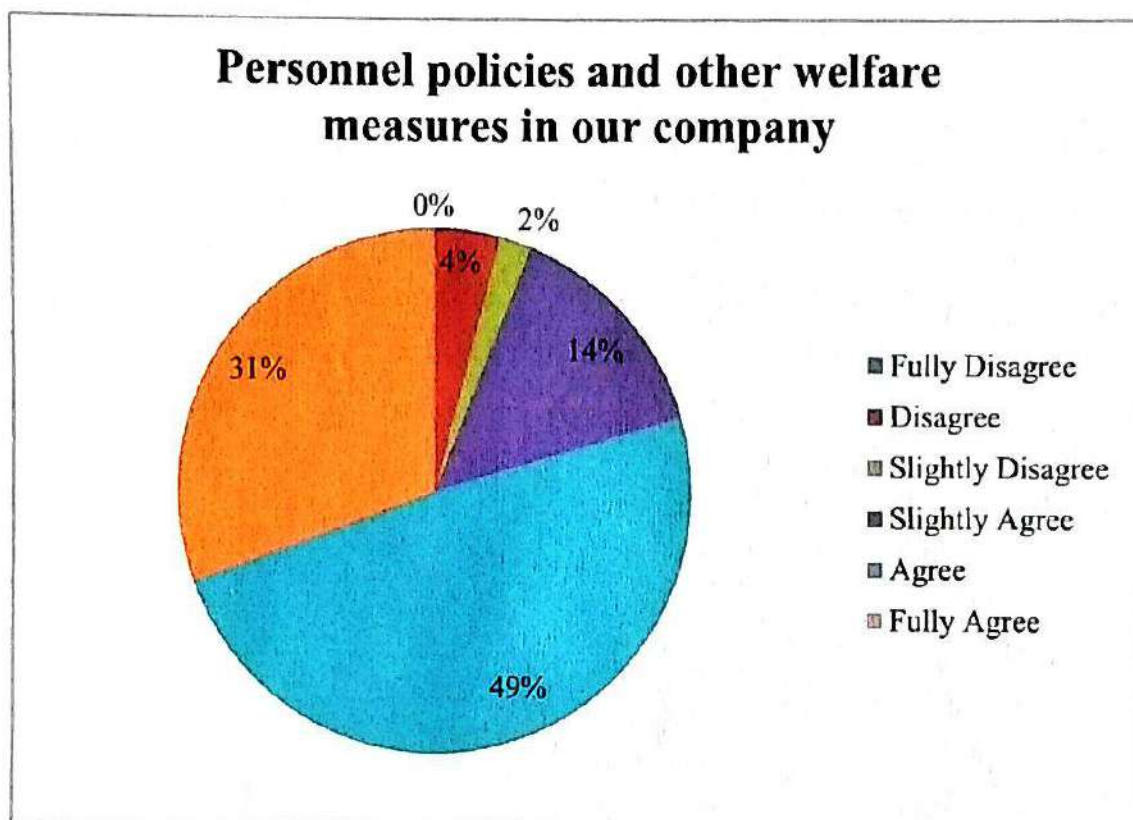
Table No. 2

Personnel policies and other welfare measures in our company are good:

	Fully Disagree (0)	Disagree (1)	Slightly Disagree (2)	Slightly Agree (3)	Agree (4)	Fully Agree (5)
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Responds	0	2	1	7	24	15
Percentage	0.00%	2.44%	1.22%	8.57%	29.38%	18.36%



Interpretation:-

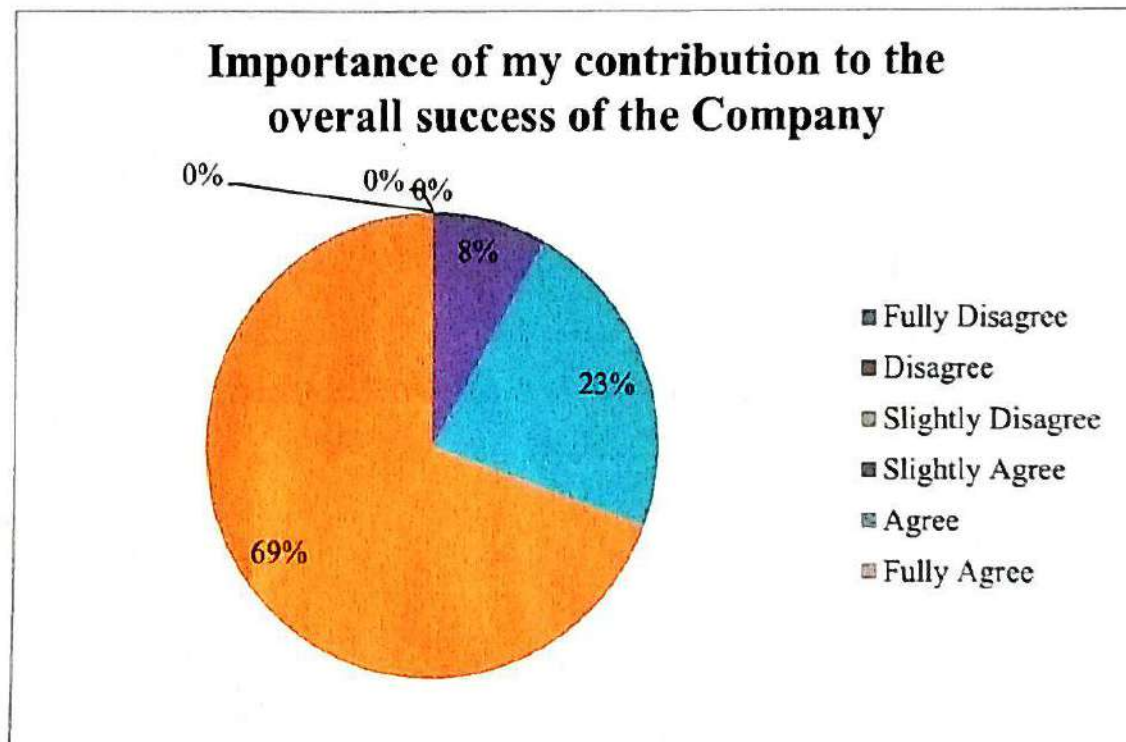
In this organization satisfaction level is good in terms of Personnel policies and the activities.

Table No. 3

I am aware of the importance of my contribution to the overall success of the Company:

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	Fully Disagree (0)	Disagree (1)	Slightly Disagree (2)	Slightly Agree (3)	Agree (4)	Fully Agree (5)
Responds	0	0	0	4	11	34
Percentage	0.00%	0.00%	0.00%	4.89%	13.46%	41.63%



Interpretation:-

In this case employees are fully agreed on their contribution to the overall success of the Company.



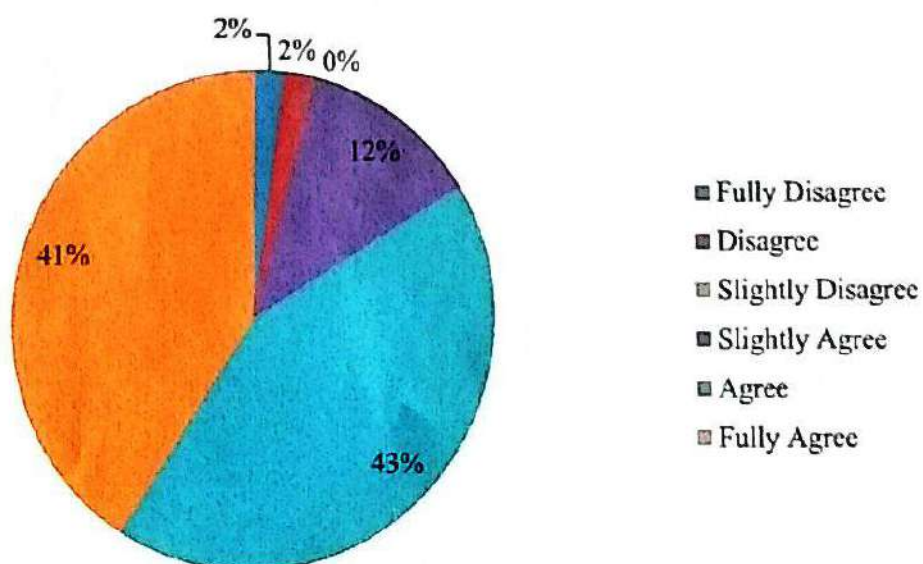
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Table No. 4

The training (external or internal) I get helps me upgrade my knowledge and behavioural skills:

	Fully Disagree (0)	Disagree (1)	Slightly Disagree (2)	Slightly Agree (3)	Agree (4)	Fully Agree (5)
Responds	1	1	0	6	21	20
Percentage	1.22%	1.22%	0.00%	7.34%	25.71%	24.48%

Training helps me to upgrade knowledge & skills



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Interpretation:-

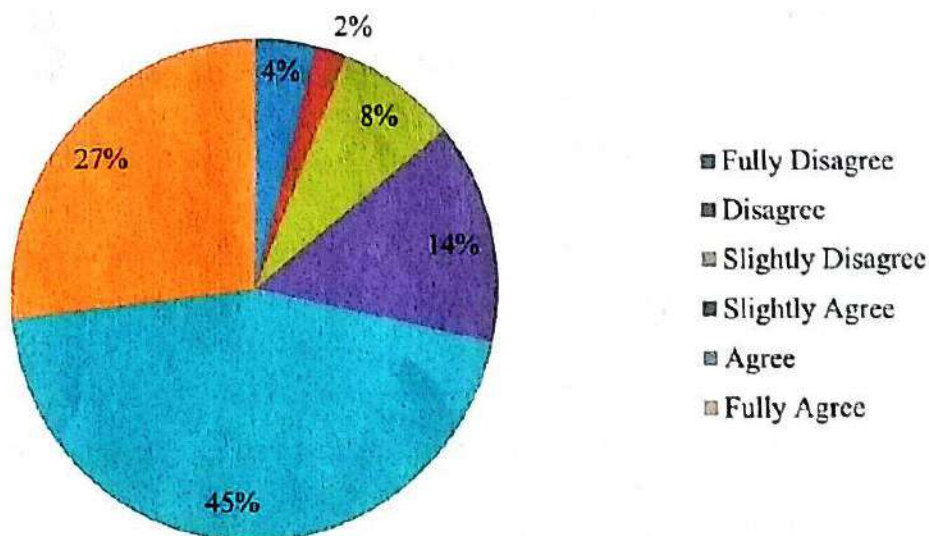
Here most of the employees are satisfied on training provided practice.

Table No. 5

I feel secure about my continued employment at this organization:

	Fully Disagree (0)	Disagree (1)	Slightly Disagree (2)	Slightly Agree (3)	Agree (4)	Fully Agree (5)
Responds	2	1	4	7	22	13
Percentage	2.44%	1.22%	4.89%	8.57%	26.93%	15.91%

Secure about my continued employment at this organization



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Interpretation:-

Here satisfactory level is slightly down as compare to other practices.

X) Major Findings –

Findings as follow:

1. According to the survey, engagement and satisfaction level rate is 82.00%.The engagement and satisfaction level rate is higher in the company.
2. There is a good relationship between management and employees in this organization and most of the employees feel free to voice their opinion.
3. Employees are happy with the policies in this organization as the management knows the importance of the human resources and facilitate the development of the employees.
4. There is a feeling of trust between employees and their boss/HOD.
5. Bosses inspire the employees to experiment with new methods and there will be the reward /appreciate for the good work done by the employees.
6. It has been found that, employees have high satisfaction about work atmosphere and working conditions, health and safety facilities provided by company.
7. Most of the employees are happy with the promotion policies in the organization.
8. From the given welfare facilities provided by company, the employees are highly satisfied with all the facilities except transport facilities and canteen facilities which has less average.
9. Good amount of people agrees to the term good career opportunities in BAG.
10. Most of the employees are happy with Resources provided to them in BAG.




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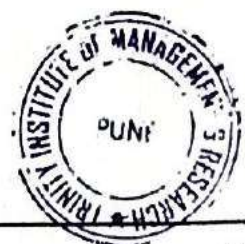
XI) Conclusion –

1. This research was undertaken to explore the employee engagement and satisfaction in BAG electronics. It includes both the world of theory and world of practice.
2. This research helped to understand the concept of employee engagement and satisfaction and the factors affecting job engagement and satisfaction.
3. This survey will be helpful for organization to prepare their long-term goals, policies and procedure accordingly, so as to maintain high level of employee engagement and satisfaction in the future. With the help of this survey, management can provide feedback or attention to employees and their concerns, which are dissatisfied and avoid the attrition of valuable employees.
4. According to the survey, of the study has been proved and it's been found that the rate of employee engagement and satisfaction is high at BAG electronics. Still there are some factors such as: Training programs, transport facility, salary, promotion, which management should give more attention to them, so that the level of employee satisfaction will be higher in the future.

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The only thing that is constant in academics is Research. The changing times bring with them demands for new ideologies, new concepts and actions to enhance the thought mobility of students as well as faculty. It takes passion and inquisitiveness to revisit an idea, explore, un-explore and re-explore it and then present a new dimension to the same. Technology has open doors for researchers to delve into the depths and bring about useful and productive elements to the existential thoughts and concepts.

Sochidhaara- Let's Research, an initiative by TIMR, aims to develop and enhance the urge to research in it's students. Human being is inquisitive by nature. So are the students. The only difference being that for students research as a word is not a very promising activity, and that ideology needs to be revamped. Through Sochidhaara, the awareness amongst the students shall be built as to research being a part of their daily lives.