

**“A STUDY ON TEAM SPIRIT AND TEAM WORK WITH REFERENCE
TO QUE RICO EXIM PRIVATE LIMITED”**

Dissertation submitted to
MAHATMA GANDHI UNIVERSITY, KOTTAYAM

In partial fulfilment of the requirement for the
Degree of Bachelor of Business Administration

Submitted by
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Under the supervision of
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BONAFIDE CERTIFICATE

This is to certify that the study report entitled “**A STUDY ON TEAM SPIRIT AND TEAM WORK**” is a record of original work done by **AMAN MIRZA (Registration no.210021079984)** in partial fulfilment of the requirement for the degree of Bachelor of Business Administration under the guidance of **MS. MANJU MALATHY HEAD OF THE DEPARTMENT , DEPARTMENT OF BACHELOR OF BUSINESS ADMINISTRATION**. This work has not been submitted for the award of any other degree or titled of recognition earlier.

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DECLARATION

This is to declare that this bonafide record of the project work done by me entitled **“A STUDY ON TEAM SPIRIT AND TEAM WORK WITH REFERENCE TO QUE RICO EXIM PVT LTD”** in partial fulfilment of the BBA Programme of Mahatma Gandhi University under the guidance of **MS. MANJU MALATHY, HEAD OF THE DEPARTMENT**, and that the report has not found the basis for the award of any Degree/Diploma or other similar titles to any candidate of any other university.

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1.1 INTRODUCTION

Team work is necessary in every organisation as to achieve its organisational objective as teamwork isn't just a means of measuring the aspects of organizational behavior, as it is a method of actually completing tasks in the business. In cases where the workload is vast or complex, the members of a team can easily divide the work based on the number of members and their strengths in order to properly complete

Team work generally contributes towards various factors majorly goal setting, accomplishing tasks, cooperative work culture which are evaluated and analyzed appropriately .Organizational behavior in business frequently features a focus on teamwork equaling success and balance. Instances of group work are one of the best ways that business leaders can analyze a sample of their employees' organizational behavior in action. Many of the other components of organizational behavior are tested in group work, and it can be an opportunity for employers to see what is working and what isn't. The organisational Study includes arranged and implemented in an organisation as well as how effectively matters are communicated among workers and executives.

In this work selected, QUE RICO EXIM PVT.LTD the ultimate aim is to study on team building and teamwork and organisational structure and this report contains adequate information about the business operation, environment and other factors. Data's are collected on the basis of primary and secondary analysis.

1.2 STATEMENT OF PROBLEM

To study Teamwork at QUE RICO EXIM PVT LTD by examining internal as well as external factors which contribute towards team building and to identify areas for improvement and to suggest measures that improves the condition.

1.3 OBJECTIVE OF THE STUDY

The primary objective of the study is :

- To study employees perception on planning their work systematically

The secondary objectives of the study are :

- To study employees perception on goal setting as it must be set to give direction and must be properly prioritized

- To study employees perception on understanding goals and task clearly, when working in teams
- To study employees perception on using their time wisely as to stay on schedule
- To study employees perception on their ability to get along with others
- To study employees perception on getting things done by working cooperatively
- To study employees perception on their ability to be flexible in the way they deal with things
- To study employees perception on their comfort when working with others to accomplish their task
- To study employees perception as a good team player
- .to study employees perception on using persuasion as a technique to get things done
- To study employees perception on handling stress that accompanies deadlines
- To study employees perception on expressing themselves both verbally and nonverbally to establish team relation
- To study employees perception on staying positive and viewing success and setbacks with right spirit
- To study employees perception on the belief that good team spirit and teamwork is success behind the organization's success

METHODOLOGY

The data collected include both primary and secondary data. Primary data was collected from among the employees at QUE RICO EXIM PVT LTD, through a structured questionnaire. Random sampling method was also used for data collection. In the present study, sample consists of 50 employees. Percentage Analysis was used for data analysis and interpretation. Company Reports, brochures and websites have been the sources of secondary data.

1.4 SCOPE OF THE STUDY

Teamwork is important in an organization because of the scope of the work it performs on a daily basis. A single employee cannot take on all of the responsibilities of an organization. Each employee hired by the company has a certain skill set, which contributes to a single department. In other words, a single department has a collection of workers who each contribute something to reach the

organization's goals and objectives. Sometimes these departments must work together in creating a project or task for the organization, These departments must work together as a team to meet the company's goals and objectives, despite having very different functions within the organization. Overall, fostering a culture of teamwork can contribute to the overall success and competitiveness of an enterprise in today's dynamic business environment.

Sources of Data :

- Primary data collected through questionnaire
- Interview method to respective employees

1.5 LIMINATION OF THE STUDY

1. Due to the time constraint, the study could only be conducted with only those employees who could be contacted, who were available.
2. The demerits of sampling methods have affected the study.
3. Any personal bias on the part of respondents may have affected the study.

LITERATURE REVIEW

- **Katzenbach & Smith (2015)** states that the argue for the transformative power of teams in driving organizational performance, stressing the importance of shared goals and mutual accountability, principles that resonate strongly within the frozen food industry.
- **Belbin's (2012)** states that the work delves into team roles and dynamics, offering insights into how understanding individual strengths and weaknesses can enhance teamwork effectiveness, a critical aspect for success in the frozen food industry.
- **West (2012)** states that the work synthesizes findings from organizational research to provide practical guidance for building and sustaining effective teamwork, offering actionable strategies for enhancing collaboration and team spirit within frozen food industry settings.
- **Wheelan's (2010)** states that research explores the relationship between group size, development, and productivity, offering insights into how team composition and dynamics influence performance, a consideration of significance for teams within the frozen food industry.
- **DeChurch & Mesmer-Magnus (2010)** declared that conduct a meta-analysis to uncover the cognitive mechanisms driving effective teamwork, shedding light on the importance of shared mental models and cognitive processes for achieving team goals, insights crucial for fostering collaboration within the frozen food industry.
- **Adler(2008)** states that explores the importance of teamwork in multinational corporations, shedding light on how cultural diversity within teams can affect collaboration and team spirit, which is pertinent to the frozen food industry's global reach..
- **Mathieu et al. (2008)** states that provide a comprehensive review of advancements in understanding team effectiveness over a decade, offering insights into emerging trends and

future directions, relevant for guiding efforts to enhance teamwork within the evolving landscape of the frozen food industry.

- **Salas et al., (2008)** declares that offer interdisciplinary perspectives on team effectiveness, drawing on research from psychology, organizational behavior, and other fields to provide nuanced insights applicable to teams operating within the complex environment of the frozen food industry.
- **Kozlowski & Ilgen(2006)** states that provide a comprehensive review of interventions aimed at enhancing team effectiveness, offering evidence-based strategies for optimizing teamwork within the frozen food industry to drive innovation and productivity.
- **Ilgen et al.(2005)** declared that propose the Input-Mediator-Output-Input (IMOI) model as a framework for understanding team effectiveness, offering a nuanced perspective that considers both internal team processes and external environmental factors, applicable for optimizing teamwork within frozen food industry contexts.
- **De Dreu & Weingart's (2003)** states that meta-analysis explores the impact of task and relationship conflict on team performance and satisfaction, highlighting the importance of managing conflict constructively within frozen food industry teams to maintain morale and productivity.
- **Hackman (2002)** declared that explores the critical role of leadership in creating conditions conducive to effective teamwork, offering practical insights that can be applied to enhance team dynamics within the frozen food industry.
- **Hofstede's (2001)** states that seminal work on cultural dimensions provides valuable insights into how cultural differences impact teamwork and collaboration, which is particularly relevant

for multinational frozen food companies operating in diverse markets.

- **Marks & Mathieu (2001)** states that present a framework for understanding team processes over time, highlighting the dynamic nature of teamwork and the need for adaptability, a key consideration for frozen food industry teams facing evolving market demands.
- **McGrath et al.(2000)** declared that offer a retrospective and prospective analysis of group research, outlining key themes and future directions, providing valuable context for understanding the trajectory of teamwork research and its implications for the frozen food industry's team dynamics
- **Edmondson's (1999)** declared that research emphasizes the importance of psychological safety within teams for promoting open communication and innovation, factors that are integral to maintaining a positive team spirit within.
- **Cohen & Bailey(1997)** states that provide a comprehensive review of factors contributing to team effectiveness, including communication, leadership, and cohesion, all of which are crucial for fostering teamwork and team spirit within frozen food industry settings fast-paced environment of the frozen food industry.
- **Jehn's(1995)** declared that research investigates the nuanced effects of intragroup conflict on team outcomes, offering insights into when conflict can be beneficial or detrimental to team performance, considerations relevant to managing teams within the frozen food industry
- **Zander & Kogut's (1995)** states that empirical study sheds light on the importance of knowledge transfer and imitation for organizational learning and adaptation, processes essential for fostering innovation and agility within frozen food industry teams.
- **Stevens & Campion (1994)** declared that examine the competencies necessary for effective teamwork, providing insights into the skills and abilities that human resource management should cultivate to support teamwork within the frozen food industry

3.1 FROZEN FOOD INDUSTRY

The frozen food industry stands as a cornerstone of modern convenience, offering consumers a diverse array of convenient, ready-to-eat or ready-to-cook options that span cuisines, dietary needs, and lifestyles. Rooted in a rich history dating back to the early 20th century, the industry has undergone remarkable evolution and transformation, spurred by advancements in freezing technology, packaging innovation, and shifting consumer preferences.

Today, the frozen food sector represents a dynamic and multifaceted landscape, encompassing a wide range of products including fruits, vegetables, meats, seafood, prepared meals, desserts, and snacks. Its appeal lies not only in the convenience it offers but also in its ability to deliver quality, nutrition, and taste while extending shelf life and reducing food waste. The industry's global footprint is expansive, with multinational corporations alongside small and medium enterprises (SMEs) contributing to its growth and competitiveness.

As consumer lifestyles become increasingly fast-paced, and demands for convenience, health-consciousness, and sustainability continue to rise, the frozen food industry finds itself at a critical juncture, poised to innovate and adapt to meet evolving needs and preferences. This industry profile aims to delve into the intricacies of the frozen food sector, exploring its market dynamics, technological advancements, consumer trends, sustainability initiatives, and future prospects, providing a comprehensive overview for stakeholders and enthusiasts alike.

The global acceptance of the frozen food industry among people has witnessed a significant rise in recent years, driven by several key factors. Firstly, the convenience offered by frozen foods aligns well with the fast-paced lifestyles of modern consumers, who often seek quick and easy meal solutions that require minimal preparation time. Frozen foods provide a convenient option for busy individuals and families, allowing them to enjoy nutritious meals without sacrificing taste or quality. Advancements in freezing and packaging technologies have greatly improved the quality and variety of frozen food products available in the market. From flash-freezing techniques that preserve the freshness of ingredients to innovative packaging designs that maintain product integrity, consumers can now choose from a wide range of frozen options, including fruits, vegetables, meats, seafood, and ready-to-eat meals.

As concerns about food waste and sustainability continue to rise, frozen foods offer a solution by extending the shelf life of perishable items and reducing the amount of food that goes to waste. This industry resonates with environmentally conscious consumers who seek sustainable food options.

A BRIEF HISTORY ON FROZEN FOOD INDUSTRY

The frozen food industry has a rich history that spans over a century, marked by key innovations and milestones that have transformed the way we preserve, distribute, and consume food.

The origins of the frozen food industry can be traced back to the early 20th century, with the pioneering work of Clarence Birdseye, who is often credited as the father of frozen foods. In the 1920s, Birdseye developed a revolutionary flash-freezing technique that involved rapidly freezing foods at extremely low temperatures. This process preserved the taste, texture, and nutritional value of the foods, allowing them to be stored for extended periods without the need for preservatives.

The commercialization of frozen foods gained momentum in the 1930s and 1940s, particularly during World War II, when frozen foods were utilized to feed troops and support the war effort. After the war, frozen foods became increasingly popular among consumers as advancements in freezing technology made production more efficient and affordable.

Throughout the latter half of the 20th century, the frozen food industry experienced rapid growth and diversification, with an expanding range of products including fruits, vegetables, meats, seafood, prepared meals, and desserts. Major food companies entered the market, driving innovation in packaging, distribution, and marketing to meet the evolving needs and preferences of consumers.

In the late 20th and early 21st centuries, the frozen food industry continued to evolve in response to changing consumer lifestyles, dietary trends, and technological advancements. Health-conscious consumers demanded healthier and more natural frozen options, leading to the development of organic, gluten-free, and low-sodium products. Additionally, convenience became a major driver of growth, with the introduction of single-serve meals, microwavable packaging, and on-the-go snacks catering to busy consumers.

Today, the frozen food industry is a global powerhouse, with a diverse array of products available in markets around the world. From traditional frozen staples to gourmet and specialty offerings, the industry continues to innovate and adapt to meet the needs of consumers in an ever-changing culinary landscape. As concerns about food waste, sustainability, and convenience continue to shape consumer preferences, the frozen food industry is poised to remain a vital component of the global food supply chain for years to come.

Looking ahead, the frozen food industry is poised for continued growth and innovation as it embraces emerging trends such as plant-based alternatives, ethnic cuisines, and functional ingredients. With ongoing investments in research and development, as well as collaborations across the food ecosystem,

the industry is well-positioned to meet the evolving needs of consumers while contributing to a more sustainable and resilient food system.

MAJOR PLAYERS AND COMPETITORS FACED IN THE INDUSTRY

As of recent years, the frozen food industry in India has seen significant growth, with several major players and competitors vying for market share. Some of the key players in the Indian frozen food industry include:

- 1. McCain Foods:** McCain Foods is a global leader in the frozen food industry and has a strong presence in India. The company offers a wide range of frozen potato products, including French fries, potato wedges, and hash browns, as well as other frozen snacks and appetizers.
- 2. Venky's India:** Venky's India is a prominent player in the Indian frozen food market, known for its range of frozen chicken products, including nuggets, sausages, and kebabs. The company also offers frozen ready-to-eat meals and snacks.
- 3. Godrej Tyson Foods:** Godrej Tyson Foods is a joint venture between Godrej Agrovet Limited and Tyson Foods Inc. of the USA. The company specializes in frozen chicken products, including marinated chicken, nuggets, and kebabs, as well as frozen vegetarian products.
- 4. Mother Dairy:** Mother Dairy is a well-known brand in India, primarily recognized for its dairy products. However, the company also offers a range of frozen fruits and vegetables, including peas, corn, and mixed vegetables.
- 5. Al Kabeer:** Al Kabeer is a leading player in the Indian frozen food industry, offering a diverse range of products, including frozen meats, seafood, vegetables, and ready-to-eat meals. The company caters to both domestic and international markets.

These major players face competition from both domestic and international brands operating in the Indian frozen food market. Domestic competitors include brands such as McCain Foods India, Innovative Foods (Sumeru), and Darshan Foods, while international competitors include brands like Nestlé, Ajinomoto, and Conagra Brands. Additionally, regional players and local brands also contribute to the competitive landscape of the Indian frozen food industry.

HISTORY IN INDIA

The frozen food industry in India has undergone significant growth and evolution over the past few decades. While the concept of frozen food has been present in India for many years, it gained momentum in the late 20th century with the liberalization of the economy and the entry of multinational companies into the Indian market. Initially, frozen foods were perceived as a novelty catering primarily to urban consumers with higher disposable incomes. However, as lifestyles became more fast-paced and urbanization increased, the demand for convenient, ready-to-cook or ready-to-eat food solutions surged. This led to the proliferation of frozen food products ranging from traditional Indian dishes to international cuisines, appealing to a wide range of consumers. Today, the frozen food industry in India continues to expand rapidly, driven by factors such as changing consumer preferences, technological advancements, and increasing awareness of food safety and hygiene. Major players in the industry are continuously innovating to meet the evolving needs of consumers and capitalize on the growing market opportunities.

3.2 FROZEN FOOD INDUSTRY PERFORMANCE – GLOBAL, NATIONAL & REGIONAL

The frozen food industry has experienced significant growth and evolution on a global scale, driven by shifting consumer preferences, technological advancements, and changes in lifestyle patterns. One major point in the industry's performance globally is its robust market size, with a wide range of products spanning various categories including fruits and vegetables, meat and poultry, seafood, ready meals, and desserts. This diversity caters to consumers' increasing demand for convenience, longer shelf life, and nutritional value, making frozen foods a staple in households worldwide.

Moreover, globalization has played a pivotal role in shaping the global scenario of the frozen food industry. Major players in the market have expanded their operations across borders, capitalizing on emerging markets and leveraging economies of scale. This expansion has led to increased competition and consolidation within the industry, with multinational corporations dominating segments of production, distribution, and retail.

Another significant aspect of the industry's performance is the technological innovation driving product development and manufacturing processes. Advancements in freezing techniques, packaging technology, and cold chain logistics have improved the quality, safety, and shelf life of frozen foods, expanding their reach to new markets and consumer segments. Additionally, there's been a growing

emphasis on clean-label and organic frozen products, reflecting evolving consumer preferences towards healthier and more sustainable options.

Furthermore, the COVID-19 pandemic has had a profound impact on the global frozen food industry, presenting both challenges and opportunities. On one hand, disruptions in supply chains and changes in consumer behavior led to fluctuations in demand and distribution channels. On the other hand, increased home cooking and stockpiling behaviors during lockdowns boosted sales of frozen foods, highlighting their role as convenient, long-lasting pantry staples.

While specific literature on the performance of the frozen food industry globally and its exact global scenario may not be abundant, various studies and reports offer insights into its overall performance and the broader global context :

1. **Global Market Trends:** Reports from market research firms such as Euromonitor International and Market Research Future provide analyses of the global frozen food market, including trends, growth projections, and key drivers impacting performance. These reports often cover factors like changing consumer preferences, urbanization, and technological advancements influencing the demand for frozen foods worldwide
2. **Trade Publications:** Journals and publications focusing on food industry trends and analysis, such as Food Business News and Food Technology, frequently feature articles discussing the performance of the frozen food sector on a global scale. These articles may cover topics like market challenges, innovations, and emerging markets for frozen food products.
3. **Industry Reports:** Reports published by industry associations like the International Association of Refrigerated Warehouses (IARW) or the Global Cold Chain Alliance (GCCA) offer insights into the performance of the frozen food industry from a logistics and supply chain perspective. These reports often highlight challenges related to transportation, storage, and distribution of frozen food products on a global scale.
4. **Academic Studies:** While academic research specifically focused on the global performance of the frozen food industry may be limited, studies examining related topics such as food supply chains, consumer behavior, and food safety regulations offer valuable insights into factors influencing the industry's performance on a global scale.

NATIONAL SCENARIO:

The frozen food industry in India has witnessed remarkable growth and transformation in recent years, driven by changing consumer lifestyles, increasing urbanization, and a growing preference for convenience foods. Once considered a niche segment catering to a select urban audience, the frozen food sector has now permeated into households across the country, offering a diverse array of products ranging from traditional Indian delicacies to international cuisines. This growth has been fueled by advancements in freezing technology, improvements in supply chain infrastructure, and the entry of both domestic and international players into the market. As the Indian economy continues to evolve and consumer preferences evolve, the frozen food industry is poised for further expansion, with opportunities for innovation, diversification, and market penetration.

1. **Market Growth** : The frozen food market in India has experienced robust growth in recent years, with increasing demand from urban and semi-urban consumers. Factors such as rising disposable incomes, changing dietary habits, and busier lifestyles have contributed to the expansion of the market.

2. **Product Diversification** : The frozen food industry in India has witnessed significant diversification in terms of product offerings. While traditional Indian dishes like samosas, parathas, and paneer tikka remain popular, there is also a growing demand for international cuisines such as pizzas, burgers, and pasta. Ready-to-eat meals, snacks, and appetizers are also gaining traction among consumers.

3. **Retail Penetration** : Frozen food products are increasingly available across a wide range of retail channels, including supermarkets, hypermarkets, convenience stores, and online platforms. This increased accessibility has contributed to the democratization of frozen foods, making them more accessible to consumers across different demographic segments.

4. **Investments and Expansion**: Both domestic and international players have been actively investing in the Indian frozen food market, expanding their product portfolios and distribution networks. This has led to increased competition and innovation within the industry, driving overall market growth.

5. **Challenges and Opportunities**: While the frozen food industry in India offers significant opportunities for growth, it also faces challenges such as infrastructure constraints, logistical issues, and consumer perceptions regarding freshness and healthiness. However, these challenges

present opportunities for industry players to innovate and differentiate their products, particularly in the areas of product quality, nutritional value, and convenience.

Overall, the frozen food industry in India is poised for continued growth and development, driven by changing consumer preferences, technological advancements, and increasing urbanization. With a focus on innovation, quality, and affordability, industry players are well-positioned to capitalize on the immense potential of the Indian market and cater to the evolving needs of Indian consumers.

REGIONAL LEVEL :

The frozen food industry in Kerala, a state situated in the southwestern part of India, presents a unique regional scenario shaped by factors such as culinary traditions, consumer preferences, and market dynamics. Known for its rich cultural heritage and diverse cuisine, Kerala offers a fertile ground for the frozen food industry to thrive. The industry in Kerala faces both opportunities and challenges, as it caters to a population with a strong culinary identity while also adapting to modern lifestyles and preferences. Understanding the regional nuances of the frozen food industry in Kerala provides insights into the market dynamics, consumption patterns, and growth prospects within this vibrant state.

1. Cultural Diversity and Culinary Traditions: Kerala boasts a rich culinary heritage characterized by a variety of flavors, ingredients, and cooking techniques influenced by its diverse cultural landscape. The frozen food industry in Kerala has capitalized on this diversity by offering a range of products that cater to local tastes and preferences, including traditional Kerala dishes like appam, puttu, and fish curry.

2. Rising Demand for Convenience: With changing lifestyles, busy schedules, and increasing urbanization, there has been a growing demand for convenient food options in Kerala. The frozen food industry has responded to this trend by providing ready-to-cook and ready-to-eat frozen meals, snacks, and appetizers that offer convenience without compromising on taste or nutrition.

3. Distribution Challenges: Despite the growing popularity of frozen foods in Kerala, the industry faces distribution challenges due to the state's unique geographical features, including its network of backwaters and hilly terrain. Ensuring efficient distribution and cold chain logistics remains a key priority for frozen food companies operating in Kerala to maintain product quality and freshness.

4. Embracing Local Ingredients and Sustainable Practices: The frozen food industry in Kerala has increasingly focused on sourcing local ingredients and adopting sustainable practices to align with consumer preferences for freshness, authenticity, and environmental responsibility. Companies are leveraging locally sourced fruits, vegetables, seafood, and spices to create innovative frozen food products that resonate with Kerala's culinary traditions and ethos.

5. Competition and Innovation: The frozen food market in Kerala is characterized by stiff competition, with both domestic and international players vying for market share. To stay competitive, companies are investing in product innovation, packaging technology, and marketing strategies tailored to the unique preferences of Kerala consumers. This emphasis on innovation and differentiation is driving growth and diversification within the regional frozen food industry in Kerala.

In summary, the frozen food industry in Kerala reflects a dynamic and evolving landscape shaped by cultural heritage, consumer preferences, and market dynamics. By understanding and adapting to the regional nuances of the Kerala market, frozen food companies can capitalize on opportunities for growth and innovation while addressing the challenges inherent in distribution and competition.

CURRENT POSITION OF FROZEN FOOD INDUSTRY IN KERALA

The current position of the frozen food industry in Kerala reflects a landscape of both opportunities and challenges. While the industry has witnessed steady growth fueled by changing consumer preferences for convenience and variety, it also faces unique hurdles in distribution and market penetration. Kerala's rich culinary heritage and diverse palate present a fertile ground for frozen food companies to innovate and cater to local tastes, offering traditional favorites alongside international cuisines. However, the state's geographical features, including its network of backwaters and hilly terrain, pose logistical challenges for efficient distribution and cold chain management, impacting product quality and freshness. Despite these challenges, the industry is embracing sustainability initiatives and leveraging local ingredients to resonate with environmentally conscious consumers and maintain authenticity. Competition within the Kerala market remains intense, with both domestic and

international players vying for market share by investing in product innovation and marketing strategies tailored to local preferences. Overall, the frozen food industry in Kerala is poised for continued growth and innovation, driven by a combination of consumer demand, technological advancements, and strategic initiatives to address regional dynamics and capitalize on market opportunities.

3.3 PROSPECTIVES AND CHALLENGES IN FROZEN FOOD INDUSTRY :

PROSPECTS:

1. **Growing Consumer Demand** : The frozen food industry continues to see a rise in demand driven by changing lifestyles, busy schedules, and increasing urbanization. Consumers are increasingly seeking convenient, ready-to-eat or ready-to-cook options that require minimal preparation time.

2. **Product Diversification** : There are ample opportunities for product diversification within the frozen food industry. Companies can innovate and introduce new flavors, cuisines, and dietary options to cater to diverse consumer preferences, including vegetarian, vegan, gluten-free, and ethnic cuisines.

3. **Technological Advancements**: Ongoing advancements in freezing technology, packaging innovations, and food processing techniques present opportunities for improving product quality, extending shelf life, and reducing food waste. Companies can leverage these advancements to enhance the taste, texture, and nutritional value of frozen foods.

4. **Health and Wellness Trends**: With a growing emphasis on health and wellness, there is a rising demand for healthier frozen food options that are low in sodium, sugar, and artificial additives. Companies can capitalize on this trend by offering nutritious frozen meals, snacks, and ingredients that cater to health-conscious consumers.

5. Global Expansion: The frozen food industry has significant potential for global expansion, with opportunities to tap into emerging markets and expand distribution networks internationally. Companies can explore partnerships, joint ventures, and acquisitions to enter new markets and diversify their customer base.

Challenges:

1. Perception and Quality Concerns : Despite advancements in technology, there may still be lingering perceptions about the quality and freshness of frozen foods compared to fresh alternatives. Overcoming these perception barriers and ensuring consistent quality standards remain key challenges for the industry.

2. Logistical Challenges : Maintaining the integrity of the cold chain during transportation and storage poses logistical challenges for the frozen food industry. Ensuring proper temperature control and minimizing product losses due to thawing or temperature fluctuations require robust cold chain management systems.

3. Regulatory Compliance : The frozen food industry is subject to stringent regulatory requirements related to food safety, labeling, and packaging. Compliance with these regulations, as well as evolving consumer preferences and dietary guidelines, poses challenges for manufacturers and may require ongoing investment in research and development.

4. Competition and Pricing Pressures : The frozen food industry is highly competitive, with numerous players vying for market share. Price competition, as well as fluctuations in raw material costs and energy prices, can impact profit margins and necessitate strategic pricing and cost management strategies.

5. Sustainability Concerns: Environmental sustainability is an increasingly important consideration for consumers and regulators alike. The frozen food industry faces challenges related to packaging

waste, energy consumption, and carbon emissions, requiring companies to adopt sustainable practices throughout the supply chain and minimize their environmental footprint.

Overall, while the frozen food industry offers promising prospects for growth and innovation, it also faces significant challenges that require careful navigation and strategic planning by industry stakeholders.

CHALLENGES AND OPPORTUNITIES:

The frozen food industry presents a dynamic landscape with both challenges and opportunities. One of the key challenges faced by the industry is overcoming consumer perceptions about the quality and freshness of frozen foods compared to fresh alternatives. This requires investments in marketing, education, and product innovation to demonstrate the nutritional value and convenience of frozen options. Additionally, logistical challenges such as maintaining the integrity of the cold chain during transportation and storage, and complying with stringent regulatory requirements for food safety and labeling, pose significant hurdles for manufacturers.

However, amidst these challenges lie opportunities for growth and innovation. The industry has the potential to capitalize on the growing demand for convenient, ready-to-eat or ready-to-cook options driven by changing consumer lifestyles. Moreover, technological advancements in freezing technology, packaging innovations, and food processing techniques present opportunities for enhancing product quality, extending shelf life, and reducing food waste. There is also room for product diversification to cater to diverse consumer preferences, including healthier options, ethnic cuisines, and plant-based alternatives. With strategic planning, investments in research and development, and a commitment to sustainability, the frozen food industry can navigate these challenges and leverage opportunities for long-term success and growth.

Furthermore, the frozen food industry can capitalize on global market expansion opportunities. As international trade barriers continue to diminish and consumer preferences become more homogenized across borders, there is a growing appetite for frozen food products worldwide. Companies can leverage their expertise in freezing technology, product innovation, and distribution networks to enter new markets and diversify their customer base.

FUTURE GROWTH PROSPECTUS :

The future growth prospects of the frozen food industry are promising, driven by several key factors that are expected to shape the industry landscape in the coming years. Firstly, changing consumer lifestyles, characterized by busier schedules, urbanization, and the rise of dual-income households, will sustain demand for convenient food options like frozen meals.

Additionally, ongoing advancements in freezing technology, packaging innovation, and food processing techniques will enable companies to enhance product quality, extend shelf life, and reduce food waste, thereby improving the overall consumer experience. Moreover, with an increasing focus on health and wellness, there is a growing demand for healthier frozen food options, presenting opportunities for companies to offer nutritious and wholesome products , product diversification and innovation, including the introduction of new flavors, cuisines, and dietary options, will cater to diverse consumer preferences and drive market growth.

Global market expansion is also on the horizon, as companies seek to tap into emerging markets and diversify their customer base internationally. Lastly, sustainability initiatives will play a crucial role, with environmentally conscious consumers driving demand for sustainable practices throughout the supply chain. Overall, these factors indicate a bright future for the frozen food industry, with ample opportunities for innovation, expansion, and success in the years ahead.

4.1 QUE RICO EXMIM PRIVATE LIMITED

QUE RICO Incepted in August 2018 as a coconut processing unit with the technical support of Coconut Development Board and Central Food Technology Research Institute, now we have a wide range of Ready to Eat and Ready to Cook products, from multi-ethnic Coconut and Jackfruit recipes to processed vegetables and popular snacks. Our aim is to gift our valuable customer with healthy delicious foods of the highest standards. Quality, hygiene and food safety are our uncompromising values. We strictly adhere to all regulatory requirements and follow the best FSMS practices conforming to various world standards. Basically a manufacturer exporter in the field of frozen ready to cook and ready to eat food items – began with value added coconut products. Now a multitude of value added ready to use agricultural products including snack items. Exporting at our own and processing special items for some A class exporters.

INFRASTRUCTURE AND FACILITIES

The company's infrastructure is meticulously planned to cater to its diverse operational needs. Within the production area, the sophisticated Reverse Osmosis Plant for Water Purification is meticulously integrated, featuring a series of tanks, filtration systems, and monitoring devices to ensure the highest quality of water used in various processes. Adjacent to this, the well-equipped lab boasts state-of-the-art analytical instruments and tools, allowing for thorough examination of both incoming raw materials and outgoing products, ensuring compliance with stringent quality standards and regulations.

In a separate section of the facility, the freezing operations are housed. Here, the tunnel type blast freezer stands as a testament to modern refrigeration technology, capable of rapidly bringing products down to -40°C, preserving their freshness and quality. Complementing this, the spacious cold room provides ample storage capacity, outfitted with advanced temperature control systems and organized shelving to keep frozen products consistently below -18°C, ready for distribution.

Strategically positioned before the entrance to the cold room, ante-chambers act as transitional zones, effectively preventing the intrusion of warm ambient air into the controlled environment, thus maintaining the integrity of stored products. Meanwhile, within the air-conditioned packing room, a suite of modern equipment stands ready for action. Vacuum packing machines and nitrogen filling stations ensure products are packaged with precision and efficiency, extending their shelf life and preserving their quality.

Supporting these operational areas are administrative offices, where management oversees daily activities, and planning for future growth takes place. Maintenance rooms house essential equipment for repairs and upkeep, ensuring continuous operation of machinery, while utility spaces accommodate power generators and water treatment systems, providing essential services to the facility.

FACILITIES :

- Sophisticated Reverse Osmosis Plant for Water Purification,
- Well-equipped lab for checking raw materials and products
- Tunnel type blast freezer for freezing the product up to -40°C
- Spacious Cold room to keep the frozen products below -18°C
- Ante-chambers to avoid direct infiltration of warm ambient air into the cold room
- Air conditioned packing room with modern equipment for vacuum packing and nitrogen filling.

BOARD OF DIRECTORS

- Saud Abdul Rahman
- Abdul Rahman
- Rahim Puthukkadan Pareed
- Habeebulla
- Abdul Basith
- Ponnampadikel Abdul
- Kareem Mohammed

MANAGING DIRECTOR : ABDUL RAHIM

CEO : ABDUL KAREEM

QUALITY & ASSURANCE DEPARTMENT : SALEEM

PRODUCTION MANAGER : SHAJAHAN BAHARI

Organization Chart



PRODUCT PROFILE OF THE ORGANISATION

GRATED COCONUT

It is typically produced by grating the flesh of mature coconuts and then immediately freezing it to maintain freshness. This frozen product is commonly used in various culinary applications, including desserts, curries, and savory dishes, to impart a rich coconut flavor and texture.

TAPPIOCA

Frozen tapioca refers to tapioca pearls or balls that have been precooked and then frozen for preservation. Tapioca is a starch extracted from cassava root, and tapioca pearls are commonly used in various culinary applications, including desserts, bubble tea, and savory dishes. When stored in the freezer, frozen tapioca retains its texture and quality, allowing for extended shelf life while preserving its taste and chewy consistency.

FROZEN POROTTA

A frozen porotta is a type of Indian flatbread made from wheat flour, water, and oil, typically prepared by rolling the dough into thin layers and frying on a griddle. Once cooked, it is frozen to preserve freshness and flavor.

READY TO EAT SNACKS (BURGER)

A ready-to-eat burger is a pre-prepared food item consisting of a cooked hamburger patty, sandwiched between two burger buns, along with various toppings such as lettuce, tomato, cheese, and condiments. For storage, ready-to-eat burgers should be kept refrigerated at temperatures below 4°C (40°F) to prevent bacterial growth and maintain freshness. It is recommended to consume them within a few days of purchase to ensure optimal taste and quality.

BANANA FRITTER

It is a popular snack prepared by coating banana slices with a flavorful mixture of spices and then deep-frying them until crispy. After frying, the banana slices are quickly frozen to preserve their texture and flavor.

FROZEN VEGETABLES (drumstick , shallots)

Frozen drumstick vegetable and shallots are convenient frozen food products consisting of drumstick vegetables and shallots that have been carefully cleaned, trimmed, and frozen to preserve their freshness and flavor. They offer a convenient solution for adding these nutritious ingredients to various dishes without the need for extensive preparation.

4.2 MISSION, VISION STATEMENT & QUALITY POLICY FOLLOWED

MISSION :

The mission of the frozen food industry is to provide consumers with convenient, high-quality, and nutritionally balanced frozen food products that retain freshness and taste while meeting diverse dietary preferences and lifestyle needs.

The mission of QUE RICO EXIM is :

“ Serving foodies all over the world with a variety of Ready to Use and Ready to Cook Healthy, Delicious food products which will bring optimal ease to the customer in every possible way without compromising on quality and hygiene.”

VISION :

The vision of the frozen food industry is to revolutionize convenience and sustainability by delivering a diverse range of high-quality, nutritionally balanced frozen products that meet the evolving needs of consumers while minimizing environmental impact through efficient production and distribution practices.

“To become a popular brand in Global Food Industry with delicious products of the highest quality.” is the vision of QUE RICO.

In practical terms, the goal of becoming a popular brand in the Global Food Industry with delicious products of the highest quality entails several key strategies and actions:

1. Product Development
2. Quality Assurance
3. Brand Building
4. Distribution and Accessibility
5. Customer Satisfaction:
6. Sustainability

By implementing these practical strategies and actions, the company can work towards its goal of becoming a popular brand in the Global Food Industry with delicious products of the highest quality, ultimately gaining the trust and loyalty of consumers worldwide.

4.3 QUALITY POLICY FOLLOWED:

In Que Rico , the quality policy is the cornerstone of its operations, guiding every aspect of production to ensure the delivery of safe, nutritious, and flavorful products to consumers. This policy typically encompasses several key principles. Firstly, it mandates adherence to strict quality control measures throughout the entire production process, from sourcing raw materials to packaging finished products. This involves rigorous testing and inspection procedures to guarantee that all ingredients meet established standards for freshness, purity, and safety.

The policy emphasizes the importance of continuous improvement, encouraging the implementation of best practices and the adoption of innovative technologies to enhance product quality and efficiency. Moreover, it prioritizes compliance with regulatory requirements and industry standards, ensuring that all operations align with applicable laws and guidelines governing food safety and quality. Furthermore, the policy underscores the commitment to customer satisfaction, emphasizing responsiveness to feedback and proactive measures to address any concerns promptly.

By upholding these principles, the quality policy in a Que Rico serves as a steadfast commitment to excellence, instilling confidence in consumers and fostering long-term success in the marketplace.

4.5 SWOT ANALYSIS OF THE ORGANISATION

STRENGTHS

1. Diverse Product Range:

QUE RICO EXIM offers a wide variety of frozen food products, catering to different tastes and preferences.

2. Quality Control:

The company maintains stringent quality control measures throughout the production process, ensuring high-quality and safe products.

3. Strong Brand Reputation

QUE RICO EXIM has built a strong brand reputation for its delicious and reliable frozen food products.

4. Established Distribution Network:

The company has an established distribution network, allowing its products to reach a wide market efficiently.

WEAKNESS

1.Limited Market Presence:

QUE RICO EXIM may have limited market presence compared to larger competitors, which could impact its market share.

2. Dependence on Seasonality:

Sales may be impacted by seasonal fluctuations in demand for certain frozen food products.

3.Production Constraints:

The company may face challenges in scaling up production to meet increasing demand, especially during peak seasons.

OPPURTUNITIES

1.Expansion into New Markets:

QUE RICO EXIM can explore opportunities to expand its market reach into new geographical regions or demographic segments.

2. Product Innovation:

There is potential for the company to innovate and develop new frozen food products to meet changing consumer preferences and trends.

3.Partnerships and Collaborations:

Collaborating with retailers, restaurants, or other food manufacturers can provide opportunities for QUE RICO EXIM to expand its distribution channels and reach new customers.

THREATS

1.Competition:

The frozen food industry is highly competitive, with numerous established players and new entrants vying for market share.

2. Regulatory Changes:

Changes in food safety regulations or labeling requirements could impact QUE RICO EXIM's operations and increase compliance costs.

3.Economic Factors:

Economic downturns or fluctuations in raw material prices could affect consumer spending habits and purchasing power, impacting sales of frozen food products.

Overall, by capitalizing on its strengths, addressing weaknesses, and seizing opportunities while mitigating threats, QUE RICO EXIM can position itself for continued growth and success in the frozen food industry.

5.1 STATEMENT OF THE PROBLEM

This study is titled "A STUDY ON TEAM SPIRIT AND TEAMWORK" This study was carried out at Que Rico Exim , Perumbavoor. The study aims at analysing on how team spirit and teamwork is carried out in the organization.

5.2 RESEARCH DESIGN

The research design refers to the overall strategy that you choose to integrate the different components of the study in coherent and logical way, thereby, ensuring you will effectively address the research problem. It constitutes the blueprint for the collection, measurement and analysis.

- The research design used in this study is DESCRIPTIVE RESEARCH DESIGN.

5.3 SAMPLE DESIGN

Simple Random Sampling method is used to select the sample. It is a sample selected from a population in such a way that every member of the population has an equal chance of being selected and selection of any individual does not influence the selection of any other.

5.3.1 POPULATION

A population refers to the entire group of individuals, objects, events, or other elements that have a characteristics or attribute of interest. The population is the target of study, and the goal of research is to make inferences about the population based on a sample.

5.3.2 SAMPLING TECHNIQUE

Sampling techniques refer to the methods used to select a sample from a population. The choice of a sampling technique depends on the research question, the type of data being collected, the size of population, and the resources available for conducting the research.

- The sampling method used for the study is random sampling

5.3.3 SAMPLE SIZE

The sample size refers to the number of elements that are selected from a population for the purpose

of conducting research. The sample size is an important consideration in the research process, as it affects the precision and accuracy of the results obtained.

The sample size is 50.

5.4 DATA COLLECTION DESIGN

Data collection design refers to the process of planning and implementing methods for gathering data for a particular research study or project. The design process involves defining the research question or problem, determining the type of data needed to answer the question, selecting the most appropriate data collection methods, and planning how the data will be collected, stored, and analyzed

5.4.1 DATA SOURCES

To achieve the goals of the study, both primary and secondary data were gathered. Primary sources of information are those that are gathered from scratch and for the first time, making them wholly unique in nature. A questionnaire has been used to obtain primary data. Data from secondary sources is information that has already been gathered and processed by another party. The internet, organizational records, and other papers kept by the organization were used to gather secondary data.

5.4.2 DATA COLLECTION TOOLS

- Surveys: Surveys can be conducted online, via email, or in person, and are used to gather Information from many people.
- Data collection tool used for research is questionnaire.
- Surveys: Surveys are a common data collection tool used to gather information on employee satisfaction. They can be administered online, by mail, or in person and can be designed to collect both quantitative and qualitative data.
- Interviews: Interviews can be conducted in person or over the phone, and can be used to collect detailed information on employee satisfaction.

5.4.3 DATA ANALYSIS TOOL

Tables are created from the collected data. The percentages were calculated, and the analysis was done using the straightforward percentage approach. There is analysis, as well as varied conclusions and recommendations. With the aid of several tools, including percentages, tabulation, and charts, the data is evaluated.

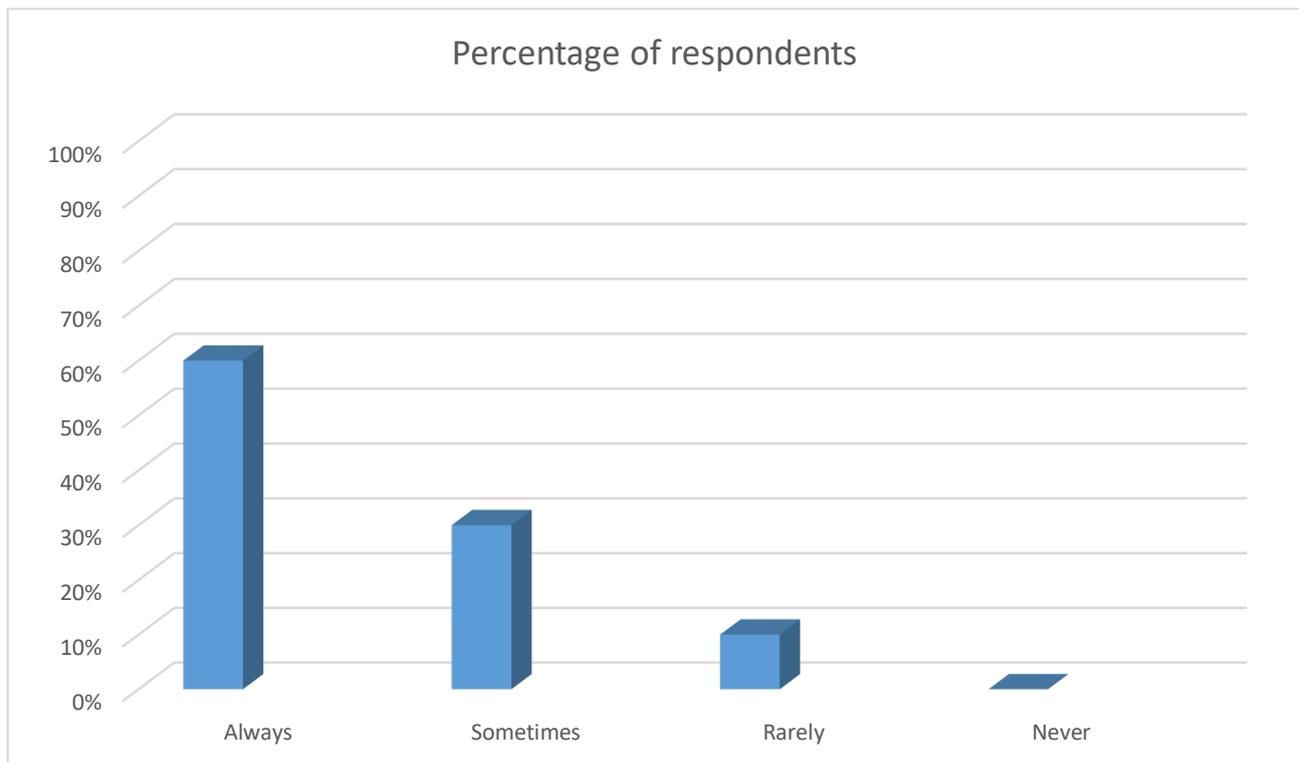
DATA ANALYSIS AND INTERPRETATION

1 .To study on employees perception on systematic approach towards work

Table 6.1 Shows the employees perception on systematic approach to work

Criteria	Always	Sometimes	Rarely	Never	Total
No of Respondents	30	15	5	0	50
Percentage of Respondents	60%	30%	10%	0%	100%

Diagram 6.1 Shows the employees perception on systematic approach towards work



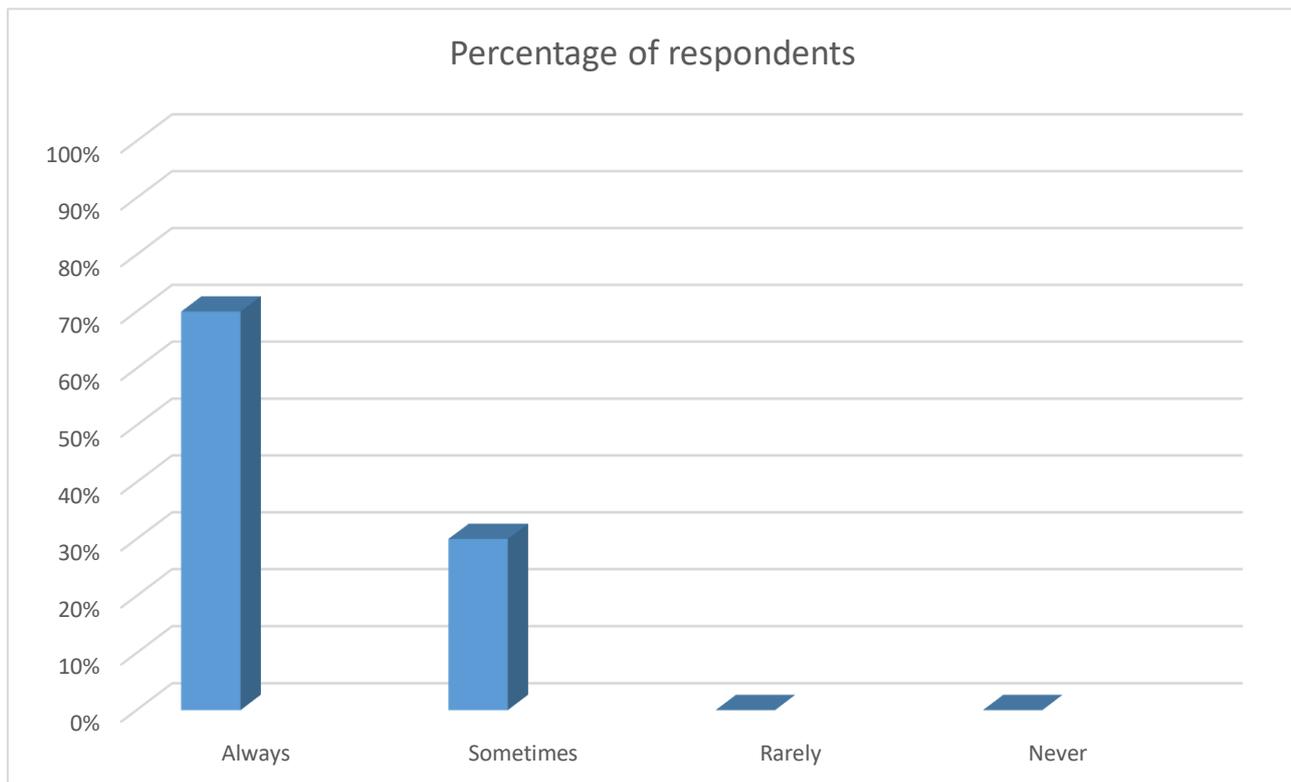
The diagram depicts that 60% of the respondents responded Always and 30% of the respondents responded Sometimes on planning their work systematically, However 10% of the respondents have responded rarely and none of them have responded never.

2 .To study on employees perception on goal setting and prioritizing

Table 6.2 Shows the employees perception on goal setting and prioritizing

Criteria	Always	Sometimes	Rarely	Never	Total
No of Respondents	35	15	0	0	50
Percentage of Respondents	70%	30%	0%	0%	100%

Diagram 6.2 Shows the employees perception on goal setting and prioritizing.



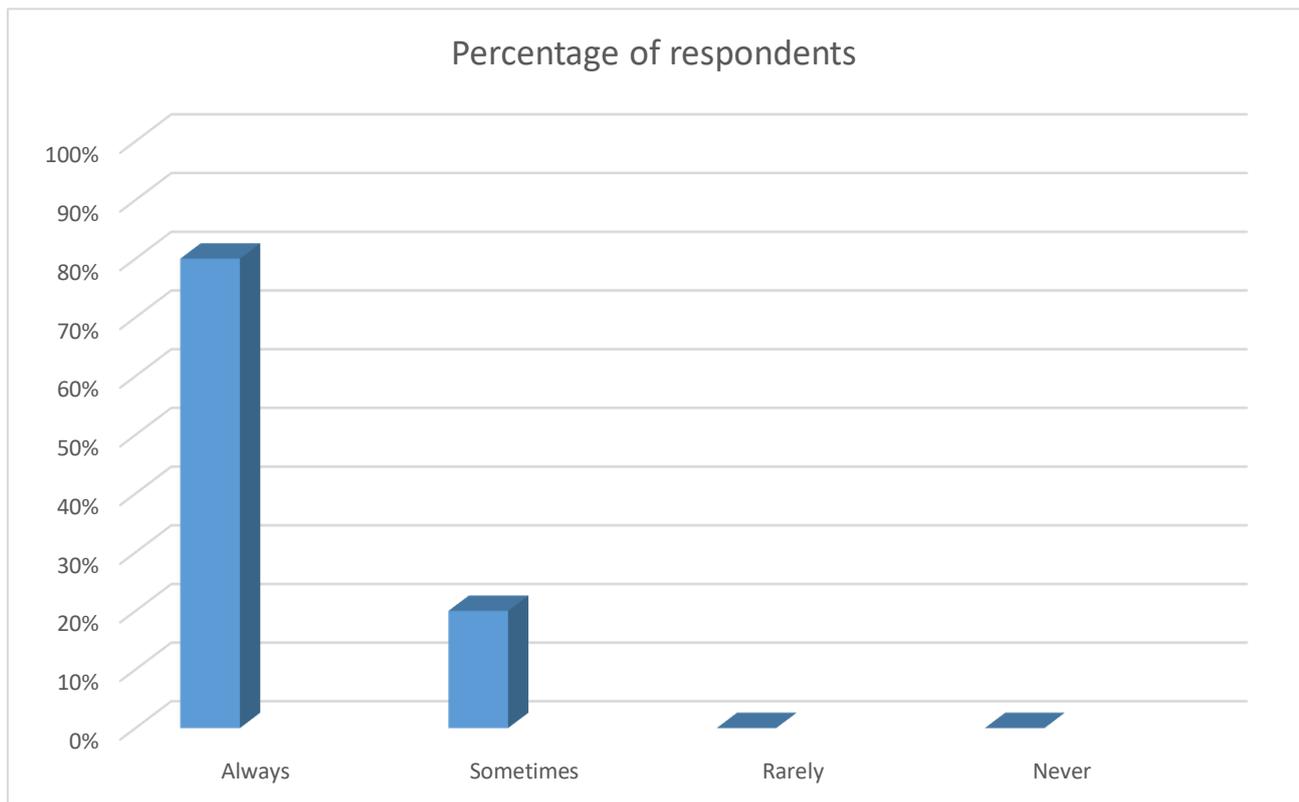
The diagram depicts that 70% of the respondents responded always and 30% of the of the respondents responded sometimes, However none of them have responded rarely and never.

3. To study on employees perception on goal clarity

Table 6.3 Shows the employees perception on goal clarity

Criteria	Always	Sometimes	Rarely	Never	Total
No of Respondents	40	10	0	0	50
Percentage of Respondents	80%	20%	0	0	100%

Diagram 6.3 Shows the employees perception on goal clarity.



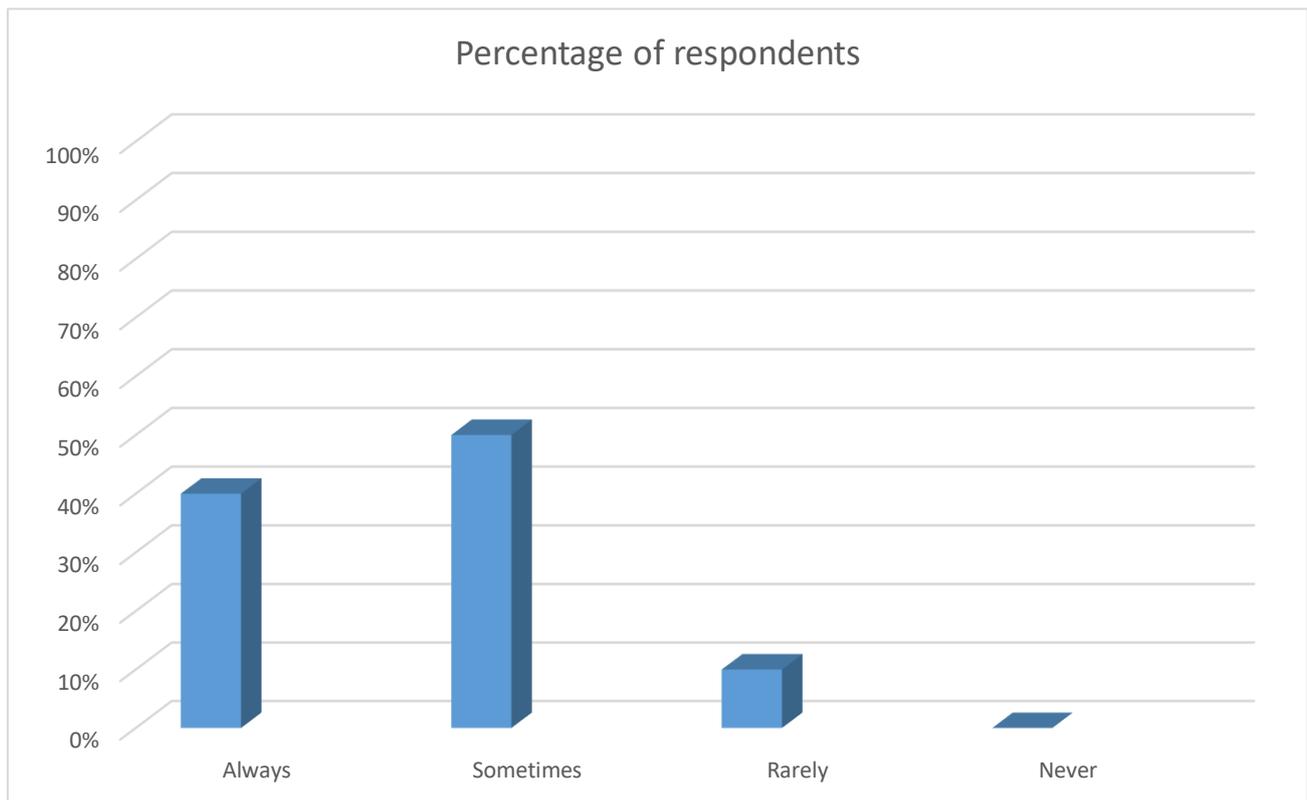
The diagram depicts that 80% of the respondents responded Always and 20% of the of the respondents responded Sometimes on understanding their goals clearly, However, none of them have responded rarely and never.

4. To study on employees perception on managing time constrains

Table 6.4 Shows the employees perception on managing time constrains

Criteria	Always	Sometimes	Rarely	Never	Total
No of Respondents	20	25	5	0	50
Percentage of Respondents	40%	50%	10%	0	100%

Diagram 6.4 Shows the employees perception on managing time constrains



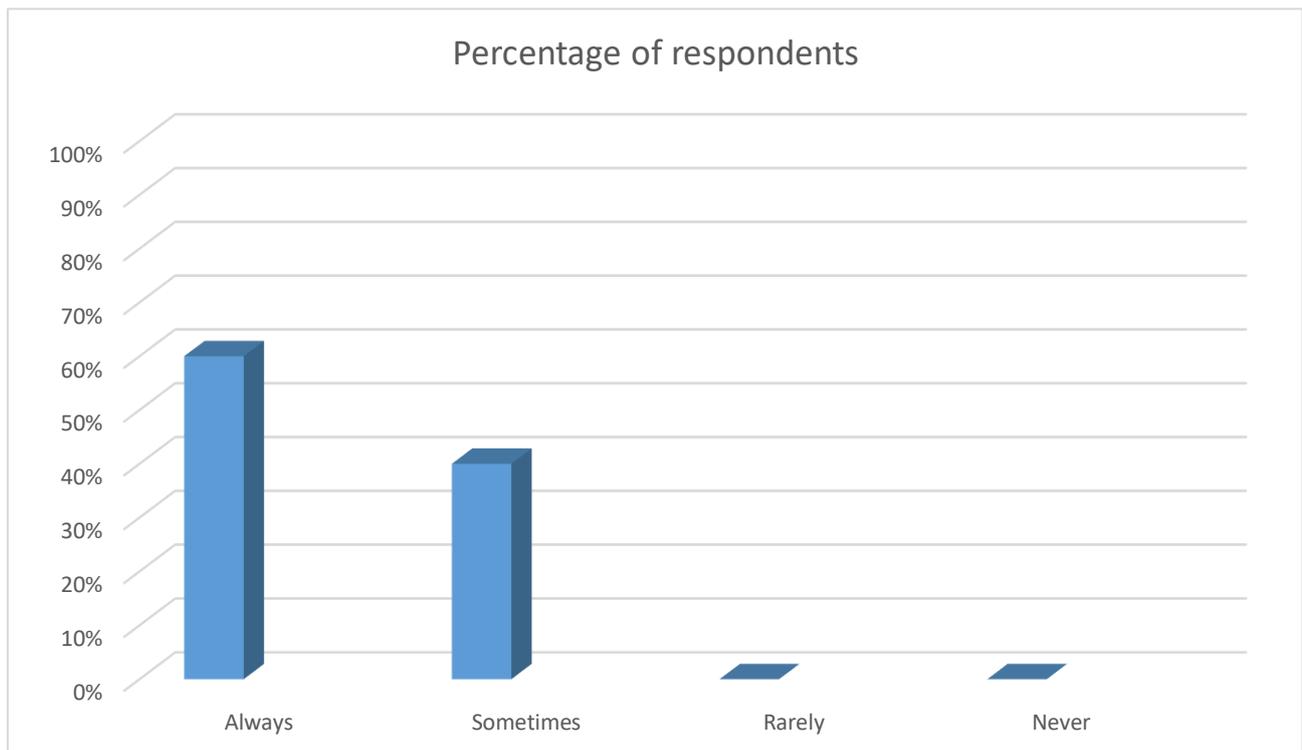
The diagram depicts that 40% of the respondents responded Always and 50% of the respondents responded sometimes, However 10% of the respondents responded rarely and none of them responded never.

5. To study on employees perception on team play

Table 6.5 Shows the employees perception on team play

Criteria	Always	Sometimes	Rarely	Never	Total
No of Respondents	30	20	0	0	50
Percentage of Respondents	60%	40%	0	0	100%

Diagram 6.5 Shows the employees perception on team play



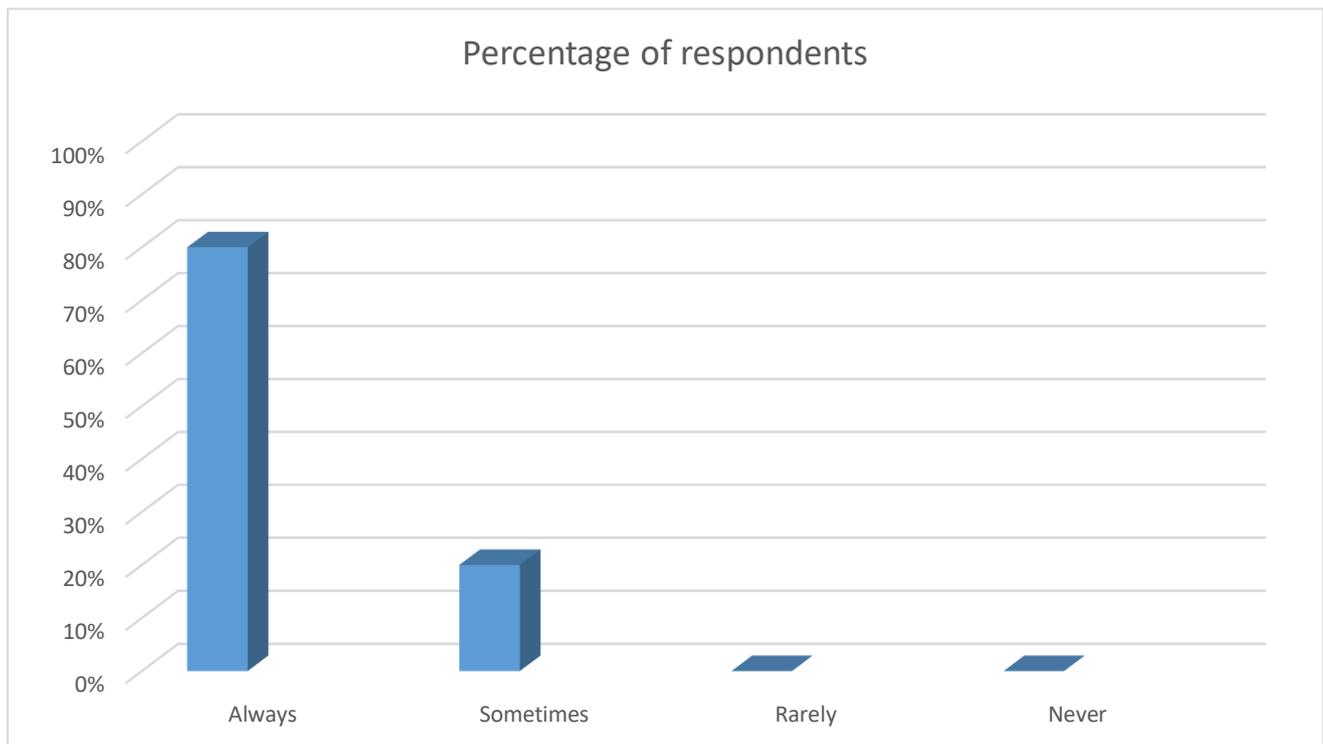
The diagram depicts that 60% of the respondents responded always and 40% of the of the respondents responded sometimes. However, none of them have responded rarely and never.

6. To study on employees perception on cooperative work culture

Table 6.6 Shows the employees perception on cooperative work culture

Criteria	Always	Sometimes	Rarely	Never	Total
No of Respondents	40	10	0	0	50
Percentage of Respondents	80%	20%	0	0	100%

Diagram 6.6 Shows the employees perception on cooperative work culture



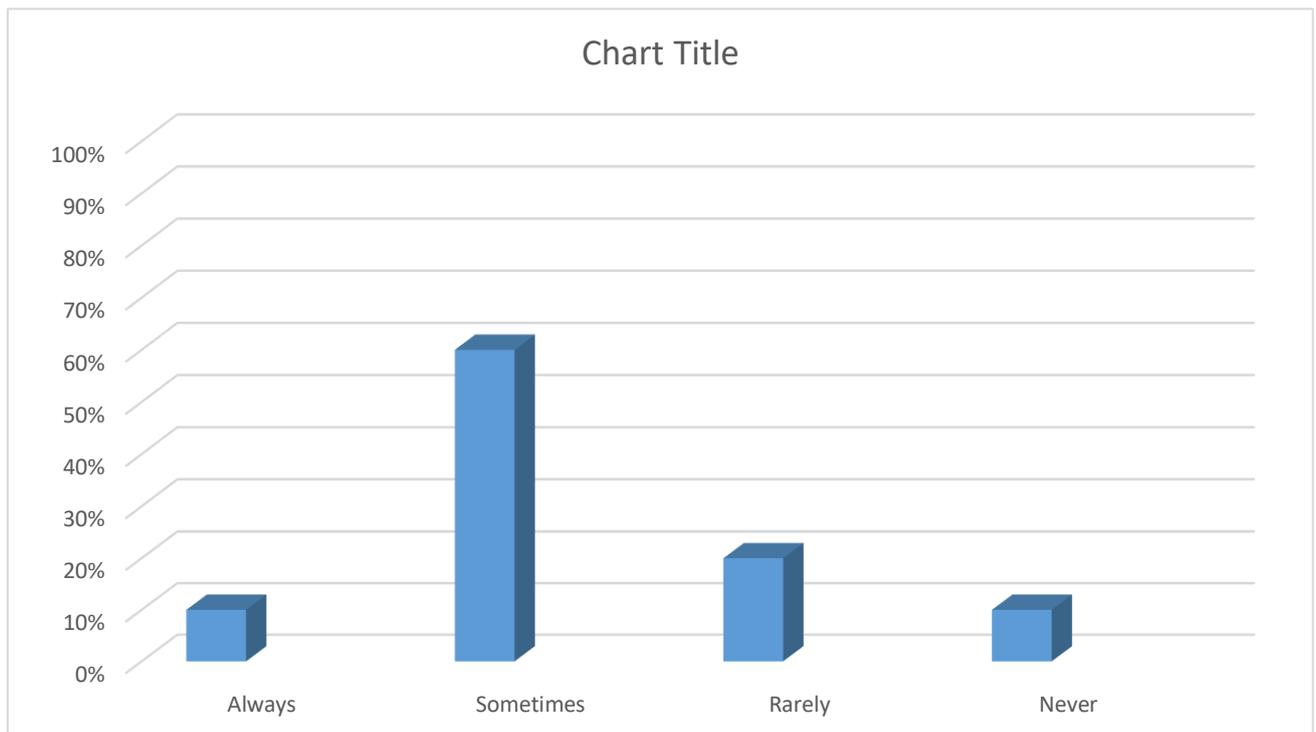
The diagram depicts that 80% of the respondents responded always and 20% of the of the respondents responded sometimes .However, none of the respondents responded rarely and never.

7. To study on employees perception on flexibility at work

Table 6.7 Shows the employees perception on flexibility at work

Criteria	Always	Sometimes	Rarely	Never	Total
No of Respondents	5	30	10	5	50
Percentage of Respondents	10%	60%	20%	10%	100%

Diagram 6.7 Shows the employees perception on flexibility at work



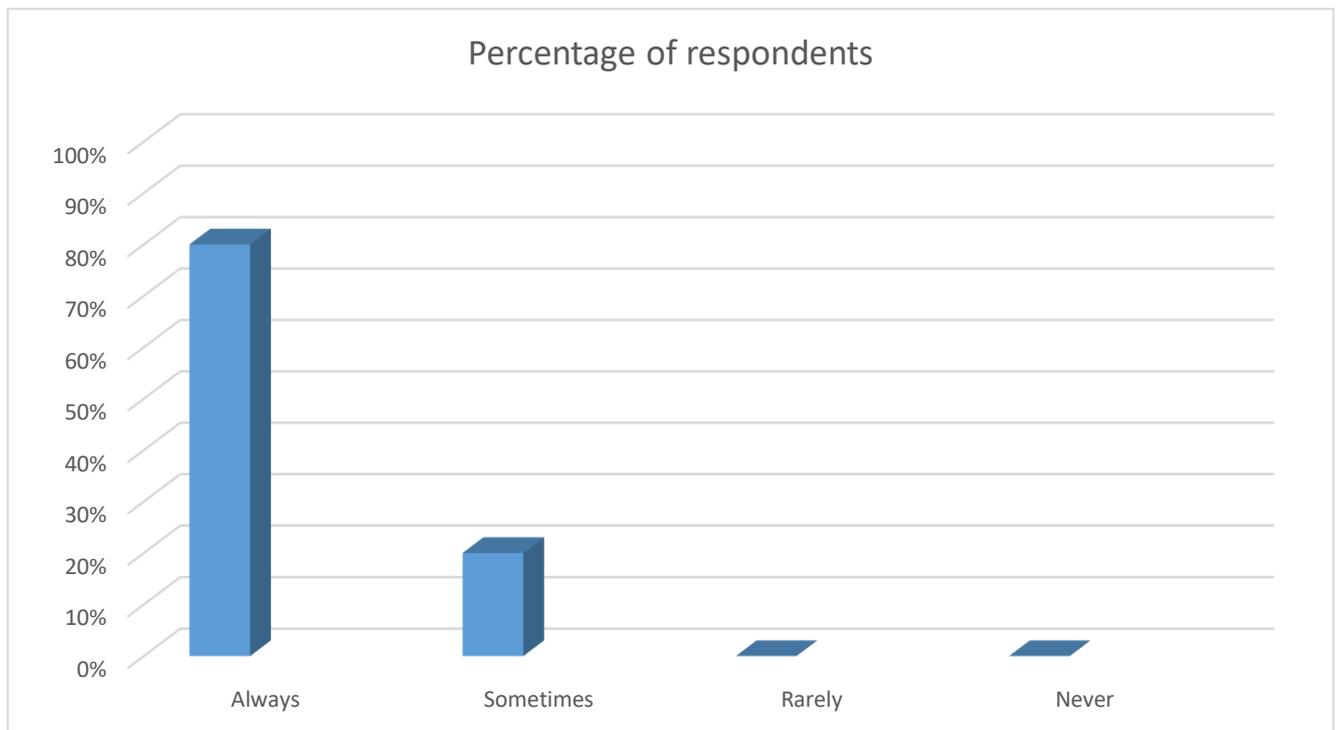
The diagram depicts that 10% of the respondents responded always and 60% of the of the respondents responded sometimes. However, 20% of respondents responded rarely and 10% of the respondents responded never.

8. To study on employees perception on active participation at work

Table 6.8 Shows the employees perception on active participation at work

Criteria	Always	Sometimes	Rarely	Never	Total
No of Respondents	40	10	0	0	50
Percentage of Respondents	80%	20%	0%	0%	100%

Diagram 6.8 Shows the employees perception on active participation at work



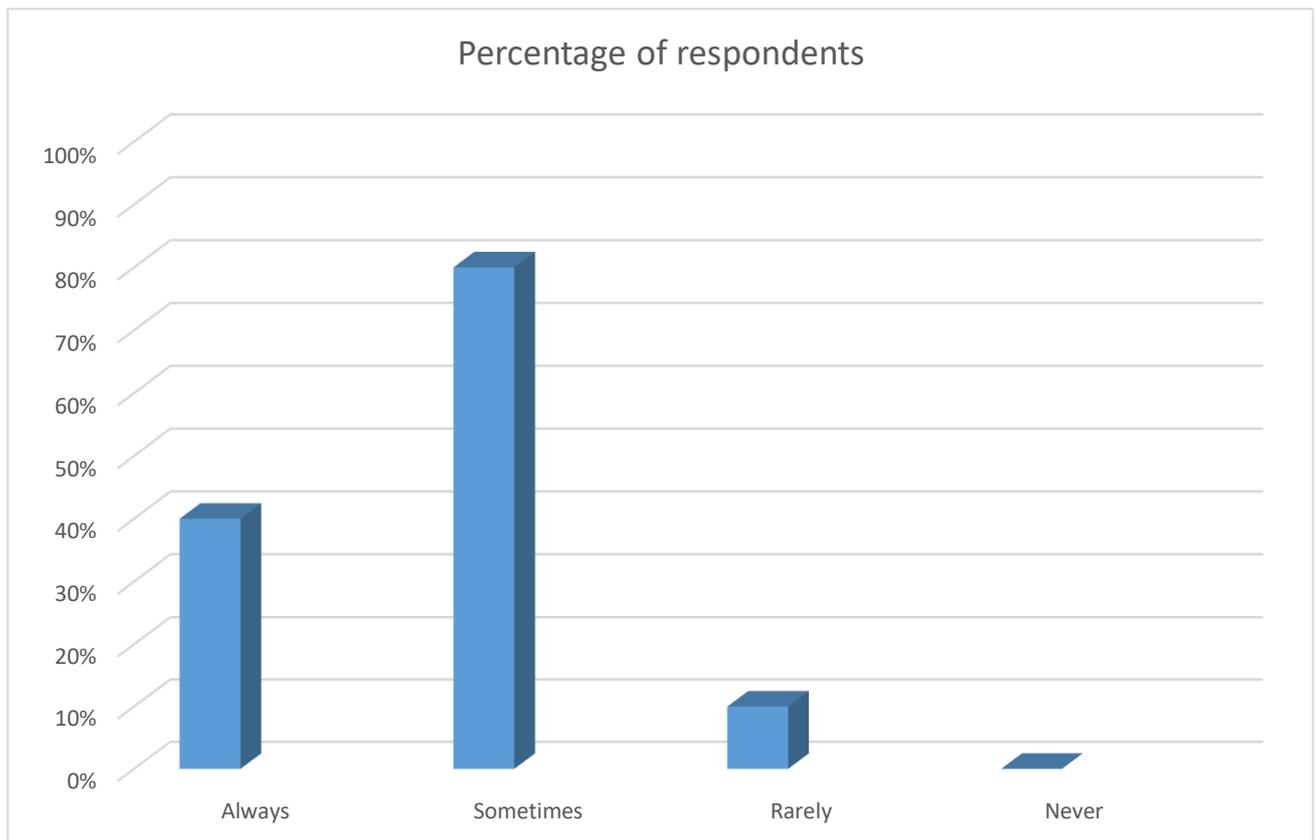
The diagram depicts that 80% of the employees responded always and 20% of the of the respondents responded sometimes . However, none of the have responded rarely and never.

9. To study on employees perception on team orientation

Table 6.9 Shows the employees perception on team orientation

Criteria	Always	Sometimes	Rarely	Never	Total
No of Respondents	20	25	5	0	50
Percentage of Respondents	40%	80%	10%	0%	100%

Diagram 6.9 Shows the employees perception on team orientation



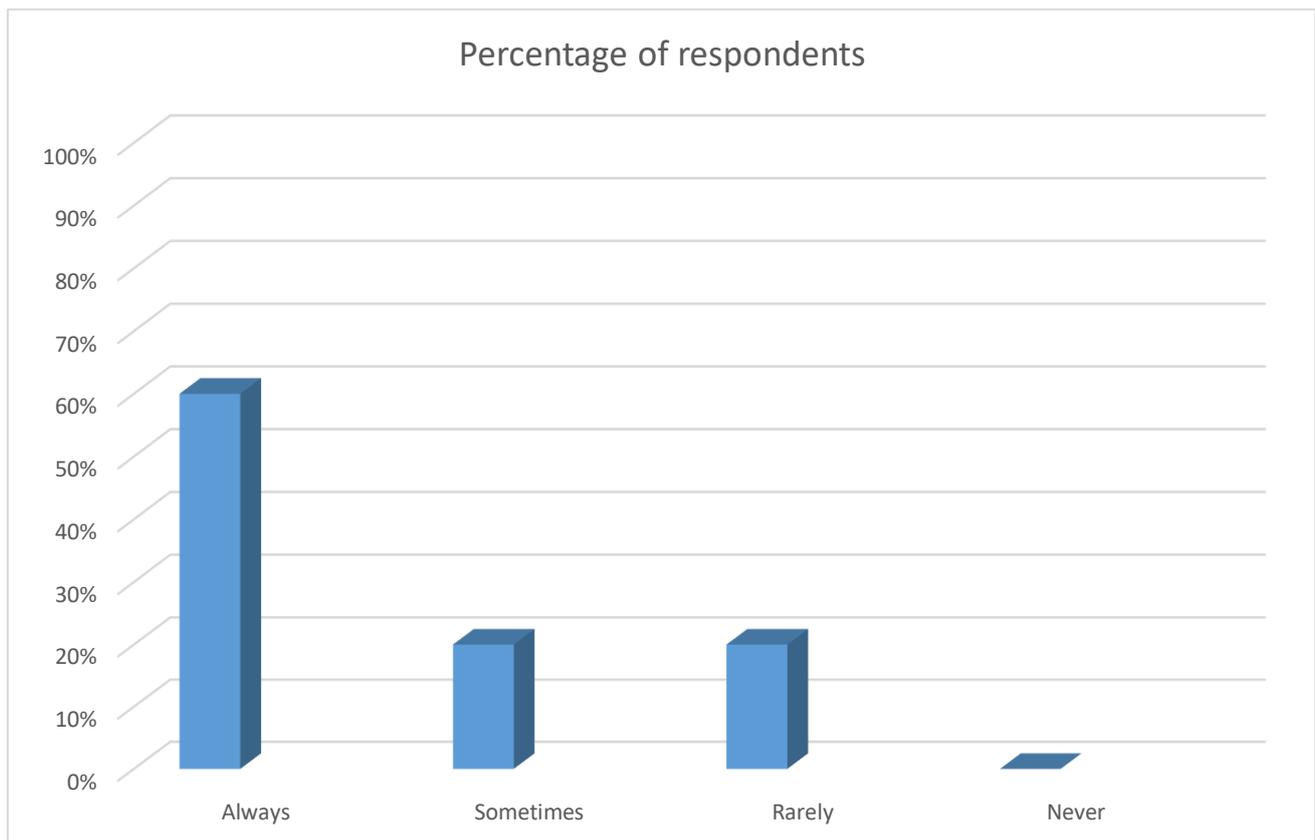
The diagram depicts that 40% of the respondents responded Always and 80% of the respondents responded sometimes, However 10% of the respondents have responded rarely and none of them have responded never.

10 .To study on employees perception on using persuasion to accomplish the task

Table 6.10 Shows the employees perception on using persuasion to accomplish the task

Criteria	Always	Sometimes	Rarely	Never	Total
No of Respondents	30	10	10	0	50
Percentage of Respondents	60%	20%	20%	0%	100%

Diagram 6.10 Shows the employees perception on using persuasion to accomplish the task



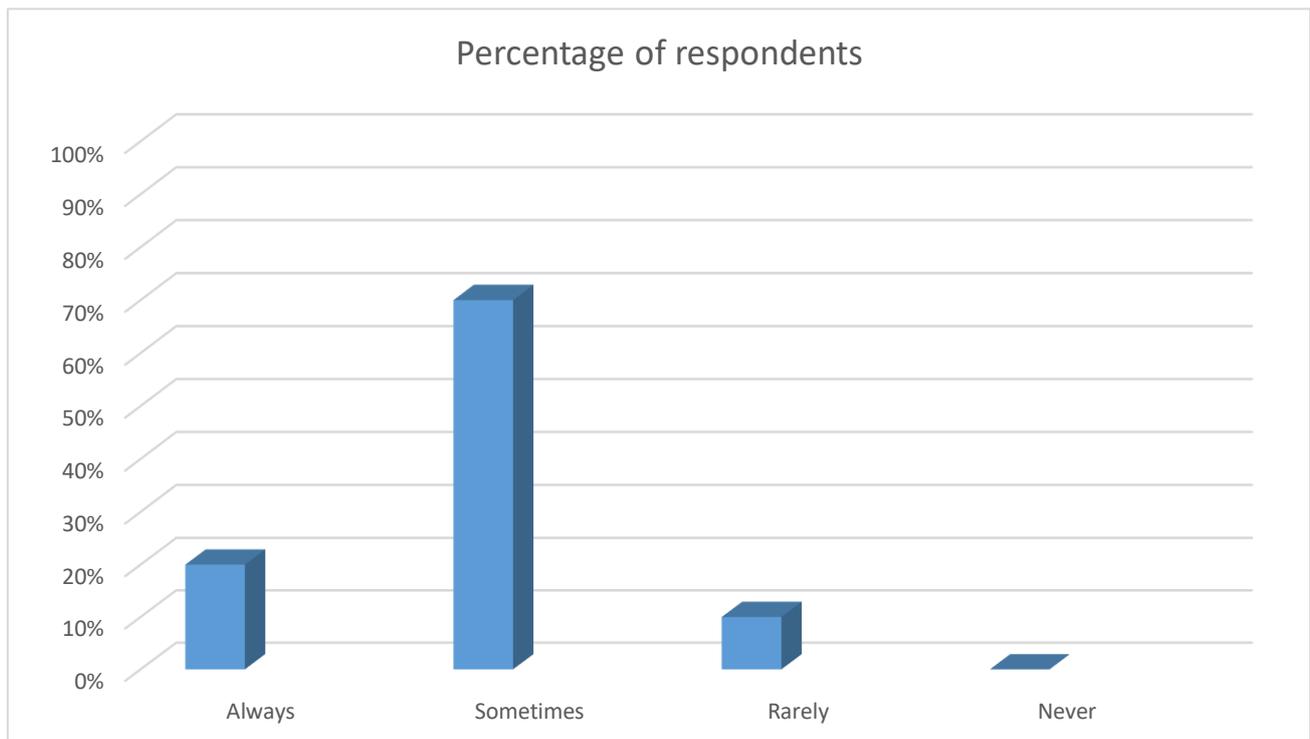
The diagram depicts that 60% of the respondents responded Always and 20% of the respondents responded sometimes, However 20% of the respondents have responded rarely and none of them have responded never.

11 .To study on employees perception on managing stress at work

Table 6.11 Shows the employees perception on managing stress at work

Criteria	Always	Sometimes	Rarely	Never	Total
No of Respondents	10	35	5	0	50
Percentage of Respondents	20%	70%	10%	0%	100%

Diagram 6.11 Shows the employees perception on managing stress at work



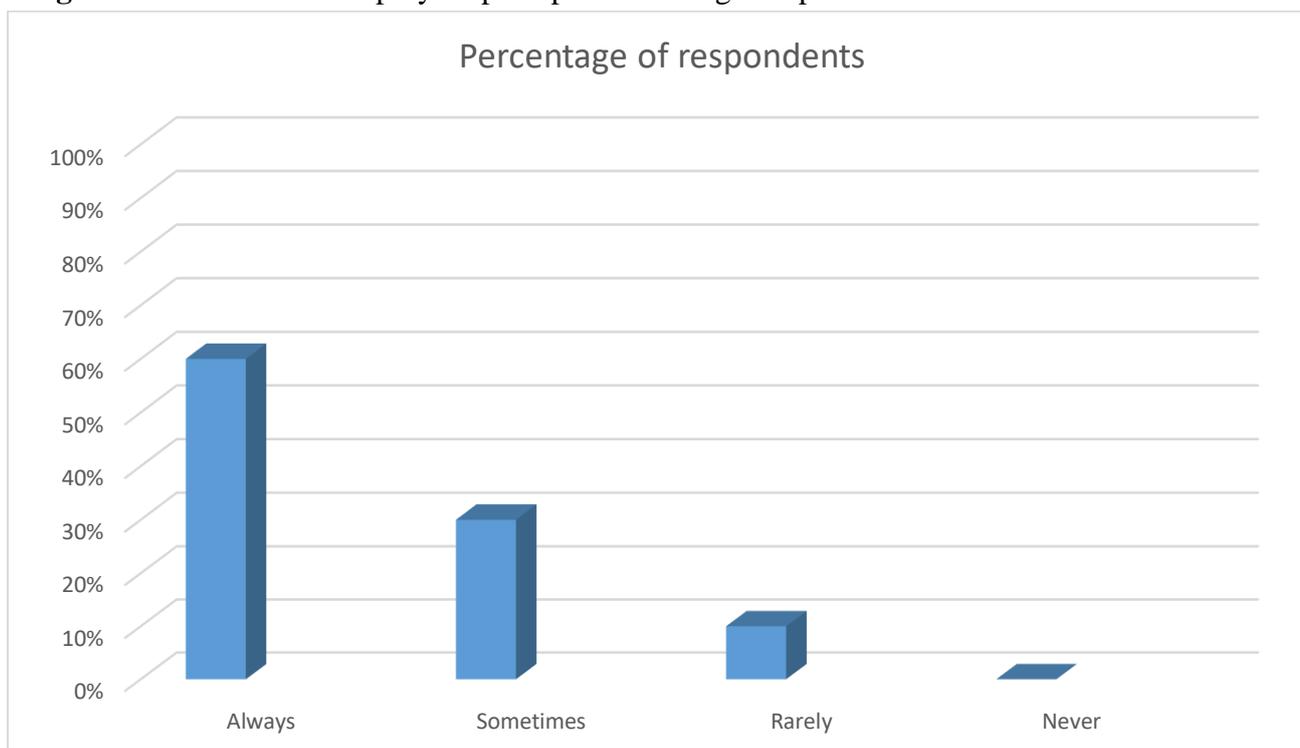
The diagram depicts that 20% of the respondents responded Always and 70% of the respondents responded sometimes, However 10% of the respondents have responded rarely and none of them have responded never.

12 .To study on employees perception on using interpersonal skills at work

Table 6.12 Shows the employees perception on using interpersonal skills at work

Criteria	Always	Sometimes	Rarely	Never	Total
No of Respondents	30	15	5	0	50
Percentage of Respondents	60%	30%	10%	0%	100%

Diagram 6.12 Shows the employees perception on using interpersonal skills at work



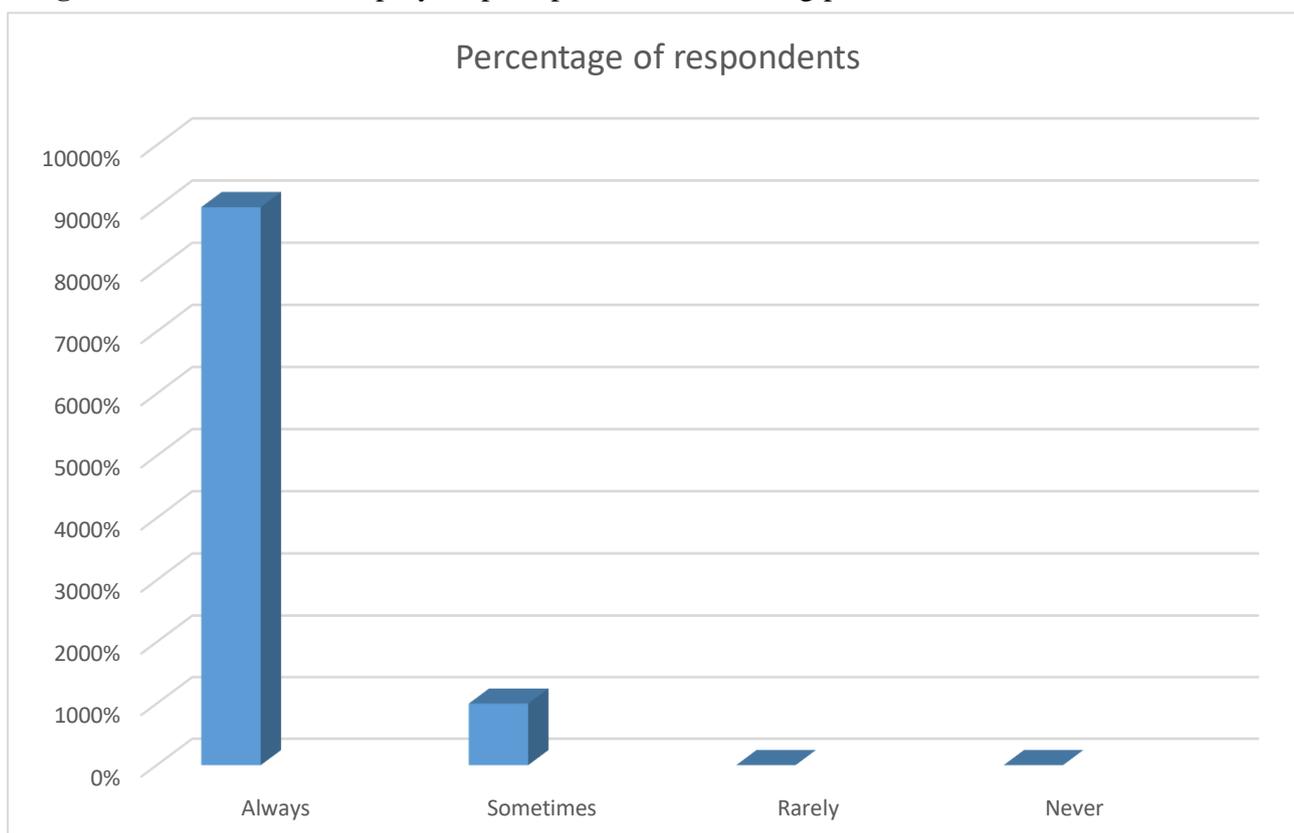
The diagram depicts that 60% of the respondents responded Always and 30% of the respondents responded sometimes, However 10% of the respondents have responded rarely and none of them have responded never.

13 .To study on employees perception on maintaining positive attitude at work

Table 6.13 Shows the employees perception on maintaining positive attitude at work

Criteria	Always	Sometimes	Rarely	Never	Total
No of Respondents	45	5	0	0	50
Percentage of Respondents	90%	10%	0%	0%	100%

Diagram 6.13 Shows the employees perception on maintaining positive attitude at work



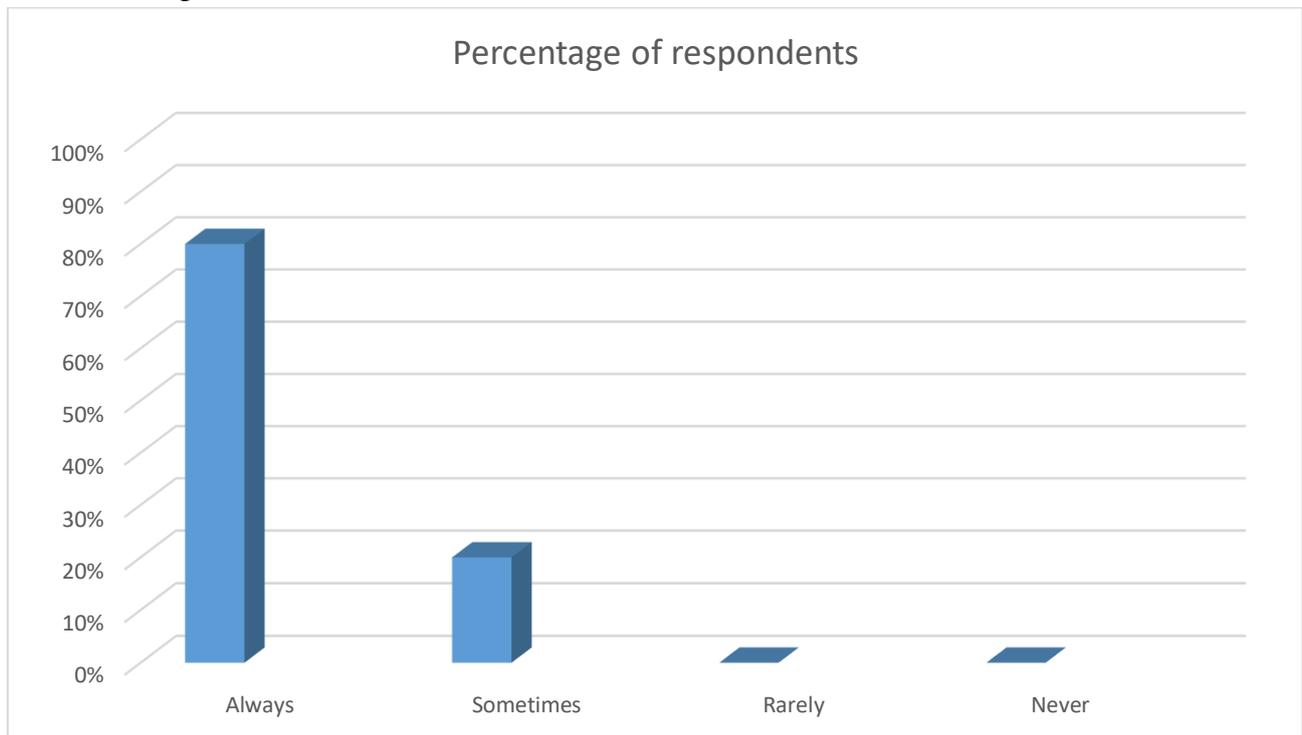
The diagram depicts that 90% of the responded Always and 10% of the of the respondents responded sometimes and none of them have responded rarely and never.

14 .To study on employees perception on teamwork and team spirit being the success factor behind the organisation

Table 6.14 Shows the employees perception on teamwork and team spirit being the success factor behind the organisation

Criteria	Always	Sometimes	Rarely	Never	Total
No of Respondents	40	10	0	0	50
Percentage of Respondents	80%	20%	0	0	100%

Diagram 6.14 Shows the employees perception on teamwork and team spirit being the success factor behind the organization.



The diagram depicts that 80% of the respondents responded always and 20% of the of the respondents responded sometimes and none of have responded rarely and never.

CHAPTER 7

FINDINGS SUGGESTIONS AND CONCLUSION

7. 1 FINDINGS, SUGGESTIONS & CONCLUSION

1.To study employees perception on systematic approach towards work

The study shows that more than half of the respondents plans their work systematically and some of the respondents responded rarely as most of the task assigned to them must be completed with respect to their respective schedule.

2.To study employees perception on goal setting and prioritizing

The study shows that majority of the respondents focuses on goal setting and prioritizing it as to achieve personal targets with respect to the task assigned as it must be completed at specific time frame.

3.To study employees perception on goal clarity

The study shows that more than half of the respondents understand their goals and task clearly as most of the task assigned must be completed as a team as well as with the influence of the superiors.

4.To study employees perception on managing time constrains

The study shows that half of the respondents rated Sometimes on managing time constrains, As tasks like assembling in the organisation may require additional time and chances of error may appear high

5.To study employees perception on team play

It shows that majority of the employees are comfortable in getting along with others as they coordinate and contribute their tasks and to work as a team.

6.To study employees perception on cooperative work culture

The study shows that majority of them are satisfied working cooperatively and some of the respondents have rated Sometimes and Rarely as proper communication and frequent interaction are necessary during working hour

7.To study employees perception on flexibility at work

The study shows that majority of the respondents responded Sometimes, as specific task in the organisation must be approached with a narrow view due to their nature the work as employees are engaged and focused in achieving their respective targets.

8.To study employees perception on active participation at work

The study shows that majority of the employees are comfortable when working with others in accomplishing their task as they are carried out in groups and proper coordination could be seen among them.

9.To study employees perception on team orientation

The study shows that majority of them have responded sometimes as in a team it requires lots of contribution from oneself and frequent communication during working hours

10.To study employees perception on using persuasion to accomplish the task

The study shows that equal amount of respondents have responded Sometimes and Rarely on using persuasion because of nature of their job and working conditions.

11.To study employees perception on managing stress at work

The study shows that majority of the respondents have responded Sometimes regarding managing stress at work due to work pressure and pressure from the superiors

12.To study employees perception on use of interpersonal skills at work

The study shows that majority of the employees are comfortable in expressing themselves but lack of proper communication could be found due to their working nature and organization's environment

13.To study employees perception on maintaining positive attitude at work

The study shows that majority of the employees are staying positive and viewing success and setbacks with right spirit as of good working environment which appears to be beneficial to them in accomplishing their objectives.

14.To study employees perception on team work and team spirit being the success factor behind their organization

The study shows that majority of the respondents are comfortable with the fact that good team spirit and teamwork is necessary for the organization's success as majority of the activities are completed as a team with necessary effort.

7.2 SUGGESTIONS

- 1.The organisation must encourage employees participation in decision making.
- 2.There should be a friendly relationship between superiors and subordinate as to make tasks more effective.
- 3.Task that requires lots of effort and time must be divided among teams.
- 4.The organisation must promote new innovate ideas and must be willing to take risk for the better prosperity of the organization.
- 5.The organisation must encourage respectful communication among employees during working so that employees can build a solid relationship.
- 6.The organisation must encourage effective communication among groups and teams.
- 7.The organisation must include recognition programs as to bring efficiency in existing manpower.
- 8.Examining and improving teamwork processes and practices appears to be beneficial to the organisation and improving flexibility in work place.
- 9.Team rules and responsibilities must be shared and valued among team mates as to bring out effectiveness.
- 10.Feedback and reviews must be gathered by the organisation from existing employees and suitable measures must be taken.

7.3 CONCLUSION

In conclusion, the project undertaken to analyze **QUE RICO EXIM**, a frozen food manufacturing company, has provided valuable insights into its operations, strengths, weaknesses, opportunities, and threats. Through meticulous examination, it's evident that QUE RICO EXIM possesses a strong foundation built on diverse product offerings, stringent quality control measures, and an established brand reputation. However, challenges such as limited market presence and production constraints need to be addressed to capitalize on growth opportunities and navigate potential threats effectively. By leveraging its strengths, exploring new markets, innovating product offerings, and fostering strategic partnerships, QUE RICO EXIM can position itself for sustained success in the competitive frozen food industry. Ultimately, with a commitment to quality, innovation, and customer satisfaction, QUE RICO EXIM has the potential to emerge as a leading player in the global market, delivering delicious and high-quality frozen food products to consumers worldwide.

The organisation has taken a lot of effort regarding its teamwork as to bring out coordination among its sections and departments as well as sufficient opportunities are granted to the employees regarding the working environment. The team focuses on manufacturing of products as by improving workforce by granting them essentials on development and training and multiple other areas including non monetary benefits. Working as a team helps the organisation achieve their goals with much less effort and in a more productive way as it builds trust and communication among its employees as well as it promotes deep learning that occurs through interaction , cooperation and collaboration as it promotes to the working culture of the organisation.

However, QUE RICO EXIM PRIVATE LIMITED has become successful in promoting a good team in each of its section as the employees work as a group in achieving their objective by coordinating specific task and collaboration among them could be seen with respect to production activities. It would also appear to be beneficial to the company if they train the employees with respect to their specific task and include them in the factors of decision making when working as a team.. The success of an organisation depends on both the management and the employees.

ANNEXURE

I am Aman Mirza conducting a study on Teamwork as a part of my project .I would be grateful if you would fill this questionnaire.

Kindly indicate your response to the following statement in the scale given below:

Always	Sometimes	Rarely	Never
A	S	R	N

1. I systematically plan my work
 - Always
 - Sometimes
 - Rarely
 - Never
 -
2. I think goals must be set to give direction and must be Properly prioritized
 - Always
 - Sometimes
 - Rarely
 - Never
3. I understand goals and task clearly, when working in teams
 - Always
 - Sometimes
 - Rarely
 - Never
4. I can use time wisely to stay on schedule and meet deadlines
 - Always
 - Sometimes
 - Rarely
 - Never

5.I have ability to get along with others.

- Always
- Sometimes
- Rarely
- Never

6. I can get things done working cooperatively

- Always
- Sometimes
- Rarely
- Never

7.I tend to be flexible the way I deal with things

- Always
- Sometimes
- Rarely
- Never

8.I am comfortable in working with others to accomplish my task

- Always
- Sometimes
- Rarely
- Never

9.I am a good team player

- Always
- Sometimes
- Rarely
- Never

10.I use persuasion as a technique to get things done.

- Always
- Sometimes
- Rarely
- Never

11.I can handle stress that accompanies deadlines

- Always
- Sometimes
- Rarely
- Never

12.I express myself both verbally and non verbally to establish team relation

- Always
- Sometimes
- Rarely
- Never

13.I stay positive and view success and setbacks with right spirit

- Always
- Sometimes
- Rarely
- Never

14.I believe that good team spirit and teamwork is success behind our organization's success

- Always
- Sometimes
- Rarely
- Never

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