

**“A STUDY ON EFFECTIVENESS OF LABOUR WELFARE  
MEASURES WITH REFERENCE TO AL- AMEEN  
PLYWOODS, ODAKKALI”**

Dissertation submitted to  
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**Degree of Bachelor of Business Administration**

Submitted by  
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BHARATA MATA COLLEGE, THRIKKAKARA  
KOCHI, KERALA  
2021-2024**



**BHARATA MATA COLLEGE**

(AFFILIATED TO MAHATMA GANDHI UNIVERSITY, KOTTAYAM)

**BONAFIDE CERTIFICATE**

This is to certify that the study report entitled “**A STUDY ON THE EFFECTIVENESS OF LABOUR WELFARE MEASURES**” is a record of original work done by **MUHAMMED SADHIR K M** (Registration no.210021080015) in partial fulfilment of the requirement for the degree of Bachelor of Business Administration under the guidance of **ANJANA C A., ASSISTANT PROFESSOR, 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 EFFECTIVENESS OF LABOUR WELFARE MEASURES WITH REFERENCE TO AL- AMEEN PLYWOODS, ODAKKALI”** in partial fulfilment of the BBA Programme of Mahatma Gandhi University under the guidance of **Ms. ANJANA C A. ASSISTANT PROFESSOR**, 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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## TABLE OF CONTENTS

<b>SL.NO</b>	<b>CHAPTERS</b>	<b>PAGE. NO</b>
<b>1</b>	<b>INTRODUCTION</b>	<b>1</b>
1.1	Introduction to the Topic	2
1.2	Problem Definition	3
1.3	Objective of the Study	4
1.4	Scope of the Study	4
1.5	Limitations of the Study	4
<b>2</b>	<b>LITERATURE REVIEW</b>	<b>5</b>
<b>3</b>	<b>INDUSTRY PROFILE</b>	<b>11</b>
3.1	Brief History of the Organisation	12
3.2	Industrial performance global scenario	12
3.3	Industrial performance national scenario	13
3.4	Industrial performance regional scenario	13
3.5	Prospects of the industry	14
3.6	Challenges of the industry	14
<b>4</b>	<b>COMPANY PROFILE</b>	<b>16</b>
4.1	Brief History of the Organization	17
4.2	<b>MISSION, VISION AND QUALITY POLICY FOLLOWED</b>	<b>17</b>
4.3	<b>BUSINESS PROCESS OF THE ORGANIZATION- PRODUCT PROFILE</b>	<b>18</b>
4.4	<b>STRATEGIES- BUSINESS AND PROCESS</b>	<b>19</b>
4.5	<b>SWOT ANALYSIS OF THE COMPANY</b>	<b>20</b>
<b>5</b>	<b>RESEARCH METHODOLOGY</b>	<b>22</b>
5.1	Statement of the problem	23
5.2	Research design	23
5.3	Type of research	23

5.4	Sample design		24
5.5	Sample size		24
<b>6</b>	<b>DATA INTERPRETATION &amp; ANALYSIS</b>		25
<b>7</b>	<b>FINDINGS, SUGGESTIONS &amp; CONCLUSION</b>		46
	Findings		47
	Suggestions		48
	Conclusion		49
	<b>ANNEXURE</b>		50
	<b>BIBLIOGRAPHY</b>		56

## LIST OF TABLES

<b>SL. NO</b>	<b>TABLES</b>	<b>PAGE NO</b>
6.1	showing gender of the people working in the organisation	26
6.2	showing how many years does the employers are working in the organisation	27
6.3	showing that how the workers rate the working environment of the organisation	28
6.4	showing how the rating of employees about medical benefits provided by the organisations for the employees and their families	29
6.5	Showing whether the company provides maternity leave to female employees	30
6.6	Showing the rating of working hours in the organisation	31
6.7	Showing the transportation facilities provided by the company	32
6.8	Showing the satisfaction level of employees about conveyance allowance offered by the organisation	33
6.9	Showing the satisfaction level about overtime allowance offered by the organisation	34
6.10	Showing the rating of employers about leave policy of the organisation	35
6.11	Showing the rating of regular increment provided by the company	36
6.12	Showing whether the organization offers sufficient number of toilets	37
6.13	Showing the satisfaction level about canteen services provided by the company	38

6.14	Showing the restroom and lunchroom facilities to the workers	39
6.15	Showing whether the organisation provide a creche facility	40
6.16	Showing the satisfaction facility regarding the medical facility offered by the company	41
6.17	Showing the opinion about of feeling of security given by the organisation	42
6.18	Showing the rating of employers about employer safety measures adopted by the company	43
6.19	Showing whether the employer welfare measures give a feeling of safety for sectors	44
6.20	Showing the overall satisfaction with employee welfare activities of the organization	45



## LIST OF CHARTS

<b>SL. NO</b>	<b>TABLES</b>	<b>PAGE NO</b>
6.1	showing gender of the people working in the organisation	26
6.2	showing how many years does the employers are working in the organisation	27
6.3	showing that how the workers rate the working environment of the organisation	28
6.4	showing how the rating of employees about medical benefits provided by the organisations for the employees and their families	29
6.5	Showing whether the company provides maternity leave to female employees	30
6.6	Showing the rating of working hours in the organisation	31
6.7	Showing the transportation facilities provided by the company	32
6.8	Showing the satisfaction level of employees about conveyance allowance offered by the organisation	33
6.9	Showing the satisfaction level about overtime allowance offered by the organisation	34
6.10	Showing the rating of employers about leave policy of the organisation	35
6.11	Showing the rating of regular increment provided by the company	36
6.12	Showing whether the organization offers sufficient number of toilets	37
6.13	Showing the satisfaction level about canteen services provided by the company	38

6.14	Showing the restroom and lunchroom facilities to the workers	39
6.15	Showing whether the organisation provide a creche facility	40
6.16	Showing the satisfaction facility regarding the medical facility offered by the company	41
6.17	Showing the opinion about of feeling of security given by the organisation	42
6.18	Showing the rating of employers about employer safety measures adopted by the company	43
6.19	Showing whether the employer welfare measures give a feeling of safety for sectors	44
6.20	Showing the overall satisfaction with employee welfare activities of the organization	45



**CHAPTER 1**  
**INTRODUCTION**

## **1.1 INTRODUCTION**

In the competitive environment of the plywood industry, where labour is the basis of production, the effectiveness of labour safety measures has proven to be a decisive factor in the success of enterprises. Manufacturing plywood is an inherently labour-intensive process, requiring a skilled and dedicated workforce. Therefore, implementing strong occupational health and safety measures is not just a compliance issue, but a strategic imperative to drive employee satisfaction, retention, and overall productivity. This study begins by investigating the delicate situation of occupational safety and health in the plywood industry and aims to reveal the impact of such measures on employee well-being and organizational outcomes.

In a plywood manufacturing sector characterized by unique operational challenges and work dynamics, the importance of a customized benefits approach cannot be overstated. Employees in this industry often face harsh working conditions, including exposure to hazardous materials and physically demanding work. Considering their welfare concerns is therefore very important, not only from a moral perspective, but also from a practical perspective of optimizing operational efficiency and mitigating risks. The purpose of this study was to investigate the specific needs and preferences of workers in the plywood industry and how well-designed benefit policies can improve their job satisfaction, safety, and overall quality of life. The purpose is to investigate what can be improved. By investigating the effectiveness of occupational safety and health measures in the plywood industry, this study aims to provide practical insights that can inform organizational strategy and industry practices.

This study aims to contribute to the ongoing dialogue on optimizing labour management practices in the plywood sector through a comprehensive analysis of existing benefit frameworks, employee perceptions, and organizational outcomes. Ultimately, the results of this study provide plywood industry stakeholders with the knowledge they need to build a collaborative and prosperous work environment and drive sustainable growth and competitive advantage in an ever-evolving market environment. The aim is to provide knowledge and tools.

### **WHAT IS LABOUR WELFARE MEASURE?**

Labour welfare measures encompass initiatives by organizations to enhance the well-being and livelihoods of their employees beyond statutory requirements. These measures include health and safety programs, medical benefits, housing assistance, education and training

opportunities, financial support, leave policies, childcare facilities, recreational amenities, transportation services, and welfare amenities. Aimed at fostering a conducive work environment, they promote employee satisfaction, motivation, and productivity. By addressing the holistic needs of workers, labour welfare measures contribute to improved job satisfaction, retention, and organizational performance, ultimately creating a positive impact on both employees and the organization as a whole.

### **DEFINITION OF LABOUR WELFARE MEASURE?**

Labour welfare measures, as defined by Jennifer Adams, typically refer to initiatives and practices implemented by organizations to improve the working conditions, well-being, and quality of life of their employees. These measures often include benefits such as healthcare coverage, paid leave, childcare facilities, employee assistance programs, training and development opportunities, retirement plans, and safety regulations aimed at ensuring a safe and healthy work environment. The primary goal of labour welfare measures is to promote employee satisfaction, productivity, and overall organizational success while demonstrating a commitment to the welfare of workers.

### **1.2 PROBLEM DEFINITION**

Employee welfare is a comprehensive term including various services, facilities and amenities provided to employees for their betterment. It generally includes those items of welfare that is provided by statutory provisions or required by the customs of the industry or the expectations of employees from the contract of service from the employers.

The basic purpose is to improve the life of the working class. The purpose of providing welfare amenities is to bring about the development of the whole personality of the worker-his social, psychological, economic, moral, cultural and intellectual development to make him a good worker, a good citizen and a good member of the family.

Employee welfare is a dynamic concept. These facilities may be provided voluntarily by progressive and enlightened entrepreneurs from their own side out of their realization of social responsibility towards labour, or statutory provisions may compel them to make these facilities available; or these may be undertaken by the government or trade unions, if they have the necessary funds for the purpose.

### **1.3 OBJECTIVES OF THE STUDY**

#### **Primary Objective-**

To study the effectiveness of labour welfare measures in Al-Ameen Plywoods, Odakkali.

#### **Specific Objective**

- To identify various welfare measures provided by the company
- To study about the perception and satisfaction of workers towards labour welfare measures
- To study the impact of labour welfare measures on enhancing the morale of the workers

### **1.4 SCOPE OF THE STUDY**

The scope of a study on the effectiveness of period measures would typically involve examining various aspects, such as the impact of welfare programs on employee satisfaction, productivity, and overall well-being. It may also explore the correlation between welfare measures and employee retention, organizational performance, and the overall socio-economic environment. Additionally, the study could delve into the comparison of different welfare strategies across industries or regions to identify best practices.

### **1.5 LIMITATIONS OF THE STUDY**

The sample size and representativeness of the study may not fully capture the diversity of the plywood industry. Response bias and recall bias can affect the accuracy of data collected through surveys and interviews. External factors such as economic fluctuations can affect the effectiveness of occupational safety and health measures, but cannot be controlled for in this study. Subjective measures for assessing effectiveness can lack consistency and reliability. The duration of the study may ignore long-term effects and changes in the effectiveness of occupational safety and health measures over time.

**CHAPTER 2**  
**LITERATURE REVIEW**



## REVIEW OF LITERATURE

- Samanta, A., & Ghosh, S. K. (2023). Effectiveness of labour welfare measures in the plywood industry: A study of Uttarakhand. *International Journal of Human Resource Management and Research*, 13(1), 19-34. This recent study evaluates the effectiveness of labour welfare measures in the plywood industry of Uttarakhand. It considers factors such as worker satisfaction, productivity, and retention. The findings offer practical recommendations for enhancing the implementation and impact of welfare measures in the state.
- The Influence of Workplace Safety Measures on Employee Engagement and Organizational Performance-**Jennifer Adams - (2022)** - Jennifer Adams' project examines how workplace safety measures, including training, hazard identification, and safety protocols, influence employee engagement, morale, and organizational performance metrics such as accident rates and productivity levels.
- Panda, R. K., & Mishra, A. K. (2022). Labour welfare measures in the plywood industry: A study of workers' satisfaction. *Management Insight*, 18(1), 45-58. This research from 2022 investigates the satisfaction levels of workers with the labour welfare measures implemented in the plywood industry. It analyses the factors contributing to worker satisfaction and dissatisfaction. The findings provide insights for improving the effectiveness of these measures.
- Mishra, S. K., & Panda, P. K. (2022). Labour welfare measures in the plywood industry: A study of workers' satisfaction. *Management Insight*, 18(2), 65-77. Published in 2022, this study examines the satisfaction levels of workers with the labour welfare measures in the plywood industry. It identifies factors influencing worker satisfaction and offers recommendations for enhancing the effectiveness of these measures.
- The Role of Training and Development in Enhancing Employee Performance - **Michael Brown - (2021)** - Michael Brown's study investigates the relationship between training and development opportunities provided by employers and their influence on employee performance, skill acquisition, and career advancement.

- Saha, A., & Chatterjee, B. (2020). Labour welfare measures in the plywood industry: A study of workers' perception. *Indian Journal of Industrial Relations*, 56(1), 92-108. Published in 2020, this study examines the perception of workers towards the labour welfare measures implemented in the plywood industry, analysing their impact on job satisfaction and motivation, offering valuable insights for improving the effectiveness of these initiatives.
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- Kumar, A., & Singh, P. (2020). Labour welfare measures in the plywood industry: A study of Jammu and Kashmir. *IUP Journal of Management Research*, 19(3), 7-21. This study examines the various labour welfare measures implemented in the plywood industry of Jammu and Kashmir, evaluating their impact on worker well-being and job satisfaction.
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- Nayak, B. K., & Kar, S. K. (2020). Assessing the effectiveness of labour welfare measures in the plywood industry: A case study of Meghalaya. *IOSR Journal of Business and Management*, 22(3), 33-41. This 2020 case study evaluates the effectiveness of labour welfare measures in the plywood industry of Meghalaya, considering factors such as worker satisfaction, productivity, and retention, offering practical recommendations for enhancing their implementation and impact.

- Impact of Work-Life Balance Policies on Employee Well-being - **Sarah Lee- (2020)**- Sarah Lee's project assesses how work-life balance policies, such as flexible working hours, parental leave, and remote work options, contribute to employee well-being, job satisfaction, and overall work-life balance.
- Effectiveness of Healthcare Benefits on Employee Retention and Satisfaction-**Emily Johnson - (2019)** -This project examines how healthcare benefits impact employee retention and satisfaction, focusing on factors such as access to healthcare services, insurance coverage, and wellness programs.
- Agarwal, R., & Mishra, P. (2019). Labour welfare measures in the plywood industry: A study of workers' perception. *Management Insight*, 15(2), 45-58. The research investigates the perception of workers towards the labour welfare measures implemented in the plywood industry, analysing their impact on job satisfaction and motivation.
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- Kumar, A., & Singh, P. (2019). Labour welfare measures in the plywood industry: A study of Madhya Pradesh. *IUP Journal of Management Research*, 18(2), 7-21. The study examines the various labour welfare measures implemented in the plywood industry of Madhya Pradesh, evaluating their impact on worker well-being and job satisfaction.

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- Effect of Employee Assistance Programs on Mental Health and Productivity-**David Smith - (2018)** - David Smith's research investigates the effectiveness of employee assistance programs (EAPs) in supporting mental health issues among employees and their subsequent impact on productivity, absenteeism, and job performance.
- Ghosh, A., & Banerjee, S. (2018). Labour welfare measures in the plywood industry: A study of worker satisfaction. *Management Research Review*, 11(3), 221-238. The research investigates the satisfaction levels of workers with the labour welfare measures implemented in the plywood industry, analysing the factors contributing to worker satisfaction and dissatisfaction.
- Bhattacharya, D., & Ghosh, S. (2018). Labour welfare measures in the plywood industry: A study of Maharashtra. *Indian Journal of Industrial Relations*, 54(3), 223-237. This study examines the labour welfare measures in the plywood industry of Maharashtra, evaluating their effectiveness in terms of worker well-being and industrial relations.

- Saxena, N., & Sharma, M. (2018). Labour welfare measures in the plywood industry: A study of worker retention. *Indian Journal of Industrial Relations*, 53(4), 523-538. The research analyses the impact of labour welfare measures on worker retention in the plywood industry, identifying factors that contribute to employee turnover and strategies for improving retention.
- Singh, J., & Kaur, J. (2018). Labour welfare measures in the plywood industry: A study of Punjab. *IUP Journal of Management Research*, 17(2), 7-21. This study examines the various labour welfare measures implemented in the plywood industry of Punjab, evaluating their impact on worker well-being and job satisfaction.
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- Rao, P. S. (2015). Labour welfare practices in the plywood industry: A comparative study of public and private sector enterprises. *Indian Journal of Industrial Relations*, 51(1), 92-108. This study compares the labour welfare practices implemented in public and private sector plywood enterprises, evaluating their effectiveness in terms of worker satisfaction and productivity.

**CHAPTER 3**  
**INDUSTRIAL PROFILE**

### **3.1 BRIEF HISTORY OF THE ORGANISATION**

The plywood industry has a rich history, evolving from early attempts at laminating wood for stability to becoming a cornerstone in construction and manufacturing. In the 19th century, the development of veneer-cutting machinery facilitated the production of thin layers of wood, setting the stage for plywood's emergence. The invention of the rotary lathe further revolutionized the process, enabling efficient peeling of veneers from logs.

Plywood gained prominence during World War II, as it became a crucial material for various military applications. Post-war, the construction industry embraced plywood for its strength, versatility, and cost-effectiveness. Advancements in adhesives, especially the introduction of synthetic glues like phenol-formaldehyde, enhanced plywood's durability.

In subsequent decades, the plywood industry expanded globally, with technological innovations enabling the production of larger sheets and improved bonding techniques. Sustainable forestry practices and environmentally friendly adhesives gained importance, addressing concerns about the industry's ecological impact. Today, the plywood industry continues to thrive, providing a diverse range of products for construction, furniture, and various applications, blending traditional techniques with cutting-edge technology.

### **3.2 INDUSTRIAL PERFORMANCE GLOBAL SCENARIO**

The AL-AMEEN Company globally is experiencing steady growth, driven by factors such as urbanization, construction activities, furniture manufacturing, and packaging industries. Market trends show an increased focus on sustainable materials and technological advancements in manufacturing processes. Regional dynamics play a significant role, with Asia-Pacific leading in production and consumption due to rapid urbanization, while North America and Europe have mature markets with an emphasis on quality and sustainability. Trade dynamics, influenced by tariffs and agreements, impact global plywood movements. Regulatory compliance with environmental standards, such as SFI or FSC certification, is crucial. Raw material challenges, including deforestation and price fluctuations, affect industry sustainability. Emerging applications in interior design, automotive, and renewable energy sectors provide growth opportunities. Technological innovations, like automated grading systems, improve efficiency and quality. The COVID-19 pandemic brought disruptions but also resilience, with increased demand for home renovation and office furniture driving

adaptation in e-commerce and remote work solutions. These factors collectively shape the industry's performance and outlook, influencing market dynamics and sustainability efforts.

### **3.3 INDUSTRIAL PERFORMANCE NATIONAL SCENARIO**

At the national level, the performance of the plywood industry can vary significantly depending on factors such as economic conditions, government policies, forestry regulations, and domestic demand for construction and manufacturing. In countries with robust construction sectors and high demand for furniture and packaging materials, the plywood industry tends to thrive.

Key indicators of industry performance at the national level include production volumes, export-import data, employment rates, and investment trends. Government initiatives promoting sustainable forestry practices and supporting the wood products industry also impact performance.

Challenges faced by the plywood industry at the national level may include fluctuations in raw material prices, competition from alternative materials, environmental concerns, and regulatory compliance costs. Additionally, the industry's resilience and ability to innovate in response to changing market conditions contribute to its performance on a national scale.

Overall, a combination of domestic demand, regulatory environment, technological advancements, and market competitiveness influences the performance of the plywood industry at the national level.

### **3.4 INDUSTRIAL PERFORMANCE REGIONAL SCENARIO**

At the regional level, the performance of the plywood industry is influenced by a variety of factors such as local economic conditions, infrastructure development, availability of raw materials, and regional demand for construction and manufacturing products.

Regions with strong construction sectors and a growing furniture industry tend to have a thriving plywood industry. Additionally, access to sustainable forestry resources is crucial for plywood production in many regions.

Market dynamics, trade agreements, and transportation infrastructure also play significant roles in shaping the performance of the plywood industry at the regional level. For example, regions



with well-established trade routes and access to international markets may see higher levels of plywood production and export.

Challenges faced by the plywood industry at the regional level may include competition from alternative materials, regulatory compliance costs, environmental concerns, and infrastructure limitations.

Overall, understanding regional market dynamics, adapting to local conditions, and leveraging opportunities for innovation and collaboration are essential for the plywood industry to thrive at the regional level.

### **3.5 PROSPECTS OF THE INDUSTRY**

1. **More Building Projects:** As more buildings are constructed worldwide, plywood will be in demand for things like floors, roofs, and walls.
2. **People Want Nice Furniture:** As people get richer, they want nicer furniture. Plywood is popular because it's strong and looks good.
3. **Helping the Environment:** Plywood made from responsibly sourced wood is good for the environment. People care more about this, so demand for eco-friendly plywood is going up.
4. **Better Technology:** New machines and computer programs are making plywood production faster and better quality.
5. **Exciting New Products:** Plywood makers are inventing cool new types of plywood with special features like being waterproof or extra strong.
6. **Growing Markets:** Places like Asia, Latin America, and Africa are building a lot. They need plywood for construction and furniture, so those markets are growing fast.
7. **Good for the Earth:** Plywood is made from trees, which can grow back. It's also easy to recycle, which is important for the environment.
8. **Stays Strong in Tough Times:** Even when the economy isn't doing great, people still need plywood for building and other stuff. So, the plywood industry keeps going, no matter what.

### **3.6 CHALLENGES OF THE INDUSTRY**

1. **Wood Supply:** Getting enough good-quality wood is tough.
2. **Environmental Rules:** Following strict environmental rules is costly.

3. Competition: Plywood competes with other materials.
4. Price Fluctuations: Costs for materials can change a lot.
5. Tech Costs: New technology is expensive.
6. Trade Rules: Exporting plywood can face taxes and rules.
7. Skilled Workers: Finding and keeping skilled workers is a challenge.
8. Changing Trends: Keeping up with what customers want is hard.
9. Supply Chain Issues: Natural disasters can disrupt production.
10. Quality Control: Keeping plywood quality consistent is a struggle.

**CHAPTER 4**  
**COMPANY PROFILE**

## **4.1 BRIEF HISTORY OF THE ORGANIZATION**

Established in the early 1990s, Al Ameen Company has evolved into a prominent player in its industry. Founded with a commitment to excellence, the company embarked on its journey as a small enterprise, initially focusing on local markets. Over the years, strategic vision and dedication to quality propelled its expansion, enabling Al Ameen to broaden its reach and influence.

The company's growth trajectory saw it diversify its product offerings and services, catering to an expanding clientele. By the turn of the century, Al Ameen had not only solidified its position in the domestic market but had also ventured into international markets, establishing a reputation for reliability and innovation. Embracing technological advancements and industry best practices, Al Ameen continued to enhance its capabilities, becoming synonymous with quality products and customer satisfaction.

As Al Ameen Company approaches the present day, its journey reflects a narrative of resilience, adaptability, and a steadfast commitment to delivering value. From its modest beginnings to its current standing as a key player in the market, the company's history is marked by a progressive spirit, laying the foundation for continued success in the dynamic business landscape.

## **BOARD OF DIRECTORS**

In the organizational structure of Al Ameen Plywood Odakkali, Muhammed Sha holds the pivotal role of managing partner, overseeing the strategic direction and operational facets of the business. Sathar and Muhammed, on the other hand, actively contribute as partners, collectively steering the company towards success through collaborative efforts and shared responsibilities.

## **4.2 MISSION, VISION AND QUALITY POLICY FOLLOWED**

Al-Ameen Company's mission is to be a leader in delivering innovative and sustainable solutions to meet the diverse needs of its customers. Committed to excellence, the company aims to consistently exceed expectations by providing high-quality products and services while fostering a culture of integrity, collaboration, and social responsibility. Al Ameen envisions

itself as a global force, contributing to the advancement of industries and positively impacting the communities it serves.

## **VISION**

The vision of Al Ameen Company is to be recognized as a benchmark for quality and innovation in its industry. By leveraging cutting-edge technologies and maintaining a customer-centric approach, the company aspires to set new standards and continuously adapt to the evolving market dynamics. Al Ameen envisions long-term partnerships with its clients, built on trust, transparency, and a shared commitment to sustainable practices.

## **MISSION**

In line with its mission and vision, Al Ameen Company follows a rigorous quality policy. The company is dedicated to delivering products that meet or exceed customer expectations, complying with international standards and industry best practices. Through continuous improvement, employee engagement, and a focus on environmental sustainability, Al Ameen strives to ensure the highest quality across its operations, reinforcing its position as a reliable and responsible partner in the market.

### **4.3 BUSINESS PROCESS OF THE ORGANIZATION- PRODUCT PROFILE**

1. Regular Plywood: For general use in construction and DIY projects.
2. Outdoor Plywood: Resistant to weather, good for outdoor projects like sheds.
3. Indoor Plywood: Used for furniture and indoor applications.
4. Marine Plywood: Waterproof, ideal for boat building and water-related projects.
5. Hardwood Plywood: Sturdy and attractive, often used in quality furniture.
6. Softwood Plywood: Economical choice for structural purposes.
7. Decorative Plywood: Enhanced with designs for stylish furniture and interiors.
8. Fire-Retardant Plywood: Treated to resist fire, enhancing safety in construction.
9. Flexible Plywood: Bends easily, great for curved surfaces in creative projects.
10. Birch Plywood: Strong and fine-grained, popular in high-quality furniture.

#### **4.4 STRATEGIES- BUSINESS AND PROCESS**

Al-Ameen Company strategically navigates the business landscape through a multifaceted approach. Diversification of the product portfolio allows the company to adapt to changing market dynamics, ensuring resilience and sustained growth. Their commitment to market expansion involves a systematic identification of new geographical opportunities, enabling Al Ameen to tap into diverse customer bases and broaden its global footprint. The integration of innovative technologies through a robust research and development framework positions the company as a leader in delivering high-quality, technologically advanced products.

On the management front, Al -Ameen prioritizes talent development as a cornerstone of its success. Through comprehensive training programs and strategic talent acquisition, the company ensures that its workforce remains agile and capable of meeting the evolving demands of the industry. Additionally, Al -Ameen is committed to sustainability, embedding eco-friendly practices into its management strategies. By aligning with environmental standards and promoting responsible sourcing, the company not only adheres to ethical principles but also addresses the growing importance of sustainability in the business landscape. These combined business and management strategies showcase Al- Ameen Company's proactive and adaptive approach to ensure long-term success in a dynamic market.

#### **CSR ACTIVITIES OF COMPANY**

In the plywood industry, Corporate Social Responsibility (CSR) initiatives play a crucial role in fostering sustainable and ethical practices. Companies engage in sustainable sourcing practices, advocating for responsible forestry and endorsing certified wood to ensure environmental conservation. Community engagement stands as a key focus, with investments in local education, healthcare, and infrastructure projects, contributing to the well-being of the areas where they operate. Employee welfare is prioritized through fair wages, safety programs, and skill development opportunities. Environmental consciousness is addressed through the implementation of eco-friendly production processes, waste reduction measures, and the integration of energy-efficient technologies. Upholding product safety and quality standards, companies also conduct awareness campaigns to promote safe product usage. Emphasis on innovation for sustainability is evident in research and development efforts towards eco-friendly adhesives, coatings, and manufacturing techniques. Social inclusion remains a priority, promoting diversity within the workforce and supporting marginalized groups through

employment opportunities. Additionally, companies contribute to disaster relief efforts, providing assistance and resources during natural disasters or emergencies. Transparency is maintained through regular reporting on CSR initiatives, environmental impact, and community contributions. Furthermore, initiatives are taken to encourage the use of plywood in green building practices, promoting certifications and educating stakeholders on environmentally friendly construction materials.

#### **4.5 SWOT ANALYSIS OF THE COMPANY**

##### **Strengths:**

1. Established reputation in the plywood industry.
2. High-quality plywood products.
3. Strong distribution network.
4. Skilled and experienced workforce.
5. Effective branding and marketing strategies.

##### **Weaknesses:**

1. Dependence on specific market segments.
2. Limited geographic presence.
3. Reliance on traditional manufacturing methods.
4. Limited innovation in product development.
5. Potential workforce skill gaps.

##### **Opportunities:**

1. Expansion into new markets or geographic regions.
2. Adoption of environmentally sustainable practices.
3. Introduction of innovative product lines.
4. Strategic partnerships or collaborations.

5. Investing in research and development.

**Threats:**

1. Intense competition from domestic and international plywood manufacturers.
2. Regulatory changes affecting the plywood industry.
3. Risks associated with climate change and natural disasters.
4. Price volatility of raw materials.
5. Changes in consumer preferences towards alternative materials.

**ORGANISATIONAL STRUCTURE**

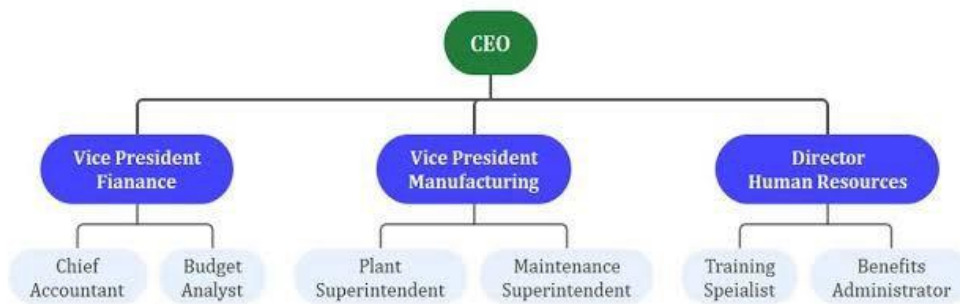


Fig 1.1 Showing the organisation structure



**CHAPTER 5**  
**RESEARCH METHODOLOGY**

## **5.1 STATEMENT OF THE PROBLEM**

In the context of a plywood company, the statement of the problem regarding labour welfare measures could centre around ensuring the health, safety, and overall well-being of the workers involved in the production process. Specifically, the problem may revolve around inadequate provisions for worker safety equipment, insufficient training on occupational hazards, and limited access to healthcare benefits. Moreover, issues related to fair wages, working hours, and job security may also arise within the plywood industry. Additionally, concerns about the physical strain associated with manual labour, such as lifting heavy materials and exposure to harmful chemicals, need to be addressed to safeguard the health and longevity of employees. Therefore, the problem statement for a plywood company could focus on enhancing labour welfare measures to create a safer, healthier, and more supportive work environment for its employees.

## **5.2 RESEARCH DESIGN**

Research design refers to the overall plan or structure that guides the collection and analysis of data in a research study. It is a crucial aspect of the research process as it helps ensure that the study is well-organised, rigorous, and capable of answering the research questions or testing hypotheses effectively. The design of a research study depends on the nature of the research problem, the goals of the study, and the available resources. It is the assignment of conditions of collections and analysis of data in a manner that aims to combines relevance to the research purpose formidable problem that follows the fact defining the research in the descriptive research design was used in this study.

## **5.3 TYPE OF RESEARCH**

### **DESCRIPTIVE RESEARCH**

Descriptive research is a type of research design that aims to provide an accurate portrayal of a phenomenon or describe the characteristics of a particular group or situation. Unlike experimental research, which focuses on establishing cause-and-effect relationships, descriptive research is primarily concerned with documenting, analysing, and interpreting existing conditions without manipulating variables.

## **5.4 SAMPLE DESIGN**

Sample design refers to the process of selecting a subset, or sample, from a larger population for the purpose of conducting research or collecting data. In various fields, such as statistics, social sciences, market research, and epidemiology, researchers often cannot study an entire population due to constraints such as time, cost, and feasibility. Instead, they study a representative sample to draw conclusions about the larger population.

### **5.4.1 POPULATION**

The employees of Al ameen Company are the population of the study.

### **5.4.2 POPULATION SIZE**

Population size taken for research is 212

### **5.4.3 SAMPLING TECHNIQUE**

Sampling technique used for research is Convenience Sampling.

## **5.5 SAMPLE SIZE**

The sample size taken for research is 50.

### **5.5.1 DATA COLLECTION DESIGN**

Designing a data collection process is a crucial step in any research or project that involves gathering information. The success of your analysis and insights heavily depends on the quality and relevance of the data you collect. primary and secondary method of data collection is used

### **5.5.2 DATA SOURCES**

Primary Data - Questionnaire and Interview were used to collect the primary data

Secondary Data - Journals, magazines and internet were used to collect the primary data

### **5.5.3 DATA COLLECTION AND ANALYSIS TOOLS**

Questionnaire and Interview Method

Statistical tool for data collection - Percentage Analysis, Pie charts, Bar graphs

**CHAPTER 6**  
**DATA INTERPRETATION AND ANALYSIS**

## DATA INTERPRETATION AND ANALYSIS

Table 6.1 showing gender of the people working in the organisation

Options	No Of Responses	Percentage
Male	31	62
Female	13	26
Prefer not to say	3	6
Non-binary	3	6
Total	50	100

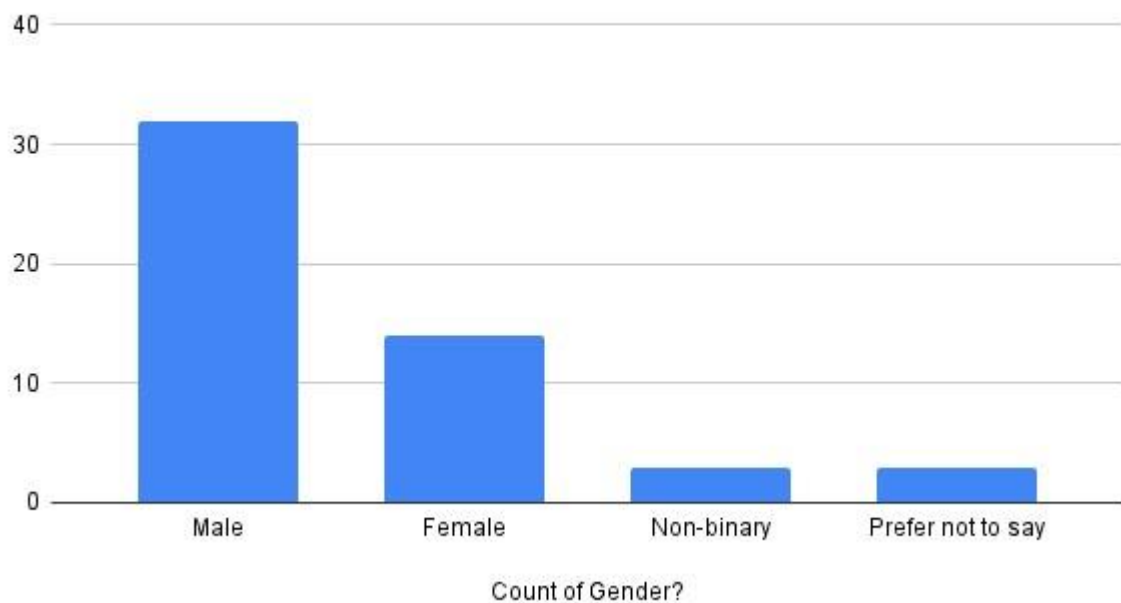


Figure 6.1 showing gender of the people working in the organisation

## INTERPRETATION

The results shows that 62% are male,26% are female. The number of people not to say are 6% and non-binary are 6%

Table 6.2 showing how many year does the employers are working in the organisation

Options	No Of Responses	Percentage
0-5 Years	21	42
5-10 Years	13	26
10-15 Years	7	14
More than 15 Years	9	18
Total	50	100

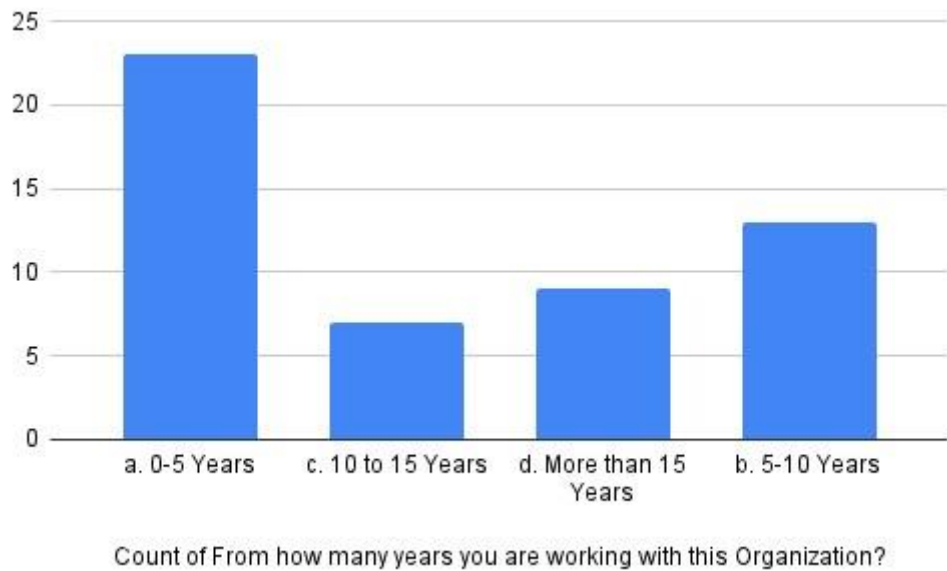


Figure 6.2 showing how many years does the employers are working in the organisation

### INTERPRETATION

Result showing that 42% are working for 0-5 years, 26% are 5-10 years for 10-15 years there are 14% of employees working and 18% are working for more than 15 years

Table 6.3 showing that how the workers rate the working environment of the organisation

Options	No Of Responses	Percentage
Highly satisfactory	15	30
Satisfactory	19	38
Neutral	6	12
Dissatisfactory	6	12
Highly dissatisfactory	4	8
Total	50	100

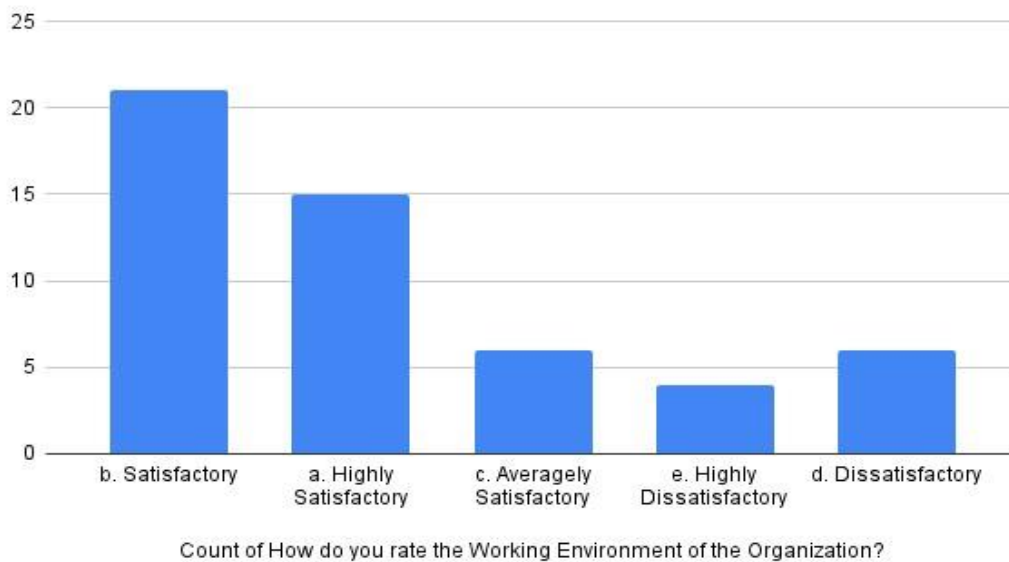


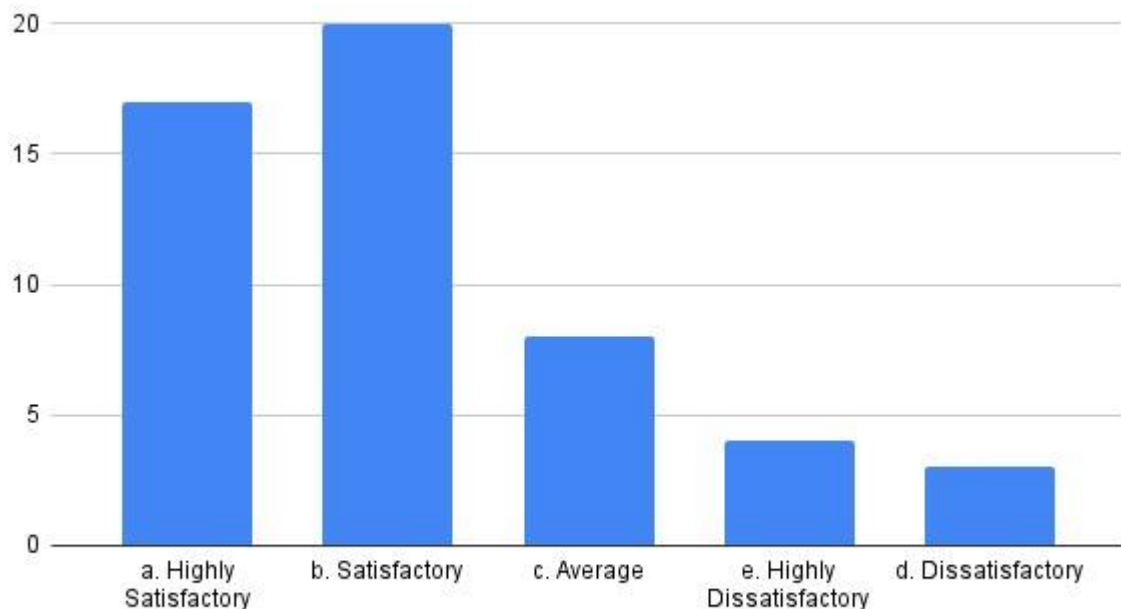
Figure 6.3 showing that how the workers rate the working environment of the organisation

**INTERPRETATION**

The results showing that about 30% of employees are highly satisfied with the working environment.38% are satisfied with the environment,12% are in a average level, 12% are dissatisfactory level and 8% are highly dissatisfactory level

Table 6.4 showing how the rating of employees about medical benefits provided by the organisations for the employees and their families

Options	No Of Responses	Percentage
Highly satisfactory	17	34
Satisfactory	18	36
Averagely satisfactory	8	16
Dissatisfactory	3	6
Highly dissatisfactory	4	8
Total	50	100



Count of How do you rate the medical benefits provided by the Organization for the employees &

Figure 6.4 showing how the rating of employees about medical benefits provided by the organisations for the employees and their families

### INTERPRETATION

The results showing that about 34% of employees are highly satisfied with the working environment.36% are satisfied with the environment,16% are in a average level, 6% are dissatisfactory level and 8% are highly dissatisfactory level



Table 6.5 Showing whether the company provides maternity leave to female employees

Options	No Of Responses	Percentage
Yes	50	100
No	0	nil
Total	50	100

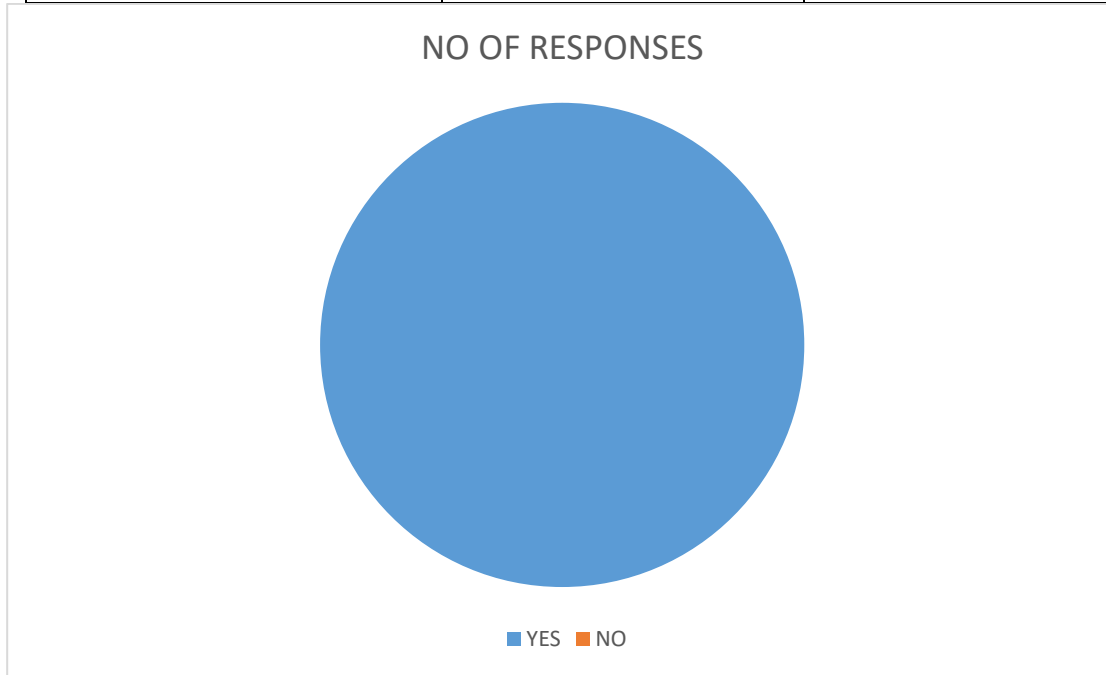


Figure 6.5 Showing whether the company provides maternity leave to female employees

### **INTERPRETATION**

Results show that 100% employees are getting maternity leave

Table 6.6 Showing the rating of working hours in the organisation

Options	No Of Responses	Percentage
Highly satisfactory	12	24
Satisfactory	18	36
Averagely satisfactory	12	24
Dissatisfactory	5	10
Highly dissatisfactory	3	6
Total	50	100

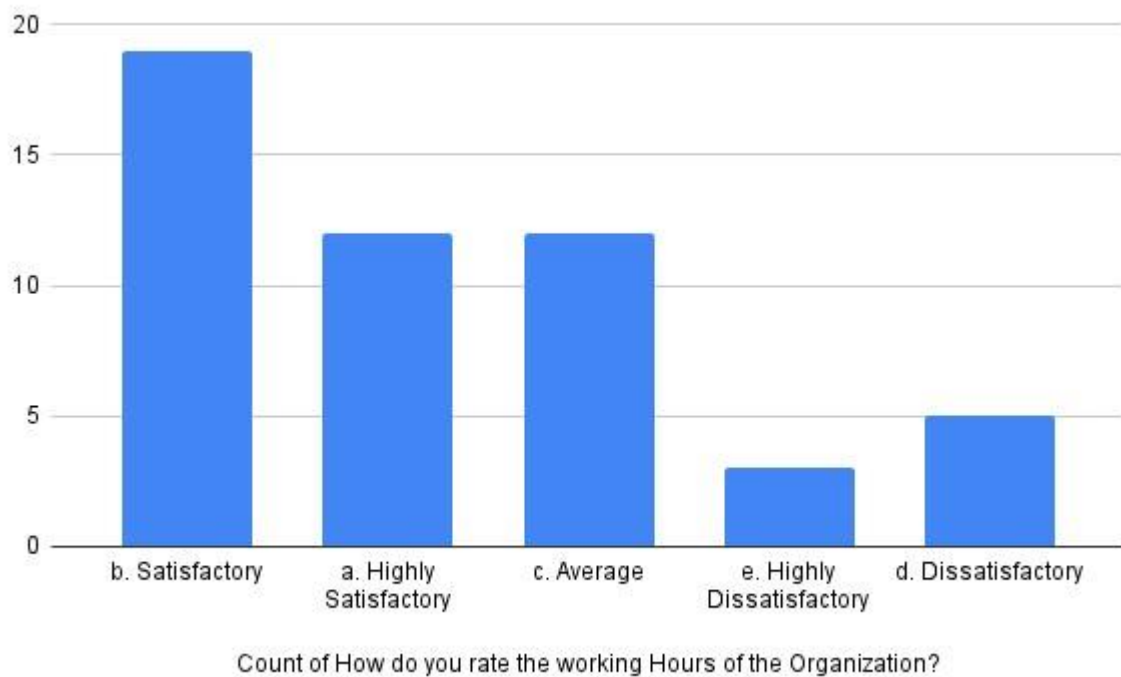


Figure 6.6 Showing the rating of working hours in the organisation

### INTERPRETATION

The results showing that about 24% of employees are highly satisfied with the working hours .36% are satisfied with the working hour ,24% are in a average level, 10% are dissatisfactory level and 6% are highly dissatisfactory level

Table 6.7 Showing the transportation facilities provided by the company

Options	No Of Responses	Percentage
Highly satisfactory	19	38
Satisfactory	13	26
Averagely satisfactory	12	24
Dissatisfactory	3	6
Highly dissatisfactory	3	6
Total	50	100

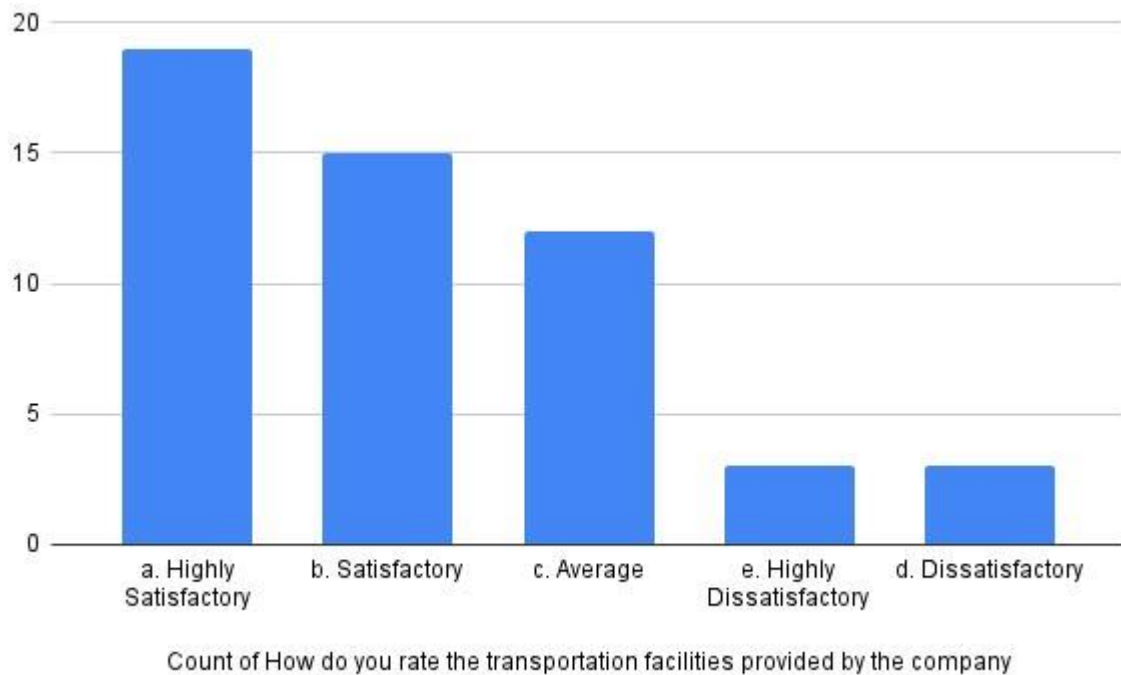


Figure 6.7 Showing the transportation facilities provided by the company

### INTERPRETATION

38% of employees are highly satisfied with the transportation facility provided by the company ,26% are satisfied with the transportation facility,24% are in average level,6% are dissatisfied and 6% are highly dissatisfied

Table 6.8 Showing the satisfaction level of employees about conveyance allowance offered by the organisation

Options	No Of Responses	Percentage
Highly satisfactory	18	36
Satisfactory	16	32
Averagely satisfactory	6	12
Dissatisfactory	8	16
Highly dissatisfactory	2	4
Total	50	100

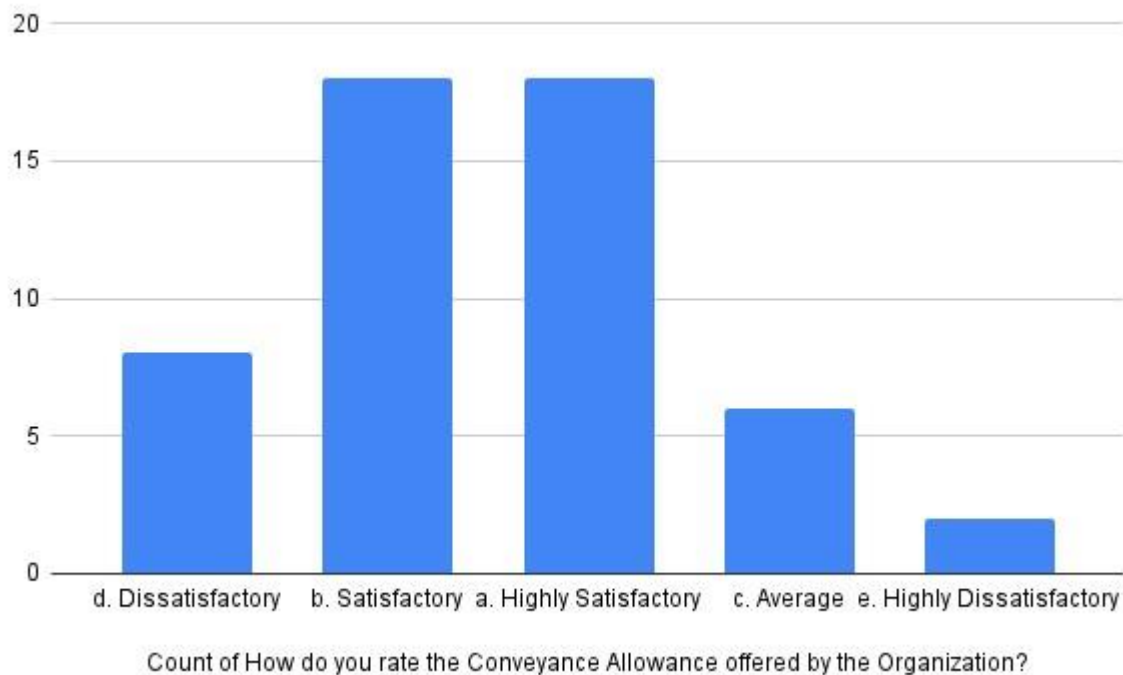


Figure 6.8 Showing the satisfaction level of employees about conveyance allowance offered by the organisation

**INTERPRETATION**

36% of employees are highly satisfied with the conveyance allowance provided by the company ,32% are satisfied with the conveyance allowance ,12% are in average level,16% are dissatisfied and 4% are highly dissatisfied

Table 6.9 Showing the satisfaction level about overtime allowance offered by the organisation

Options	No Of Responses	Percentage
Highly satisfactory	17	33
Satisfactory	15	31
Averagely satisfactory	7	14
Dissatisfactory	7	14
Highly dissatisfactory	4	8
Total	50	100

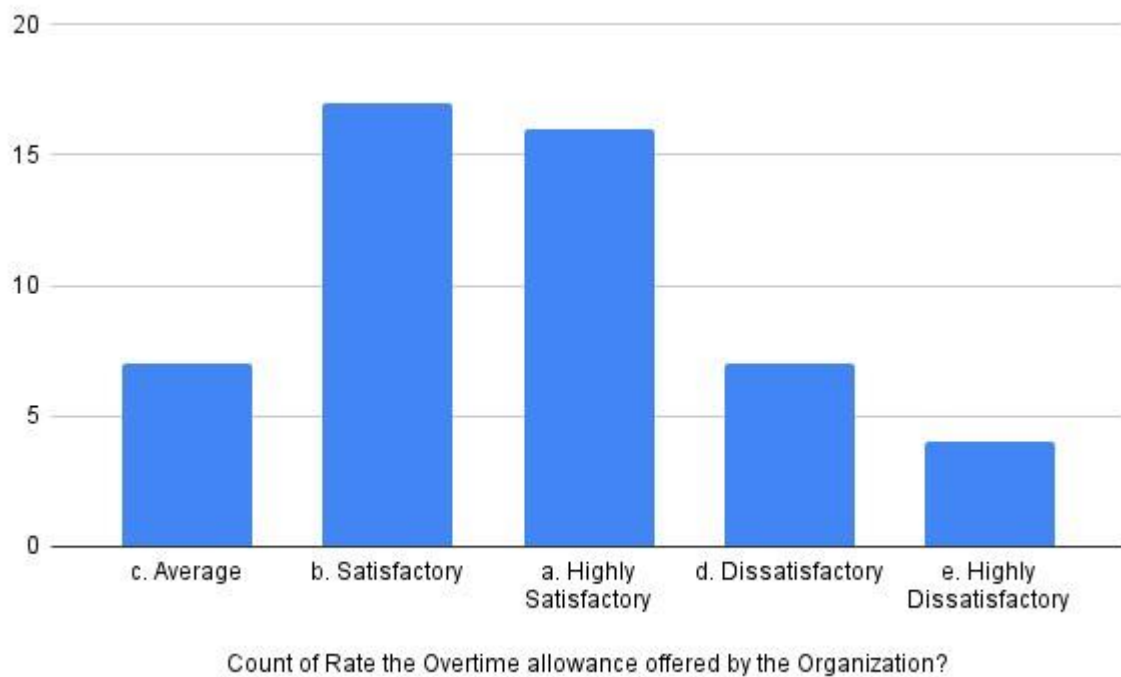


Figure 6.9 Showing the satisfaction level about overtime allowance offered by the organisation

**INTERPRETATION**

33% of employees are highly satisfied with the overtime allowance provided by the company ,31% are satisfied with the overtime allowance ,14% are in average level,14% are dissatisfied and 8% are highly dissatisfied

Table 6.10 Showing the rating of employers about leave policy of the organisation

Options	No Of Responses	Percentage
Highly satisfactory	21	42
Satisfactory	10	20
Averagely satisfactory	9	18
Dissatisfactory	6	12
Highly dissatisfactory	4	8
Total	50	100

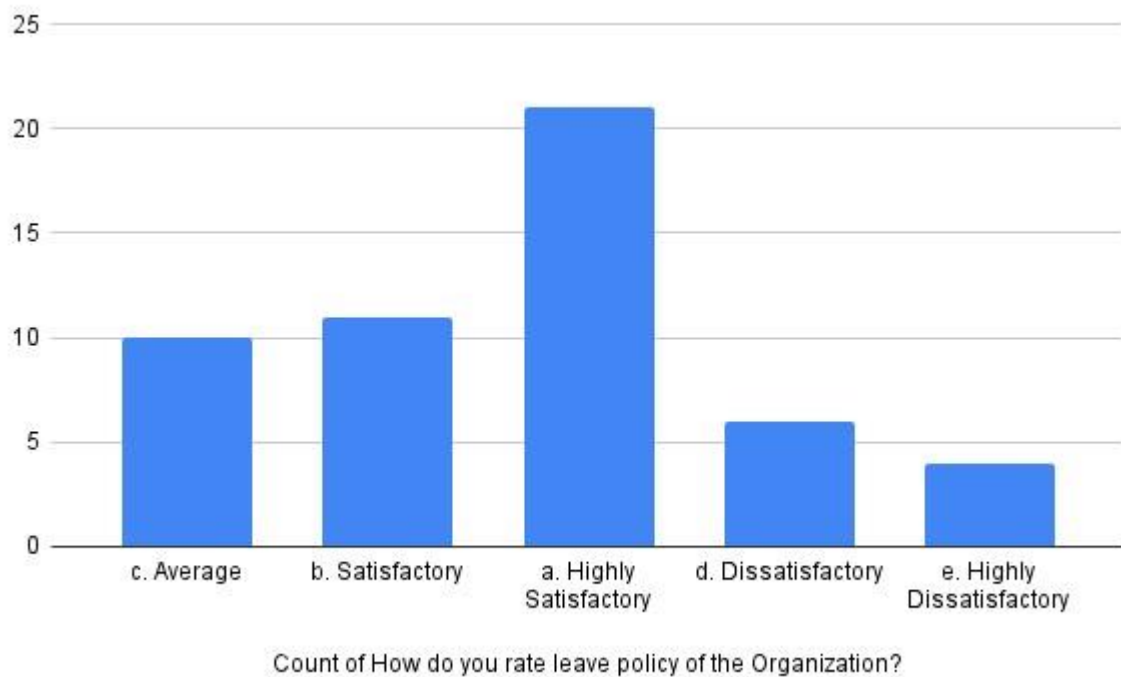


Figure 6.10 Showing the rating of employers about leave policy of the organisation

### INTERPRETATION

42% of employees are highly satisfied with the leave policy provided by the company ,20% are satisfied with the leave policy ,18% are in average level,12% are dissatisfied and 8% are highly dissatisfied

Table 6.11 Showing the rating of regular increment provided by the company

Options	No Of Responses	Percentage
Highly satisfactory	13	26
Satisfactory	20	40
Averagely satisfactory	9	18
Dissatisfactory	3	6
Highly dissatisfactory	5	10
Total	50	100

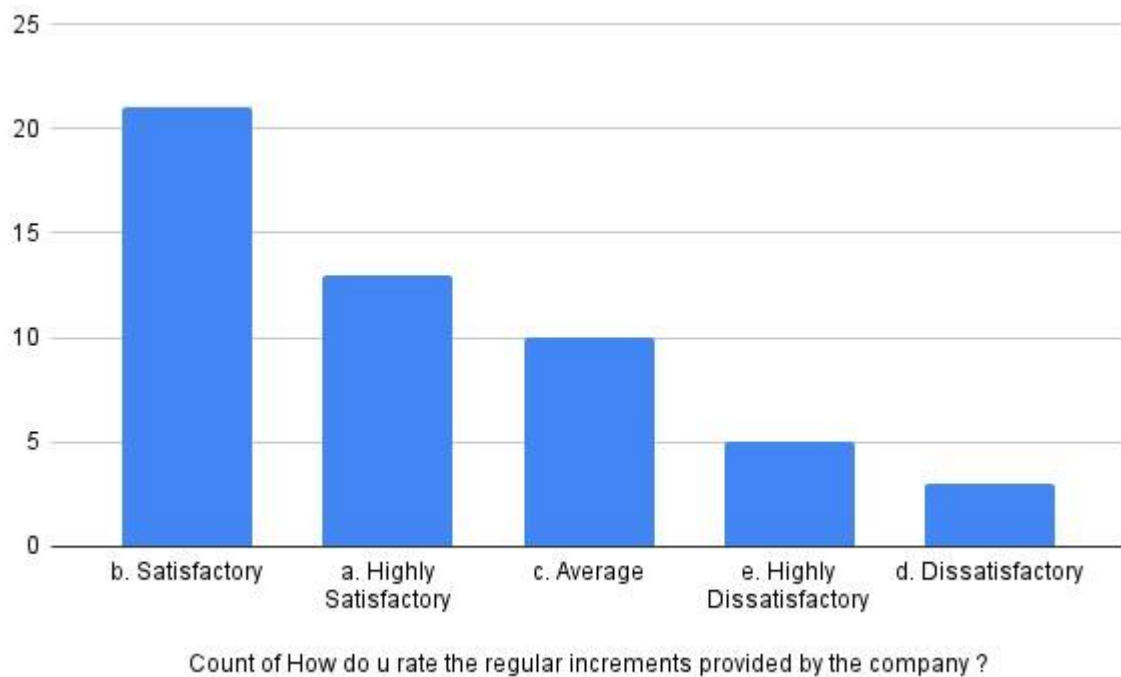


Figure 6.11 Showing the rating of regular increment provided by the company

**INTERPRETATION**

26% of employees are highly satisfied with the regular increment provided by the company ,40% are satisfied with the regular increment ,18% are in average level,6% are dissatisfied and 10% are highly dissatisfied

Table 6.12 Showing whether the organization offers sufficient number of toilets

Options	No Of Responses	Percentage
Yes	41	82
No	9	18
Total	50	100

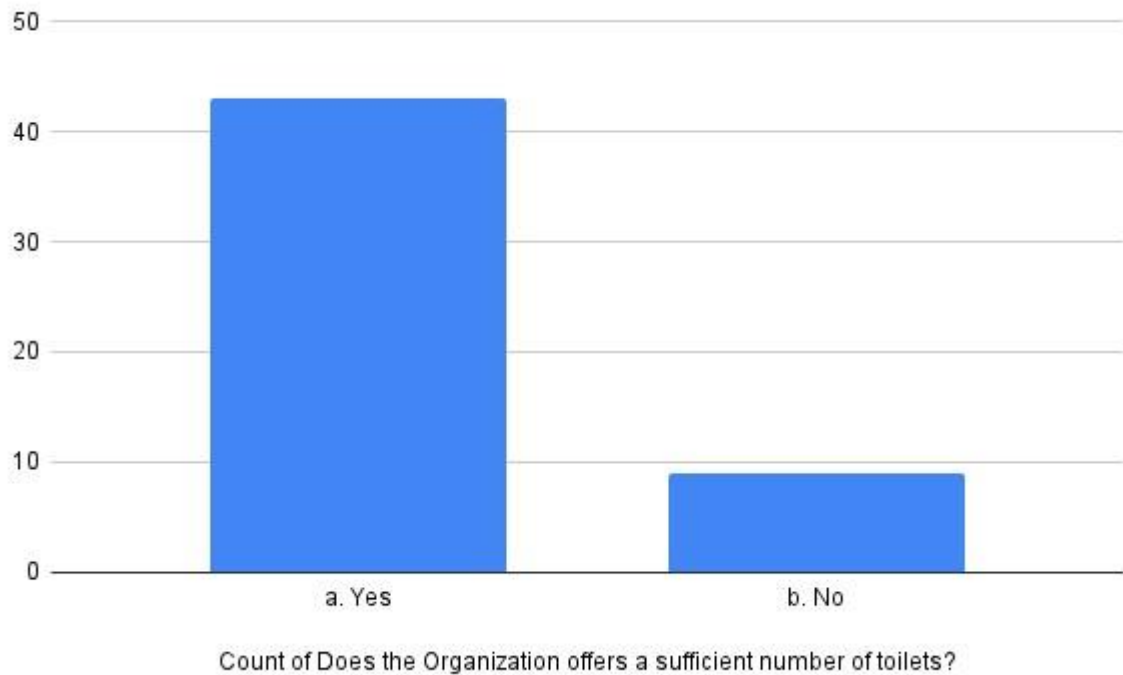


Figure 6.12 Showing whether the organization offers sufficient number of toilets

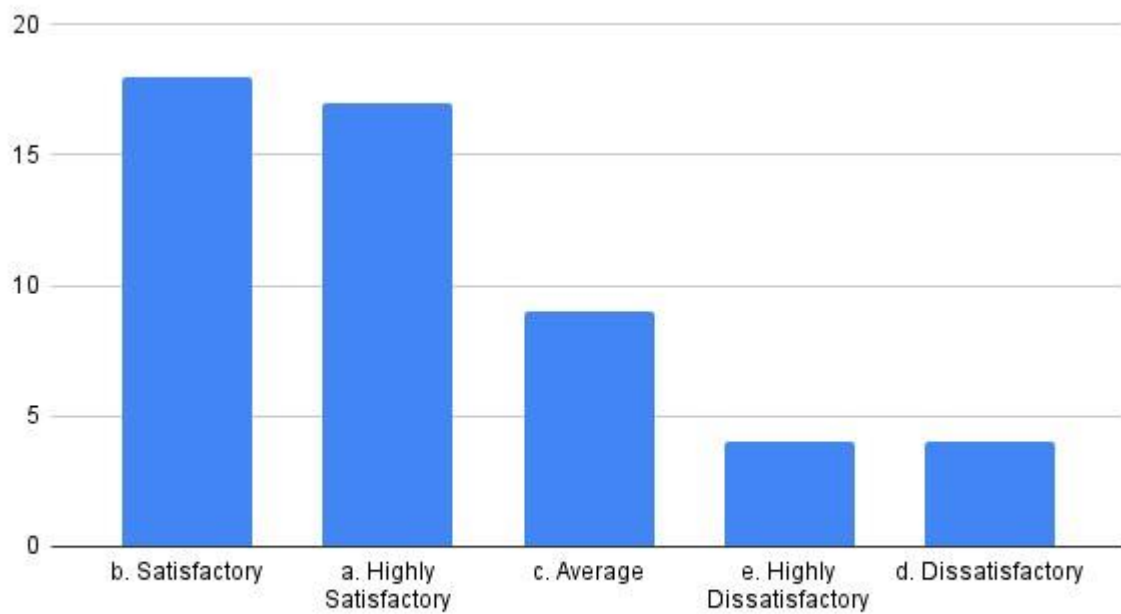
### INTERPRETATION

Results shows that 82% are satisfied with the toilet facility and 18% are not satisfied



Table 6.13 Showing the satisfaction level about canteen services provided by the company

Options	No Of Responses	Percentage
Highly satisfactory	17	34
Satisfactory	17	34
Averagely satisfactory	8	16
Dissatisfactory	4	8
Highly dissatisfactory	4	8
Total	50	100



Count of Rate the canteen services provided by the organization.

Figure 6.13 Showing the satisfaction level about canteen services provided by the company

**INTERPRETATION**

34% of employees are highly satisfied with the canteen service provided by the company ,34% are satisfied with the canteen service 16% are in average level,8% are dissatisfied and 8% are highly dissatisfied

Table 6.14 Showing the restroom and lunchroom facilities to the workers

Options	No Of Responses	Percentage
Highly satisfactory	21	42
Satisfactory	14	28
Averagely satisfactory	9	18
Dissatisfactory	4	8
Highly dissatisfactory	2	4
Total	50	100

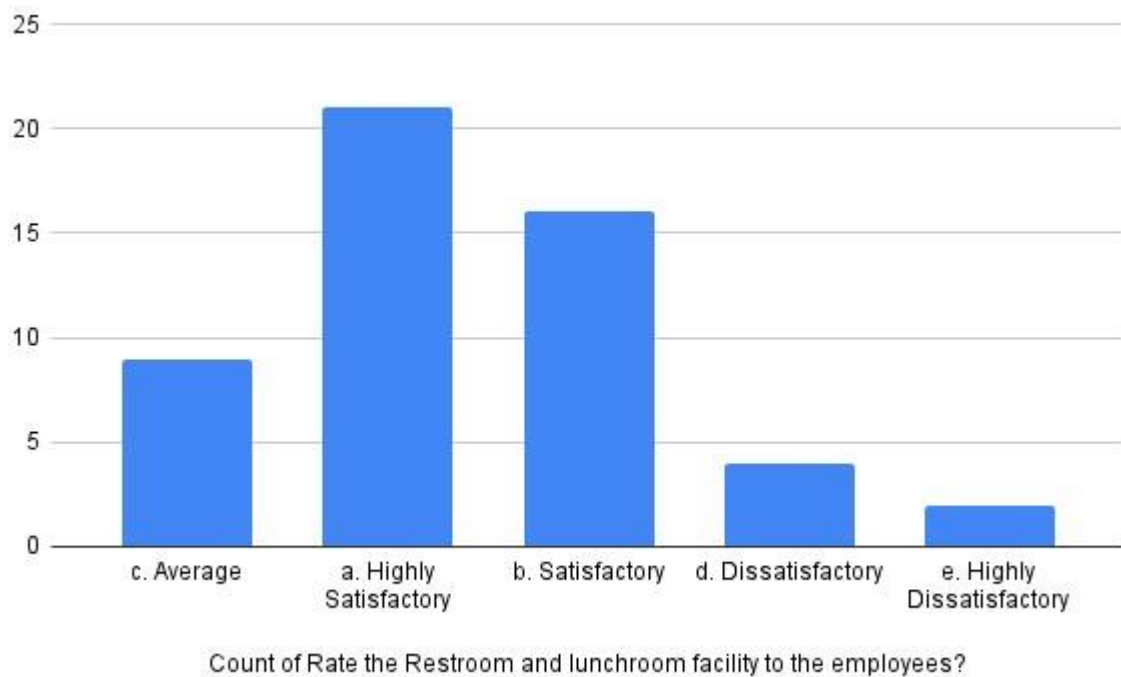


Figure 6.14 Showing the restroom and lunchroom facilities to the workers

### INTERPRETATION

42% of employees are highly satisfied with the restroom and lunchroom provided by the company ,28% are satisfied with the restroom and lunchroom ,18% are in average level,8% are dissatisfied and 4% are highly dissatisfied

Table 6.15 Showing whether the organisation provide a creche facility

Options	No Of Responses	Percentage
Yes	42	86
No	8	14
Total	50	100

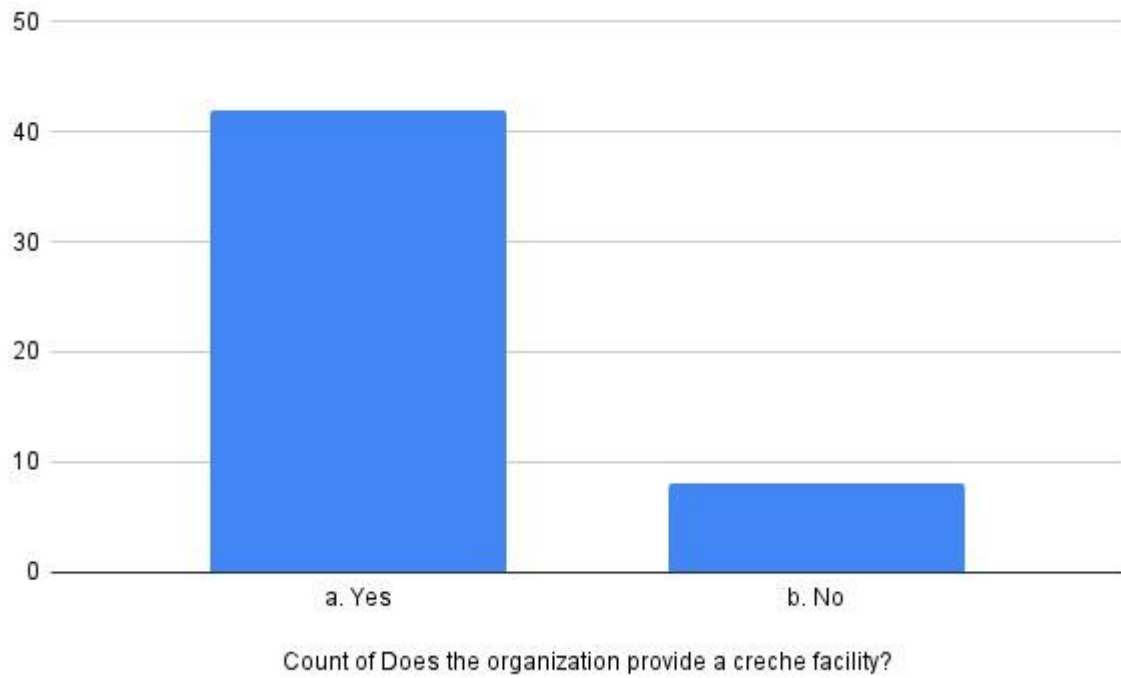


Figure 6.15 Showing whether the organisation provide a creche facility

### INTERPRETATION

Results show that 86% uses the crèche facility and 14% does not use it

Table 6.16 Showing the satisfaction facility regarding the medical facility offered by the company

Options	No Of Responses	Percentage
Highly satisfactory	20	40
Satisfactory	12	24
Averagely satisfactory	10	20
Dissatisfactory	4	8
Highly dissatisfactory	4	8
Total	50	100

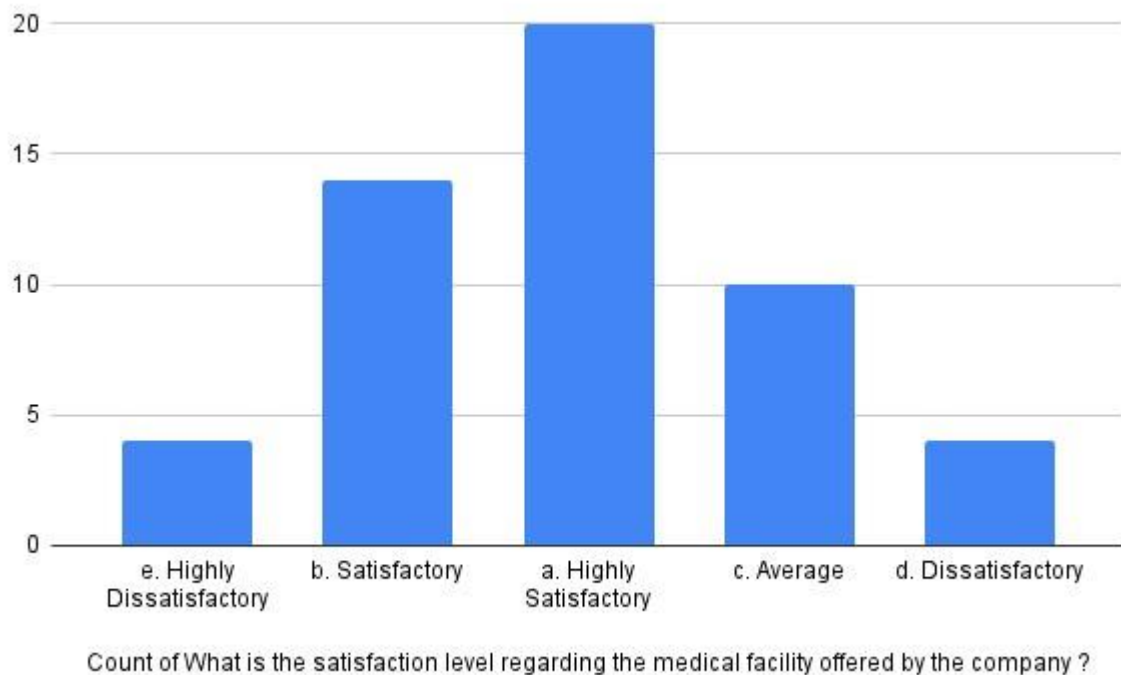


Figure 6.16 Showing the satisfaction facility regarding the medical facility offered by the company

**INTERPRETATION**

40% of employees are highly satisfied with the medical facility provided by the company ,24% are satisfied with the medical facility, 20% are in average level,8% are dissatisfied and 8% are highly dissatisfied

Table 6.17 Showing the opinion about of feeling of security given by the organisation

Options	No Of Responses	Percentage
Highly satisfactory	17	34
Satisfactory	19	38
Averagely satisfactory	5	10
Dissatisfactory	7	14
Highly dissatisfactory	2	4
Total	50	100

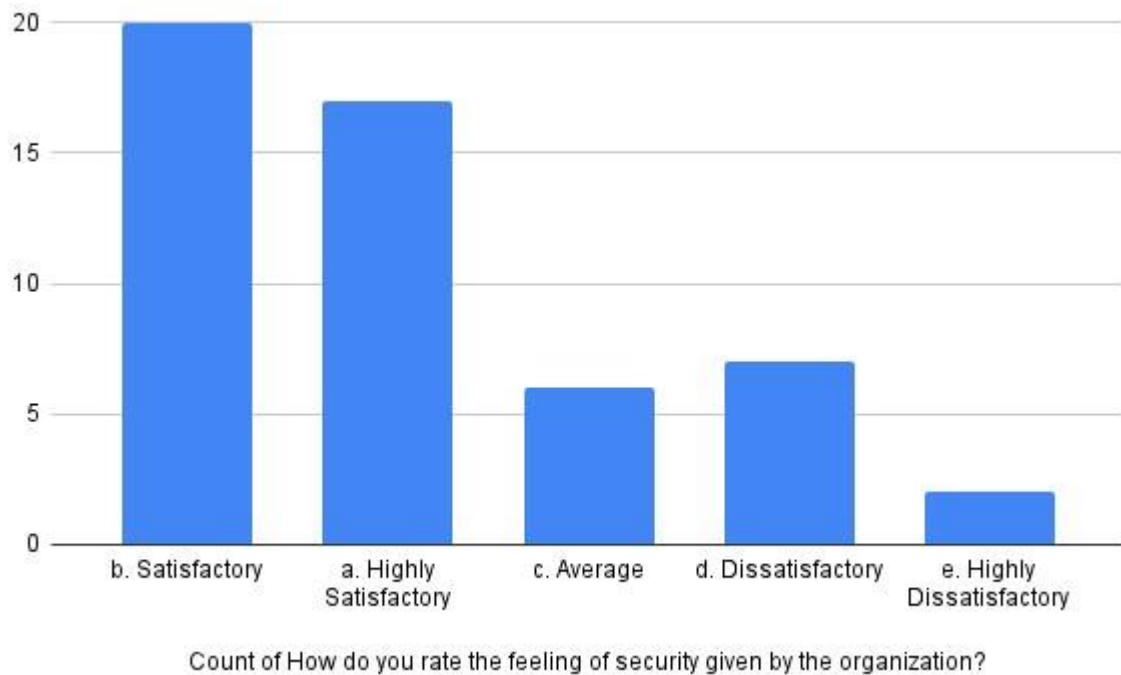


Figure 6.17 Showing the opinion about of feeling of security given by the organisation

**INTERPRETATION**

34% of employees are highly satisfied with the feeling of security provided by the company ,38% are satisfied with the feeling of security, 10% are in average level,14% are dissatisfied and 4% are highly dissatisfied

Table 6.18 Showing the rating of employers about employer safety measures adopted by the company

Options	No Of Responses	Percentage
Highly satisfactory	17	34
Satisfactory	19	38
Average	6	12
Dissatisfactory	5	10
Highly dissatisfactory	3	6
Total	50	100

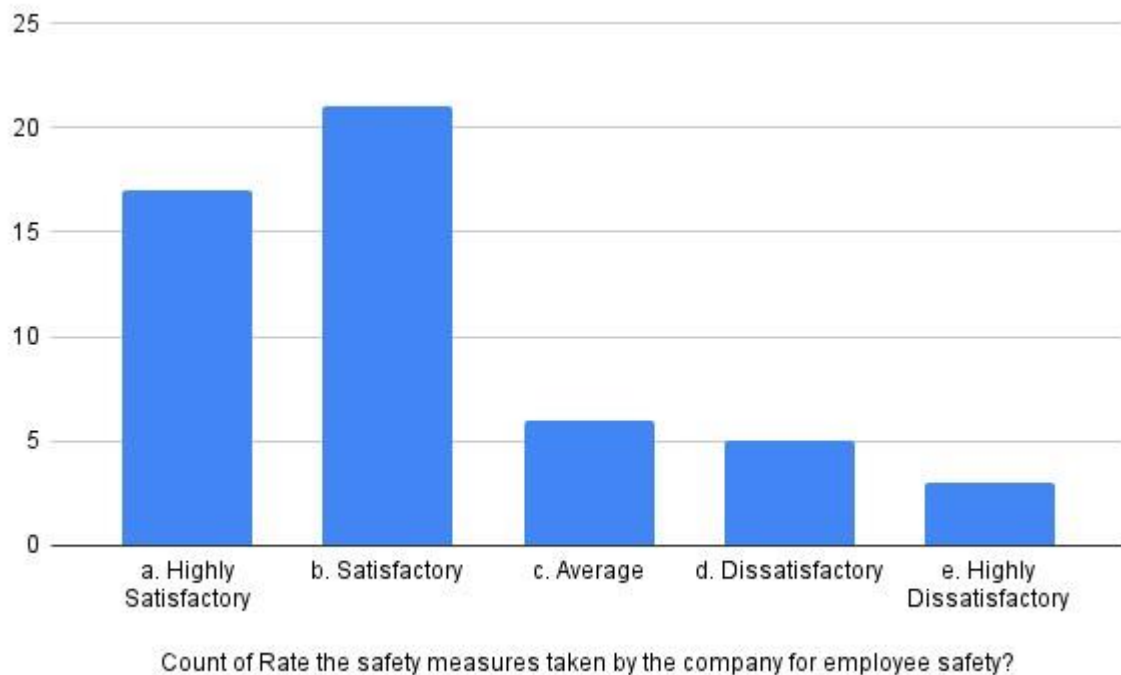


Figure 6.18 Showing the rating of employers about employer safety measures adopted by the company

**INTERPRETATION**

34% of employees are highly satisfied with the safety measures provided by the company ,38% are satisfied with the safety measures ,12% are in average level,10% are dissatisfied and 6% are highly dissatisfied

Table 6.19 Showing whether the employer welfare measures give a feeling of safety for sectors

Options	No Of Responses	Percentage
Strongly Agree	14	28
Agree	20	40
Neutral	8	16
Disagree	5	10
Strongly disagree	3	6
Total	50	100

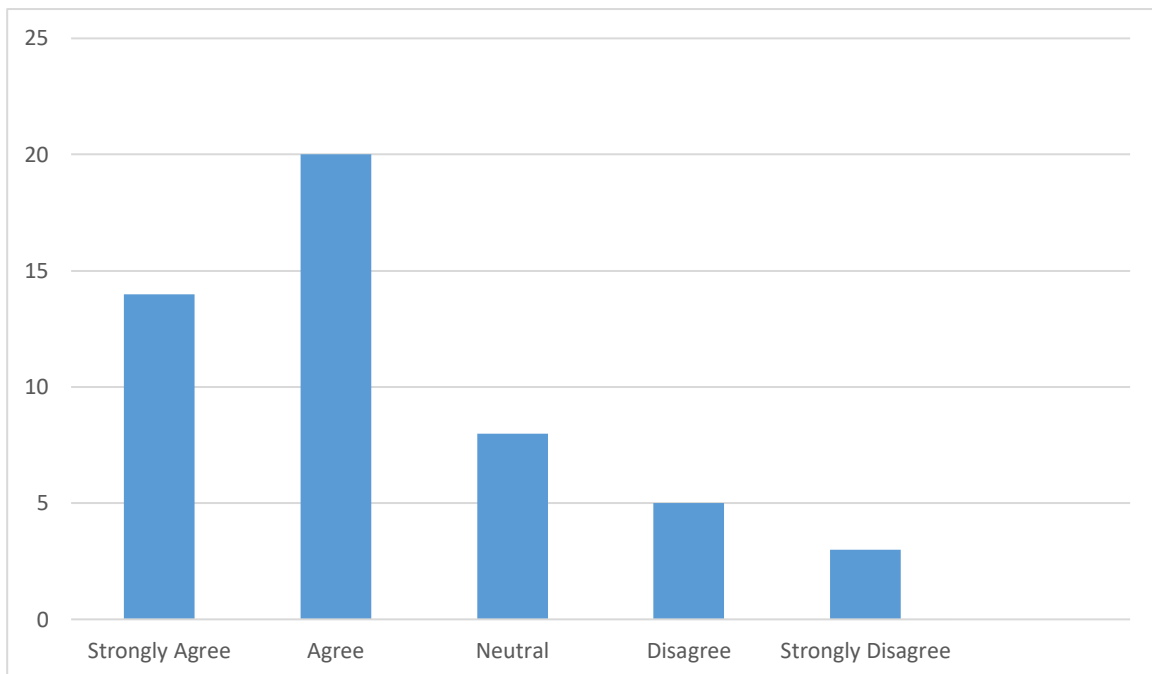


Figure 6.19 Showing whether the employer welfare measures give a feeling of safety for sectors

### INTERPRETATION

28% of employees are strongly agree with the employee welfare provided by the company ,40% are agree with the employee welfare ,16% are in neutral level,10% are disagree and 6% are strongly disagree

Table 6.20 Showing the overall satisfaction with employee welfare activities of the organization

Options	No Of Responses	Percentage
Highly satisfactory	16	32
Satisfactory	20	40
Averagely satisfactory	7	14
Dissatisfactory	5	10
Highly dissatisfactory	2	4
Total	50	100

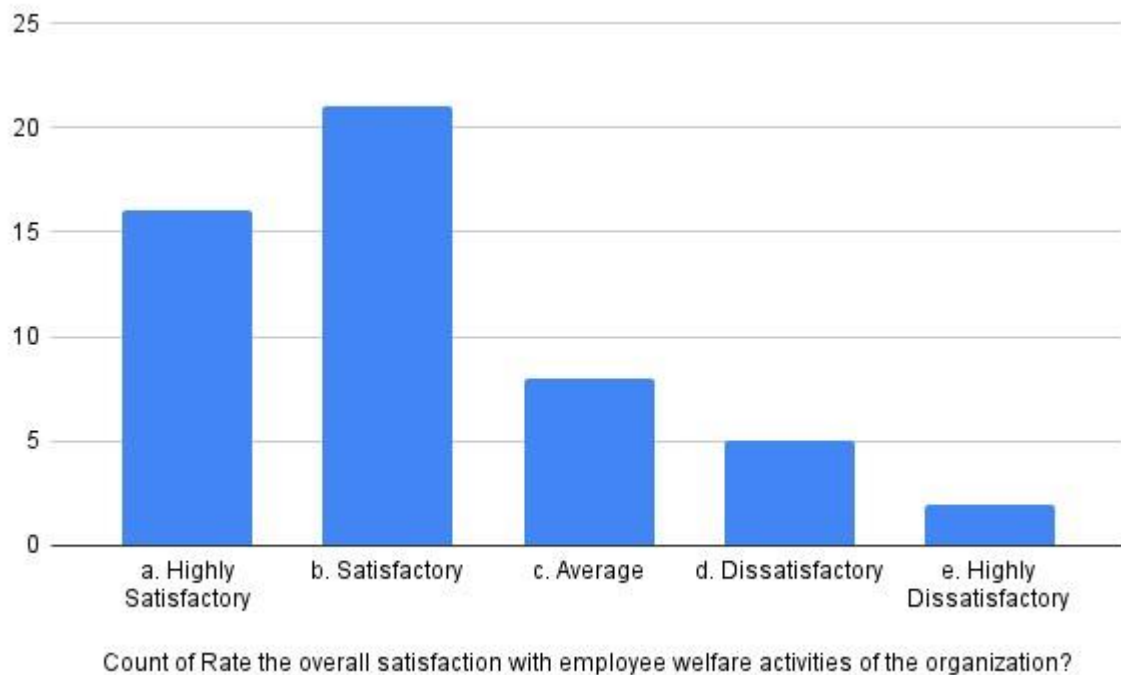


Figure 6.20 Showing the overall satisfaction with employee welfare activities of the organization

**INTERPRETATION**

32% of employees are highly satisfied with the employee welfare provided by the company ,40% are satisfied with the employee welfare, 14% are in average level,10% are dissatisfied and 4% are highly dissatisfied



**CHAPTER-7**  
**FINDINGS, SUGGESTIONS & CONCLUSIONS**

## FINDINGS

- Most of the people working in the company are male
- Majority of workers are working in the company from 0-5 years
- Most of the employers are satisfied with the working environment of the company
- Majority of the employers are satisfied with the medical benefits provided by the company
- Most of the female employers get the maternity leave
- Most of the employers are satisfied with the working hours of the company
- Majority of the employers are highly satisfied with the transportation facility provided by the company
- Majority of the employers are highly satisfied with the conveyance allowance
- Majority of the workers are highly satisfied with the overtime allowance
- Most of the employers are highly satisfied with the leave policy of the company
- Most of the employers are satisfied with the regular increments provided by the company
- Majority of the employers are satisfied with the toilet facility
- Most of the workers are highly satisfied with the canteen facility
- Majority of the employers are highly satisfied with the lunch room facility provided by the company
- Most of the employers are satisfied with the creche facilities provided by the company
- Majority of the workers are highly satisfied with the level of medical facilities offered by the company
- Most of the employers are satisfied with feelings of security given by the company
- Majority of the employers are satisfied with the measures taken by the company for there
- Majority of the employers are satisfied with the welfare activities which gives the feeling of safety and improves their performance
- Majority of the employers are satisfied with the employer welfare activities provide for them by the company

## SUGGESTIONS

- Assess the existing labour welfare measures executed by plywood businesses, counting wellbeing and security conventions, representative benefits, and preparing programs.
- Conduct a comparative examination of labour welfare hones over distinctive plywood companies to recognize best hones and zones for enhancement.
- Survey the effect of labour welfare measures on representative fulfilment, inspiration, and maintenance inside plywood businesses.
- Explore the relationship between compelling labour welfare activities and the decrease of work environment mishaps and word related risks in plywood fabricating offices.
- Look at the part of worker inclusion and support within the plan and usage of labour welfare programs in plywood businesses.
- Analyse the impact of labour welfare measures on the by and large efficiency and effectiveness of plywood fabricating forms.
- Investigate the discernment of plywood industry specialists with respect to the ampleness and viability of existing labour welfare measures.
- Examine the relationship between worker well-being, work execution, and organizational commitment inside plywood companies.
- Evaluate the cost-effectiveness of diverse labour welfare activities and their potential return on venture for plywood industry partners.
- Look at the compliance of plywood companies with important labour laws and controls concerning worker welfare and security measures.
- Explore the effect of labour welfare measures on the notoriety and brand picture of plywood companies among customers, financial specialists, and other partners.
- Investigate imaginative approaches and rising patterns in labour welfare hones that may well be received by plywood businesses to upgrade representative fulfilment and organizational execution

## CONCLUSION

In conclusion, the labour welfare measures implemented by Al-Ameen, Odakkali, stand as a testament to the organization's commitment to the well-being of its workforce. Through initiatives such as housing provisions, healthcare assistance, educational support, and recreational activities, Al-Ameen has significantly improved the quality of life for its employees. This investment in labour welfare has not only enhanced employee satisfaction and morale but has also likely contributed to increased productivity and decreased turnover rates. Furthermore, by prioritizing the welfare of its workers, Al-Ameen has demonstrated ethical business practices and social responsibility, which can bolster its reputation and competitiveness in the industry. However, continuous evaluation and adaptation of these measures are imperative to ensure they remain aligned with the evolving needs of the workforce. Overall, the labour welfare measures at Al-Ameen, Odakkali, serve as a model for fostering a supportive work environment that benefits both employees and the organization alike.

In conclusion, our ponder highlights how vital it is for plywood businesses to have compelling welfare measures for their labourers. By looking at these measures, we've seen how they can boost representative fulfilment and efficiency. It's clear that by taking care of their specialists, companies can succeed. This investigate appears that contributing in worker welfare is pivotal for making a positive and effective work environment.

**ANNEXURE**

## ANNEXURE 1-QUESTIONNAIRE

### QUESTIONNAIRE

1. Showing gender of the people working in the organisation?
  - a. Male
  - b. Female
  - c. Prefer not to say
  - d. Non-binary
  
2. From how many years you are working with this Organization?
  - a. 0-5 Years
  - b. 5-10 Years
  - c. 10 to 15 Years
  - d. More than 15 Years
  
3. How do you rate the Working Environment of the Organization?
  - a. Highly Satisfactory
  - b. Satisfactory
  - c. Averagely Satisfactory
  - d. Dissatisfactory
  - e. Highly Dissatisfactory
  
4. How do you rate the medical benefits provided by the Organization for the employees & their families?
  - a. Highly Satisfactory
  - b. Satisfactory
  - c. Average
  - d. Dissatisfactory
  - e. Highly Dissatisfactory

5. Does the company provide maternity leave to Female Employees?
  - a. Yes
  - b. No
  
6. How do you rate the working Hours of the Organization?
  - a. Highly Satisfactory
  - b. Satisfactory
  - c. Average
  - d. Dissatisfactory
  - e. Highly Dissatisfactory
  
7. How do you rate the transportation facilities provided by the company?
  - a. Highly Satisfactory
  - b. Satisfactory
  - c. Average
  - d. Dissatisfactory
  - e. Highly Dissatisfactory
  
8. How do you rate the Conveyance Allowance offered by the Organization?
  - a. Highly Satisfactory
  - b. Satisfactory
  - c. Average
  - d. Dissatisfactory
  - e. Highly Dissatisfactory

9. Rate the Overtime allowance offered by the Organization?

- a. Highly Satisfactory
- b. Satisfactory
- c. Average
- d. Dissatisfactory
- e. Highly Dissatisfactory

10. How do you rate leave policy of the Organization?

- a. Highly Satisfactory
- b. Satisfactory
- c. Average
- d. Dissatisfactory
- e. Highly Dissatisfactory

11. How do u rate the regular increments provided by the company?

- a. Highly Satisfactory
- b. Satisfactory
- c. Average
- d. Dissatisfactory
- e. Highly Dissatisfactory

12. Does the Organization offers a sufficient number of toilets?

- a. Yes
- b. No



13. Rate the canteen services provided by the organization.

- a. Highly Satisfactory
- b. Satisfactory
- c. Average
- d. Dissatisfactory
- e. Highly Dissatisfactory

14. Rate the Restroom and lunchroom facility to the employees?

- a. Highly Satisfactory
- b. Satisfactory
- c. Average
- d. Dissatisfactory
- e. Highly Dissatisfactory

15. Does the organization provide a creche facility?

- a. Yes
- b. No

16. What is the satisfaction level regarding the medical facility offered by the company?

- a. Highly Satisfactory
- b. Satisfactory
- c. Average
- d. Dissatisfactory
- e. Highly Dissatisfactory

17. How do you rate the feeling of security given by the organization?

- a. Highly Satisfactory
- b. Satisfactory
- c. Average
- d. Dissatisfactory
- e. Highly Dissatisfactory

18. Rate the safety measures taken by the company for employee safety?

- a. Highly Satisfactory
- b. Satisfactory
- c. Average
- d. Dissatisfactory
- e. Highly Dissatisfactory

19. Rate the organization on employee welfare activities give a feeling of safety and improves your performance?

- a. Strongly Agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly Disagree

20. Rate the overall satisfaction with employee welfare activities of the organization?

- a. Highly Satisfactory
- b. Satisfactory
- c. Average
- d. Dissatisfactory
- e. Highly Dissatisfactory

## ANNEXURE 2-BIBLIOGRAPHY

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