



**A
PROJECT REPORT ON**

THE EFFECT OF COVID-19 ON THE ECONOMIC GROWTH OF INDIA

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**SUBMITTED TO,
VIVEKANAND COLLEGE, KOLHAPUR (AUTONOMOUS)
FOR PARTIAL FULFILLMENT OF THE**

**DEGREE OF
MASTER OF COMMERCE**

**SUBMITTED BY,
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**UNDER THE GUIDANCE OF
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**THROUGH THE PRINCIPAL
VIVEKANAND COLLEGE, KOLHAPUR (AUTONOMOUS)**

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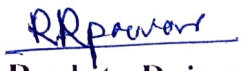
DECLARATION

I do hereby state and declare that the project reports a study on “**A study of motivational practices of Shree Tatyasaheb Kore Warana Sahakari Sakhar Karkhana Ltd Warananagar**” is an original work prepared by me under the guidance of **Dr. Yogesh Balbhim Mane**, Assistant Professor, Department of Commerce, submitted by me to Vivekanand college Kolhapur as a partial fulfillment of the Master of Commerce course is my original work. The findings in this report are based on the data collected by me. The matter included in this report is not a reproduction from any other sources.

I also hereby declare that this project report has not been submitted at any time to any other university or institute for the award of any degree or diploma.

Place: Kolhapur.

Date:


Miss. Ruchita Rajendra Powar

CERTIFICATE BY CO-ORDINATOR

This is to certify that the project entitled “**A STUDY OF MOTIVATIONAL PRACTICES IN SHREE TATYASAHEB KORE WARANA SAHAKARI SAKHAR KARKHANA LTD. WARANANAGAR.**” Submitted by **Miss.Ruchita Rajendra Powar** in partial fulfillment of the degree of “**MASTER OF COMMERCE**” submitted to the Vivekanand College, Kolhapur (AUTONOMOUS) has been completed under the supervision of **Dr. Sunny S. Kale Co-ordinator** of Department of Commerce, Vivekanand College, Kolhapur(Autonomous)

To the best of my knowledge and belief the work and the matter presented here is original and has not been copied from any other source. Also, this has not been submitted earlier for the award of any degree or diploma of Vivekanand College, Kolhapur (AUTONOMOUS) or any other College.

Date:

Place: Kolhapur



Dr. Sunny S. Kale

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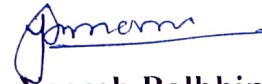
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CERTIFICATE BY GUIDE

This is to certify that the report entitled “**A STUDY OF MOTIVATIONAL PRACTICES IN SHREE TATYASAHEB KORE WARANA SAHAKARI SAKHAR KARKHANA LTD WARANANAGAR.**” submitted to Department of Vivekanand College, Kolhapur (Autonomous). For the partial fulfillment of the degree “**MASTER OF COMMERCE**” is an independent research work carried out by **Miss. Ruchita Rajendra Powar** under my supervision and guidance. To the best of my knowledge and belief this has not been previously submitted for the award of any degree or diploma of Vivekanand College, Kolhapur (Autonomous) or any other College.

Date:

Place: Kolhapur



Dr. Yogesh Balbhim Mane
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Date:

Place: Kolhapur



Miss. Ruchita Rajendra Powar

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CHAPTER I

INTRODUCTION AND RESEARCH METHODOLOGY

SR NO.	CHAPTER
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1.2	Statement of Problems
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CHAPTER I

1.1 INTRODUCTION:

Sugar was first produced from Sugarcane Plants in Northern India Sometime after the first century AD. The derivation of the word "sugar is thought to be from Sanskrit, meaning "ground or candied sugar originally "gait gravel Sanskrit literature from ancient India, written between 1500-500 BC Provides the first documentation of the cultivation of sugar cane and of manufacture of sugar in Bengal region of the Indian subcontinent. A major Player in the Wooldridge sugar trade. India Produced 33 million metric tons in 2018 The nation is seeing record levels of Sugar production and is set to overtake Brazil as the highest Sugar Producer India's sugar production rose 15% during the 2014 to 2015 season on bumper cane production this increase in Production led to an extension Surplus In Indian sugar with mills struggling to Pay Fair Wages to workers.

Sugar industry is broadly distributed over two major areas of Production Uttar Pradesh Bihar, Haryana Punjab. In the north and Maharashtra Karnataka- Tamil Nadu and Andhra Pradesh in the south South India has the tropical Climate which is suitable for higher sucrose Content giving higher yield per unit area as compared to other India.

Shree Tatyasaheb Kore Warana Sahakari Sakhar Karkhana Limited is founded by late Tatyasaheb Kore and was leading the same since its inception to his demise in 1994. Thereafter, his name was incorporated in the title of the organization. However, it is popularly known as Warana Sakhar Karkhana in Marathi, Maharashtra's official language, and Warana Sugar Co-operative in English and so this organization is mentioned in this write up briefly as WSC. It is the mother institution of all the bodies together in Warananagar which has made it a role model of the rural development in India. The Warana Complex comprises several co-operatives, trusts, societies etc. for which WSC is the nucleus.

It may be noted that a co-operative is often misconstrued as merely a form of business organization. The fact is that it is a vehicle to reach the goal of development based on the co-operative principles which are enunciated in the Schedule 1 of The Multi-State Co-operative Societies Act, 2002, a Central Act. (Annexure A). On Page No. 16 of the Prize Guidelines, the concept of the Jindal Foundation about the Rural Development and Poverty Alleviation is specified in detail. It is pertinent to note here that a Co-operative, a body corporate under the Co-operative Societies Act, is most suited to accomplish the ideals laid down in the Guidelines. WSC by strictly adhering to these principles has reached the goal to fully satisfactory extent. Warananagar was fortunate in having the leadership of the late Tatyasaheb Kore, a great visionary, who was always

very keen on two aspects - whatever constructive work taken in hand must finally proved to be better than the best and (2) the common man must be the main beneficiary.

The word Warana is taken from the name of the river, a tributary of Krishna, which flows west to East forming the boundary of the districts of Kolhapur and Sangli. The area of operation of WSC comprises 70 villages which are located on both the sides of the river. This Co-operative has effected total socio-economic revolution in this area. Prior to the advent of WSC, this area was notorious for the rampant decoities and murders. With WSC coming on the scene, there was a sea change in the situation in the very short span and virtually a new life began for the villagers of the basin. This was the first milestone in the success path of WSC. to the establishment of WSC, the cane farmers in the area were producing jiggery (non-centrifugal sugar) and were at the mercy of the market rates for their produce. Many a times, these rates used to be at the rock bottom making it uneconomical to produce jiggery, eventually compelling the farmers to burn down their standing cane. The late Tatyasaheb Kore also had once resorted to this unhappy step. With the setting up of WSC, the farmers were saved from the vagaries of the said market rates.

The financial operations of a sugar co-operative always remain to be quite different from that of its counterpart in the company sector. After deducting all the expenses (except that of sugarcane) from the total realization from selling sugar and all the by-products, the rest of the amount is divided by the number of tons of cane crushed and thus a rate per ton of cane is fixed. In 1969-70, when the rest of the sugar factories in the country were paying between Rs. 90 to 125 per ton, WSC paid Rs. 208! This was a very big surprise for the sugar industry in India and thereafter every other sugar factory started taking cognizance of WSC uninterruptedly till date. As regards cane price, WSC has always remained in the top bracket since then

1.2 STATEMENT OF THE PROBLEM

Selected sugar factory will be different It may be methods. Of motivations (an be involved regarding the employees in case of money. (an be measured how well firm (an use the profit & loss of factory they have level of commit rent It helps an individual to of commitments works. & energy that worker bring every day. So, that considering overall situation shree Tatyasaheb Kore Warang Sahakari Sakhar Karshand Ltd, war and Sugar Co-operative Researcher Has Come across Following investigative questions.

1. What are the motivational Policies Provided By Company?

2. What is the impact of motivational practices on the Performance of Empl Company for Answering this questions Researcher will conduct A Study an motivational Par Practices in shree Tatyasaheb. Kore Warana Shakasi sakhar Karhand Ltd warana sugar Co-operative

1.3 OBJECTIVES OF THE STUDY

1. To study the motivational Practices shree Tatyasaheb Kore Warana Sahakari sakhar Karshand Ltd. Warana. Sugar Co-operative.
2. To study the Impact of motivation on the performance Of Employee
3. Suggest suitable suggestions to overcome the problem

1.4 SIGNIFICANCE OF THE STUDY

Industry sector is one of the important sectors Development of Country is Depends on the increase National Income and industries an important Part of it Industrial sector Employees Are most important Element who live the Potential on create wood productivity And focus on Complete the coal of owner so this study is unfurl to Employees As well as owner of the company to Know their Relationship Employees As well As owner. And satisfaction As well As owner, this study is Also as teful to the Government for Policy Formulation In Subsidies Provided By sector It Leads Development of (Economy It Results increase in interest of Employee in work Productivity, quality or product, satisfaction OP Worker, wood Relationship Production And sale of Product Development Depends upon Employees Potential in in work And for motivation Policies of company.

1.5 SCOPE OF THE STUDY

A) To Pica Scope

The Present study is on the topic motivational practices selected senior Company Employees with special Reference. To Shree Tatyasaheb Kore warana sahakari Karkhana Ltd warana Sugar co-operative..

B) Analytical Scope-

For the Analysis of present Research Topic the Researcher will use Ms. Excel, word curaph Table Etc.

C) Geographic Scope-

The present Research Researcher will select in Shree Tatyasaheb Kore warana Sahakari sakhar karkhan Ltd. Warang sugar Co-operative.

1.6 LIMITATIONS OF THE STUDY

1. Present Research is limited to shree Tatyasaheb Kore warm Sahakari sakhar Karkhana Ltd. warana Sugar Co-operation.
2. There may be Less Accuracy in the Data Analysis Due to primary method of Data collection.
3. This study only (over motivational Pa- Practices and imp of motivational Practices on Employees Prof Pesmamance it Does not Kover other Aspects.

1.6 RESEARCH METHODOLOGY-

A) Data Collection

Researcher will be use Primary and secondary sourless For Collection of Data As Given Below

A) Primary Data

The Researcher will collect primary Data Regarding motivate ton Practices of sample Respondents in Study Area. For the Pm- -Past of Present Research study the Researcher will Frame An. interview schedule to collect the Data

B) Secondary Data

The Researcher Has Collected Necessary information form the & Books, magazines Internet Different websites. Newspapers and Articles Etc.

C) sample size

For the selection of sample Researcher Has used the convenience sampling method the Researcher will select so Respondents. For Present study.

B) Parameters Size:

- 1) Motivational Practices- financial@non-financial positive
- 2) Impact of motivation on the performance of Employee- Employee Perception Timely on job

1.7 CHAPTER SCHEME

CHAPTER I - INTRODUCTION AND RESEARCH METHODOLOGY

This Chapter Covers and introduction to the study, statement of Problem, objectives of study, Research methodology, Scope and Significance of the study Limitations of Study.

CHAPTER II - REVIEW OF LITERATURE AND THEORETICAL BACKGROUND

This chapter includes the Review of Published. And nonpublic -shed Literature Review & meaning. Definition Types. Importance and other theoretical concept of the study theories and models.

CHAPTER III - PROFILE OF THE STUDY AREA

This Chapter Covered the Profile of the Shree Tatyasaheb Kore warana sha Sahakari Sakhar Karkhana Ltd.

CHAPTER IV - Data ANALYSIS AND INTERPRETATION

This chapter Comprises of The Data Analysis and Interpretation About the motivational practices in shree Tatyasaheb Kore warana sahakari Karkhana Ltd.

CHAPTER V - FINDINGS, SUGGESTIONS AND CONCLUSION

This chapter Consist Finding. Suggestions And Confusion 7 with Respect to motivational Practices of Employees in Shree Tatyasaheb Kore warana Sahakari sakhar Karkhana Ltd.

1.9 CONCLUSION

In this chapter we concluded the deep information about the title set the Proper objectives of the research Design the chapter scheme and study the Scope of the study limitation of the study, and select the research methodology for the Project.

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CHAPTER II

REVIEW OF LITERATURE AND THEORETICAL BACKGROUND

SR NO.	CHAPTER
1	REVIEW OF LITERATURE
2	THEORETICAL BACKGROUND

CHAPTER II

THEORETICAL BACKGROUND

2.1) Introduction

At which all generate the great deal of action from the managers ministers and those involved in human urgent is the love of how to Successful motivate the employees Employee motivation is generally considered a Core element in running a successful business. In the organizational setting the word motivation is used to describe the drive that implies an individual to work. It is well known as that human being have great potential, but they are not use it fully. So, this kind of employees motivation is important for the work Understanding motivation is important because performance, reaction to compensation, and other human resources concern are related to motivation. The term motivation is derived from the word motive The word motive is a noun means an objective, as a verb, this word means moving into action Therefore, motives or objectives are forces which induce people to move or act in a way, to ensure the fulfilment of a motive or objective which represents a particular human need at a time. In fact, behind every human action there is a motive, for the attainment of which such action is necessitated. Therefore, management must provide motives to people, to make them work for the organizational

2.2 REVIEW OF LITERATURE

1. **Jisha CL (2016)** research article of (volume: 6 issue: 5) titled as "Study on Employees Motivation with special reference to BSNL" identifies the motivational nature of the study. Factor motivates employees the most and also determines which of the incentives, such as financial or non-financial incentives, motivates employees the most. For this research, convenient sampling with a sample size of 60 was used, as well as a percentage analysis method, a ranking method and a weighted average analysis method. Research has shown that the majority of employees are satisfied with both financial and non-financial incentives. It was also found out that salaries and wages in case of monetary benefit and good relationship with the co-workers was the most motivational factor.
2. **Ali Yassin Sheikh Ali (PhD)**, Abdulkadir Mohamud Dahie, Ali Abdulkadir Ali (January 2016) survey from Secondary Schools in Mogadishu (volume: 3 issue: 1) titled as "Teacher Motivation and School Performance, the Mediating Effect of Job Satisfaction" determines the significant

relationship between teacher motivation and school performance including the mediating effect of teacher's job satisfaction as the main objective. This research used the survey technique as well as a sampling method which collected 80 respondents from the secondary schools using a questionnaire. There was a significant relationship between teacher motivation and job satisfaction as well as school performance was the result of the survey.

3. Ephrem Eyob (2014) *Jthel International Information Management* (volume: 3 issue) titled as "Managing the motivation of information technology staff for higher organizational productivity and employee job satisfaction" determines that there was rapid technological changes and global competitiveness in the market place due to which motivating information technology employees had become more and more difficult. Hence, the organization used certain employee motivation techniques to improve the staff productivity and quality of output. In addition to that, the improved productivity as well as staff satisfaction with their work by applying certain methods was also discussed in this paper.

4. Rajeswari Devadass (2015) *International Conference on Sociality and Economics Development, Singapore* (volume: 10) titled as "Employees Motivation in Organizations: An Integrative Literature Review" used a broad search method by using computerized databases which focused on articles related to the research. The research determined the empirical evidences which had focus on employee motivation to the organization. Hence, by collecting 40 articles it was found that literature revealed widespread support of motivation concepts in organization.

5. Leonidas Maroudas (October 2016) article in the *University of Aegean* titled "Employees' motivation in the luxury hotel industry: The perceived effectiveness of human resource practices" this paper centers around the observational work done about the utilization and adequacy of human asset resources in different lavish lodgings of worldwide chains in Greece. Various occupation related factors in the lavish inn part and examines the connection between individual factors and the motivators offered to the inn workers was additionally investigated and seen criticalness from them. The workers of various individual qualities and foundations were not given significance by inspiring them by giving different proposed procedures to creating appropriate inspirational projects.

2.3 RESEARCH GAP

The research paper is intended to highlight the importance, challenges and different ways of motivation used in the organizations, hence more conceptual in nature. The data is collected more from the available literature and further from the employees of a organization so as to understand the factors which motivate the employees. These current practices were extracted in the form of factors of motivation and used in the questionnaire so as to position

2.4 CONCEPTUAL FRAMEWORK

In The theoretical Background clears the luciforallon of Topic With Help of the theoretical Part easy to order stand the hellan of the study Area AND Helps To Guetting Proten salutonth this point is The Con Sificant Tyred of motivation in infer inspizing the wook fore, it is tho jox Task of every manager to fast motivate his subordi He or to create the will to work the subordinator it shoul Allo Be Remembered that the worker may be immensely capable of Doing some Work, Noting can be used if we Is not willing to work creation of A wi'n to work jet flon in 54 simple But foue sense of team motivation is on Important function which very marges tea farms for bedtime the people to cook for accomplishment of objectives of the organization issuance of well conceived instructions and ordere dose not mean that they will be foollated a manager has to make appropriate we of nativation to enthuse the employees to Follow them effective motivation: surier not only in having g an order dcepted but also in ganing a determination to see that is oxecto executed efficiently and efficiently 3 effectively. In order to motivate workers in sked and Provide an enulaonment in which appropriate incentives are duailable for the scrticpaction if the management is succesful in doing so it will also be successful in increasing the willingness of the worker to work, this will incredir efficiency and effectiveness of the organization there will be Letter Utilization of resources & workers abilities & cefact capacities3.16

CONCEPT OF MOTIVATION

Motivation is one of the most important factors affecting human behavi and performance. Manager attach great importance to motivation in organizational setting. Likert has called motivation as the core of management.

Motivation-Meaning

All people have their own concept of motivation and they include various terms like motives, needs, Wants, drives, desires, wishes, incentives, etc in defining motivation. The term motivation is derived from the word 'movere, which means to move. To understand the meaning of motivation we should go through the following terms: Moive, motivating and motivation and their relationship Motives is energizer of action, motivating is the channelization and activation of motives, motivation is the work behaviour itself. Motivation depends on motives and motivating, therefore it become a complex process

DEFINITIONS OF MOTIVATION

1. According to Dubin: "Motivation is the complex force starting and keeping a person at work in an organisation Motivation is something that moves the person to action, and continues him in the course of action already initiated."

2. According to McFarland: "Motivation refers to the way in which urges, drives, desires, aspirations, strivings, or needs direct, control, or explain the behaviour of human beings."

3. "Motivation means a process of stimulating people to action to accomplish desired goals." -

W.G.Scott

4. "Motivation is the act of stimulating someone or oneself to get a desired Course Of Action, Or Push the right to button to get desired results -Michael J.Julicus

5. can be defined as a willingness to expend energy to achieve a goal or reward."

TYPES OF MOTIVATION

1. Intrinsic Motivation

Intrinsic motivation is a type of motivation in which an individual is being motivated by internal desires. For example, let's say an individual named Bob has defined himself an objective to start shedding pounds and getting more beneficial. How about we likewise envision that Bob's motivation to seek after this way of wellness and wellbeing is to improve his wellbeing in general and feel more joyful with his appearance.

2. Extrinsic Motivation

Extrinsic motivation, on the other hand, is a type of motivation in which an individual is being motivated by external desires. Instead of being inspired by the need to look better and feel more beneficial, suppose that Bob was feeling pressure from his significant other to thin down and improve his physical make-up with the goal that she would be more pulled in to him. Since this weight originates all things considered this is an example of extrinsic motivation.

3. Positive Motivation

In real sense, motivation means positive motivation. Positive motivation initiates individuals to do work in the most ideal way and to improve their presentation. Under this better offices and prizes are accommodated their better execution. Such rewards and offices might be money related and non-monetary.

4. Negative Motivation

Negative motivation aims at controlling the negative endeavors of the work and tries to make a feeling of dread for the laborer, which he needs to languish over absence of good execution. It depends on the idea that if a laborer flops in accomplishing the ideal outcomes, he ought to be rebuffed. Minor Forms of Motivation All types of motivation are going to fall into one of the two categories above. Now that we've covered these motivational types and provided you with some examples, here are minor forms of motivation that are capable of making a big impact in your life!

5. Reward-Based Motivation or Incentive Motivation

Incentive motivation or reward-based motivation is a type of motivation that is utilized when you

or others know that they will be a reward once a certain goal is achieved. Since there will be something to anticipate. toward the finish of an errand, individuals

MOTIVATION OF IMPORTANCE

The manager tries to make the jobs satisfying for employees in their bid to motivate employees towards the accomplishment of the objectives of the enterprise. The multiplicity of human needs indicate that these can not be one source of motivation for all. Every enterprise has to develop an appropriate motivational system representing a co-ordinate set of positive and negative inducements for securing best results. Every enterprise needs a sound system of motivation because of the following reasons

1. Attainment of higher level of productivity

A good system of motivation releases the immense untapped reservoirs of physical and mental capabilities. Better utilization of resources is sure in order to reduce the cost of operations. Motivation is always goal-oriented hence it may lead to more profitable operations. As such, greater the degree of motivation, greater will be the chance for attaining the higher level of productivity.

2. Projections of better images

The enterprises which have always come forward to provide opportunities for financial and personnel advancement enjoy a better image in the employment market. Such enterprise can easily attract qualified personnel for progressive outlook and development. As a result, a good system of motivation simplifies the staffing function too.

3. Cordial human relations

A good motivational system leads to job satisfaction. Job satisfaction results in cordial relationships between employer and employees, and thereby reduces industrial disputes, employees turnover, and absenteeism. Thus, employees try to be loyal and dedicated and employee morale and discipline are likely to be high.

4. Elimination of employee's negative attitude

Satisfied workers are motivated to work for the enterprise objectives, with a will to show peak performance. Therefore they are more receptive to any change that is proposed to be introduced by the management. Effective motivation thus helps in overcoming the negative attitude on the part of the employees and thereby acts as the best remedy for resistance to change, output restrictions, strikes, etc. Thus, it can be concluded that the success of any organisation depends upon the employees' ability and willingness to work. Regularly turn out to be increasingly resolved to oversee the undertaking with the goal that they can get whatever it is that has been guaranteed. The better the prize, the more grounded the inspiration will be!

2.5 FINANCIAL OR NON-FINANCIAL MOTIVATORS

Rewards can be financial or non-financial in essence. Financial rewards refer to giving rewards in the form of money. Money has great value in satisfying numerous needs of a person. When an individual joins an enterprise, it is the money that he works for. His need-based behaviour induces the managers to use either financial or non-financial incentives as motivators. Individuals who want their primary needs to be satisfied are motivated by financial motivators. Normally workers at lower levels are influenced by financial motivators like salaries or bonus. People working at managerial cadre and higher administrative levels want their secondary or higher-order needs of acceptance, recognition and esteem to be satisfied. Non-financial motivators such as praise, better working conditions, job enrichment and participative decision-making shall, therefore, be the suitable motivators. The financial motivators can be distinguished from the non-financial motivators on the following basis:

Financial motivators

1. These are normally used to satisfy employees' lower-order
2. These are generally used to satisfy the needs of employees working at lower-levels of management
3. These are tangible and directly influence the individual and organizational performance

Non-financial motivators

1. These are meant to satisfy their higher-order needs
2. These are used to satisfy the needs of employees working at higher administrative levels
3. These are intangible benefits that have an indirect bearing on the individual and organisational performance.

Money as a motivator: Is money a motivator strong enough to induce the human behaviour in the desired direction is a question that managers often ask themselves. Money plays an important role in the lives of human beings. At the foremost, their primary or physiological needs can be satisfied with nothing other than money. To some extent, even the higher order needs of ego, esteem and recognition are satisfied through money. Money helps in buying everything material that a person wants to buy. Having a luxury house, a big car, a club membership, a foreign passport, exquisite jewellery and apparels, all can be acquired through money. Gellerman defines money as a symbol of power. Money is a symbol of status. When people continue working in an organisation, they tend to form groups and the group behaviour, quite often becomes a more powerful tool than money in influencing the individual behaviour. Once the basic needs are satisfied, the individuals are influenced more by the desires of their co-workers, their job enlargement, job security, growing opportunities (personality development), recognition, and innumerable other factors that can make them contribute to

organisational goals. Money can only fulfil our needs but non-monetary incentives, recognition, praise and acceptance, for example, develop us as potential managers or a general manager or may be a chief executive. The power of non-monetary rewards is silent which can be felt only through the wonders that it creates in shaping the culture of an individual and an organisation.

Some of the important non-financial motivators have been discussed below:

(1) Goodwill Employees of a firm which enjoys goodwill and reputation in the market for its quality goods and services feel self-motivated to contribute towards its formal goals and plans.

(2) Work Environment- A healthy and friendly environment in which managers and employees work together as a team is motivating for the workers to effectively contribute towards its organisational goals.

(3) Participation Managers should encourage participation of subordinates on matters that they think the subordinates are worthy of even if the ultimate decision-making power vests with the managers.

(4) Quality of working life-Improvement in the quality of working life of employees by resorting to techniques like job enlargement and job enrichment can be motivating for workers to positively contribute towards increased industrial productivity.

(5) Setting of goals-If employees are allowed to set goals for themselves, they will be better motivated to attain them. Setting of goals, therefore, serves as suitable non-financial motivators that motivate and guide human behaviour.

(6) Challenging jobs Allowing the workers (with higher-order needs) to take up challenging and innovative projects motivates them to perform their jobs faster and better.

(7) Development of individuals - Managers should create an environment whereby subordinates should be allowed to use their imagination and creativity in the area of expertise and convert their weaknesses into strengths. Subordinates who are offered opportunities for their personal growth also work for the sustenance of organisational growth.

(8) Effective feedback system-An effective and quick system of feedback enables the employees to constantly compare their actual performance with the targeted performance. This motivates them to correct the deviations, if any and avoid their recurrence in future.

(9) Effective reward system-A reward system is "the formal and informal mechanisms by which employee performance is defined, evaluated and rewarded." A reward system which is in consonance with the performance outcome of employees will motivate them to work harder to earn those rewards.

2.6 CONCLUSION

In this chapter we studied other projects related to the motivation Practices and found out reviews on it then studied the Concept of motivation, nature of motivation, Types, of motivation In the

theoretical back ground of the motivation.

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CHAPTER III

PROFILE OF THE FACTORY

CHAPTER III

PROFILE OF THE FACTORY

SR No	PARTICULARS
3.1	INTRODUCTION
3.2	ADDRESS
3.3	CANE DEVELOPMENT PROGRAMMES
3.4	BOARD OF DIRECTORS
3.5	AREA OF OPERATIONS
3.6	ORGANIZATIONAL PROFILE
3.7	OTHER PRODUCTS AND FACILITIES 3.7.1 CO-GENERATION 3.7.2 DISTILLERY PLANT 3.7.3 IRRIGATION SCHEME 3.7.4 OTHER SERVICES
3.8	SUGAR FACTORY MODERNIZATION
3.9	ASSOCIATE FIRM'S
3.10	LIST OF CUSTOMERS
3.11	CURRENT STATUS
3.12	QUALITY POLICY
3.13	MISSION AND GOALS
3.14	STRENGTH
3.15	AWARDS AND ACHIEVEMENTS
3.16	CONCLUSION

3.1 INTRODUCTION –

The dark picture is totally changed due to only Vision of our great leader Shree Tatyasaheb Kore Karkhana got industrial license from government of India .The society for the registered on 27th September 1955 under the Maharashtra co-operative act.

The society was not just to be manufacturing and profit making concern for the benefit of cane cultivators, but on nucleus of all round development of the rural area of operation through its co-operative organization and to help for increasing economic growth of rural population.

Shree Tatyasaheb Kore Sahakari Sakhar Karkhana limited (Warana sugar co-operative) and Warana Sugar Ltd (WSL) jointly ventured the current project activity .The current project involves implementation of new wastewater treatment of distillery effluent in the digester system and recovery of cane in an efficient manner for the generation of renewable energy.

Further in the year 1989 Warana Sugar Co-operative has installed and started distillery plant to utilize the by product molasses with 30 KLPD capacity producing Ethanol, Industrial Alcohol and Rectified spirit.

The name, WARANANAGAR is derived from river WARANA in KOLHAPUR and SANAGALI district in western Maharashtra. Sixty years back warana was barren land has emerged on the world map as a model for around development of the region through continuous efforts of all concerned the able leadership of late Sahakar Maharshi Shree Tatyasaheb Kore, a man with great vision and commitment towards the up lifetime of the poor section of society.

Warana is a well-developed rural area located 30 kilometers northwest of the city of Kolhapur, in one of the richest states of India, Maharashtra. Much of Warana's success is due to the presence of a strong co-operative movement. Warana Co-operative Complex at Warananagar is 30 km north-west of Kolhapur in Maharashtra. Warana Co-operative complex had a chain of interlinked units which facilitated the people in its command areas to earn a livelihood. Yet a long felt need of this area was a large shopping complex which could enable the people to obtain all their essential requirements at fair prices. The people had to very often rush to Kolhapur or Sangli to obtain their daily needs and this resulted in waste time, money and energy. To overcome these hardships, the pioneers of the Sugar Factory were giving a serious thought to the idea of starting a consumer's store at Warananagar which could enable the people to procure all their essential requirements under one roof at fair and reasonable prices.

It is a true fact the immediate results of the successful running of the factory are the high returns to the producer members for the sugarcane supplied by them. This returns are highest in the state and most of the times in India consistently.

The Other highlights are-

Bugged ISO-9002 Certification at first Maharashtra for our sugar factory also bugged ISO 9001-2000 Certification. Achieved the status of export house at first in India in co-operative sugar industry. Manufacture of ISO grade sugar in India- only unit. Within a year time coming with Tetra pack in juice at international level . Commissioning and running of wired village project for 70 villages. Lignosulphonate Chemical the import substitute only the manufacturer in India. Maximum production in distillery up to 145 Lacs litres in the history of distillery. Tried to keep maximum yield of sugarcane per acer and getting awards at state level and national level. Best capacity utilization of the sugar factory. Better services to workers and society through media of worker's society. Workers Kalyan mandal Ganeshotsav mandal and Warana vibhag shikshan mandal. Various state and national level awards have been achieved by the sugar factory.

3.2 ADDRESS –

Shree Tatyasaheb Kore Warana Sahakari Sakhar Karkhana Ltd, Warananagar.

Tal – Panhala , Dist – Kolhapur

Pin – 416113

Maharashtra (India)

Tel – (02328) 224081/82, 224085, 224090

Website – w.w.w. waranasugar.com.

3.3 CANE DEVELOPMENT PROGRAMMES –

The factory has initiated the following cane development programmes

- 1) Installation of soil testing laboratory.
- 2) Improvement of soil fertility by supplying sun hemp for green manufacturing and use of sugarcane trash as compost.
- 3) Technical guidance regarding selection of seeds, application of fertilizers etc. it is given to producer members by agricultural staff from time to time.
- 4) Green manuring.
- 5) Supply of sugarcane seed and other material.
- 6) Supply of chemical fertilizers, bio-fertilizers organic manure etc.

In Maharashtra therefore development of sugar industry in the rural areas especially in the co-operative sector was given importance to group the development of these regions. The importance of co-operative development is in providing employment and improving the economic conditions of rural people Maharashtra is one of the major sugar producing state of the country with 99 sugar factories. Among these 99 there are 95 factories in the co-operative sector.

3.4 BOARD OF DIRECTOR (2021-2022)

1) MLA .Dr.Shri Vinay V. Kore	Chairperson
2) Mr. Prataprav B. Patil.	Vice-chairperson
3) Mr. Subhash A. Patil.	Director
4) Mr. Subhash T. Kanse	Director
5) Mr. Pradip N.Todkar	Director
6) Mr. Shahajirav B. Patil.	Director
7) Mr. Ravaso B. Patil	Director
8) Mr. Udaya S. Patil.	Director
9) Mr. Subhash K . Jadhav.	Director
10) Mr .Subhash P. Patil.	Director
11) Mr .Sandip G. Jadhav.	Director
12) Mr. Pratap B. Patil.	Director
13) Mr. Shrinivas V . Doijad.	Director
14) Mr. Vijay S. Patil.	Director
15) Mr. Shamrao B. Patil.	Director
16) Mr . Kishor J. Patil.	Director
17) Mr. Ravindra A. Jadhav.	Director
18) Mr. Kakaso M. Chavan.	Director
19) Mr Vijay B. Dhanavade.	Director
20) Mrs. Vaishali S. Patil.	Director
21) Mrs. Ranjana P. Patil.	Director

3 .5 AREA OF OPERATION –

The area of operation of this factory comprises Kolhapur District and sangali in Maharashtra since it's establishment. In every crushing season the factory is procuring the cane from nearly villages as per the following.

Tahashil wise villages from which the factory is being procuring the sugarcane.

SR. NO	DISTRICT	TAHASHIL	NO OF VILLAGES
1	Kolhapur	Panhala	24
		Hatkanangale	31
		Karveer	06
		Shiroli	03
		Gadhingalaj	01
		Shahuwadi	09
		Bhudargad	01
		Ajara	02
2	Sangali	Shirala	10
		Walawa	27
		Miraj	04
	Total No Of Villages		118

This table shows the procurement of sugar cane 77 village in Kolhapur District and 41 Villages in sangali District. Kolhapur District holding majority villages for area of Operation. Due to higher cane price efficient harvesting system implementation of cane development programmer the members and non-members in and outside area of the operation the farmers from the outside the area of operation do not hesitate to supply the cane to the factory.

3.6 ORGANISATIONAL PROFILE –

Name of the unit	Warana sugar limited
Address register office	Shree Tatyasaheb Kore Warana Sahakari Sakhar Karkhana Ltd, Warananagar Tal – Panhala , Dist – Kolhapur Pin - 416113
Register No and date	G – 271 Date – 27/09/1955

Board of Directors	21
Yearly Turnover	614 Cores
Total Staff	1,111
Fax No	02328-224090
Website	www.waranasugar.com
E- mail	waranasugar @yahoo.com

3.7 OTHER PRODUCTS AND FACILITIES –

The factory produces other product than sugar. These by product are as follows.

3.7.1 Co-generation-

The factory management has decided to modernize the unit and to establish co generation power plant. The capacity of this plant is 15 MW. Sugar factory primary object in the past had been to produce steam required for processing and thus generating electricity for captive use. Use and demand of electricity is increasing at very fast rate. And electricity is costly to generate so this project is very important.

3.7.2 Distillery Plant-

This project plant was started form December 2002 in the factory area. The incited capacity of the distillery plant was 30,000 hr. But at present capacity of distiller is 50,000 hr. The performance of this distillery plant is excellent.

3.7.3 Irrigation Scheme-

The operational area of this sugar factory falls in assured rainfall zone. The water table in the operational area is very high. The major sources of irrigation in the operational area are private and co-operative lift irrigation schemes on Warana and bore wells.

3.7.4 Sugar Development –

Considering the need for increase in the sugar yield per hectare. The Factory has formulated a separate sugarcane development cell in the factory under the Supervision of well trained and experienced personnel. The operation of the cell Is in full swing with activities for cane development in the entire area of operations. Technical guidance regarding use of fertilizers use of insecticides and pesticides and Selection of new varieties etc. Are provided to the farmers.

3.7.5Other Services-

- 1) The factory gives some services to the farmer such as factory gives cane Seeds in reasonable price.
- 2) The factory also arrange the farmers an agriculture trips,

3) The awareness among the farmers about cultivation of sugarcane, harvesting And other related activities are created through video cassettes and various Seminars of the factory and village level.

3.8 SUGAR FACTORY MODERNIZATION-

The modernization of sugar factory aims to adopt modern techniques and optimum type, size, new arrangement of machinery which is resulting into easy smooth trouble free efficient working which minimum cost of operation and the energy saving to a greater extent achieving higher efficiency to improve. The Technical performance of the factory and to reduce the steam and power consumption For production of sugar. The centrifugal is better for boiling house and is pour form milling plant and being obstacle by energy source, that is steam and power which will Be attained as per requirement during the implementation of the project.

3.9 ASSOCIATE FIRM'S –

Following are the associate firm's of the sugar factory.

- 1) Shri Warana Vibhag Sahakari Grahak Mandal Ltd Warananagar.
- 2) Shri Shobhatai Kore Warana Mahila Sahakari Patsansta Ltd Warananagar.
- 3) Shri Mahila Gruh Udyog Lijjat Papad Warananagar.
- 4) Shri Warana Dudha Utpadak Prakriya Sangh Ltd , Warananagar.
- 5) Sangali District Central Co-Operative Bank Ltd, Sangali
- 6) The Kolhapur District Central Co-Operative Bank Ltd, Kolhapur.

3.10 LIST OF CUSTOMERS –

Selling process of sugar is as per tender basis. Following are the some customers of the factory.

- 1) Mahalaxmi Sugar, Kolhapur.
- 2) Anand Enterprise, Kolhapur.
- 3) Saraji Ghevarchand, Karad.
- 4) Pritam Sugar, Kolhapur.
- 5) Padmavati Corporation.
- 6) Goutam Sugar, Kolhapur.

3.11 CURRENT STATUS –

The factory having 12,000 TCD crushing capacity. The factory has crushed 13, 12, 860 MT cane during the season 2021-22. The factory have all infrastructure facilities such as water,

power, and labour and transportation etc. The factory is computerized. The managerial staff is excellent. They help to poor and needy farmer. The factory have A' class of audit continuous from last ten year. In current situation factory have 1.70 crores subscribed share capital. Following table shows the overall performance of the factory.

Performance of sugar factory at Glance –

SR No	Particulars	2017-18 Amt	2018-19 Amt	2019-20 Amt	2020-21 Amt	2021-22 Amt
1	Can Crushed (M.T)	10,81,081	9,26,000	6,26,890	9,53,430	13,12,860
2	Sugar Production (Qtls)	13,26,037	10,54,750	7,42,000	10,18,150	14,21,783
3	Average Sugar Recovery (%)	12.17	12.10	12.70	12.38	12.40
4	Sale Of Sugar (Qtls)	13,55,639	10,86,117	8,50,528	10,46,730	8,93,939
5	Average Rate Of Sale Of Sugar Per (Qtls)	3,40,352	2,93,932	2,95,345	3,05,966	3,12,831

This table shows the comparative review of the cane crushed, Sugar production ,Average Sugar Recovery and Sale Of Sugar in a previous five years.

3.12 QUALITY POLICY –

The factory committed to contribute socio-economic growth of farmers and society at large by:

- 1) Effective Management of process.
- 2) Efficient manufacturing of quality sugar and by products.
- 3) Satisfying customer requirement
- 4) Providing supports to cane growers.

- 5) Maintaining Environment.
- 6) Compliance with applicable statutory and regulatory requirements.

3.13 MISSION AND GOALS –

- 1) Sugar factory will achieve ISO 2001.
- 2) To produce ethanol.
- 3) To establish incinerations biogas project plant.
- 4) Whole computerized system.
- 5) To make production of bio fertilizer in own laboratory.
- 6) To increase crushing capacity up to 10,000 MT.

3.14 STRENGTHS –

1) High end product prices –

Sugar is the main product of sugar mills which is most likely to fetch record prices this year. The mills that are able to secure can supply will be the biggest beneficiaries. In recent past the mills have undergone capacity expansion. Which will increase their processing capacity leading to higher productivity.

2) Favorable policy –

Like any other industry sugar companies too have liquidity crunch which can be met through sugar development fund of the Govt India under special case schemes.

3.15 AWARDS AND ACHIEVEMENT –

- 1) National federation of co-operative sugar factories limited (1988-89)
- 2) The Sugarcane Development award (1995-96)
- 3) The Most Innovation Sugar Factory (1997-98)
- 4) Vanashri Puraskar from government of Maharashtra (1999)
- 5) Uus Bhushan Puraskar (2002-03)
- 6) The Cane Development in High Recovery Area (2003-04)
- 7) Best Distillery Award (2004)
- 8) The Most Innovative Sugar Factory at State level (2004-05)
- 9) Award for Maximum Export of Sugar India (2006-07)
- 10) Best Financial Management Award (2007)

3.14 CONCLUSION –

In this chapter we study the profile of the company. We understand to Company Name, Cane Development Programmes, Board Of Director and the date of established of the organization, Profile Of The Organization, Other Products and Facilities, list Of Customers, Sugar Factory Modernization, Current Status In Factory, Awards and Achievements, Quality Policy and Mission and Goals of the sugar factory.

CHAPTER IV
DATA ANALYSIS AND INTERPRITATION

SR NO.	CHAPTER
1	INTRODUCTION OF THE CHAPTER
2	ANALYSIS OF THE SUBJECT
3	CONCLUSION

CHAPTER IV

DATA ANALYSIS AND INTERPRITATION

INTRODUCTION:

In this chapter study the information about actual performance related to the topic. In this chapter to know the performance of the employee with the help of practically collect information. In this part set the all the information of the analyze data of the employee which is collected from the interviews of the employees. It overall views of the research. In this chapter present the data in the comparison charts.

4.1.1 Satisfaction about the support from the HR department

Table 4.1

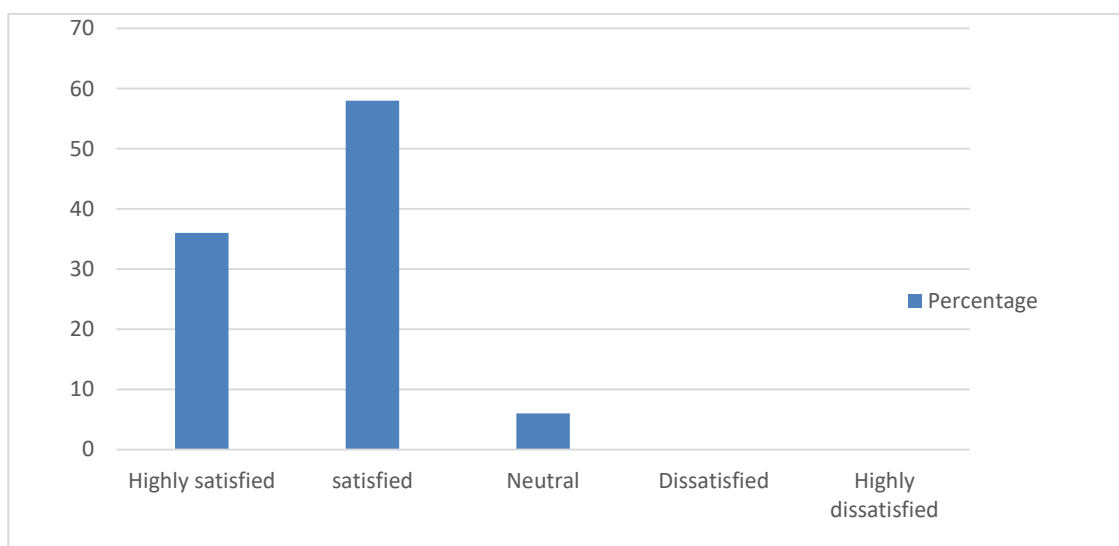
Table showing satisfaction about the HR Department

Sr. No.	Particular	No. Of respondents	Percentage
1	Highly satisfied	18	36
2	satisfied	29	58
3	Neutral	3	6
4	Dissatisfied	0	0
5	Highly dissatisfied	0	0
	Total	50	100

(source – field survey)

Figure 4.1

Satisfaction about the support from HR Department



Interpretation:

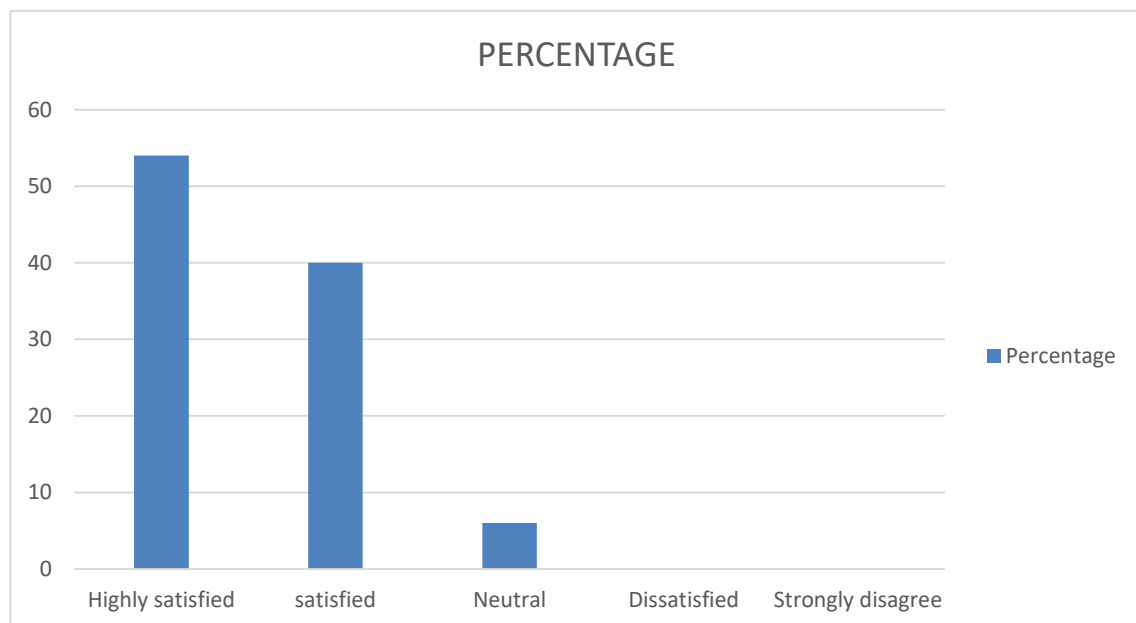
The above table & graph shows the support from the HR department out of total 50 respondents 18 (36%) are highly satisfied, 29 (58%) are satisfied 3 (6%) are Neutral & no one respondent is dissatisfied & highly dissatisfied. So from the above table it was found that majority of the respondents are satisfied with the HR department.

4.1.2 Management is interested in motivating the employees**Table 4.2****Table showing Management is interested in motivating the employees**

Sr No	Particular	No. Of respondents	Percentage
1	Strongly agree	27	54
2	agree	20	40
3	Neutral	3	6
4	Disagree	0	0
5	Strongly disagree	0	0
	Total	50	100

(source – field survey)

Figure 4.2

Management is interested in motivating the employees

Interpretation

The above table & graph shows the support from the Management is interested in motivating the employees out of total 50 respondents 27 (54%) are strong agree, 20 (40%) are agree, 3 (6%) are Natural & no one respondent is dissatisfied & highly dissatisfied. So from the above table it was found that majority of the respondents are satisfied with the Management is interested in motivating the employees.

4.1.3 The type of incentives motivates you more

Table 4.3

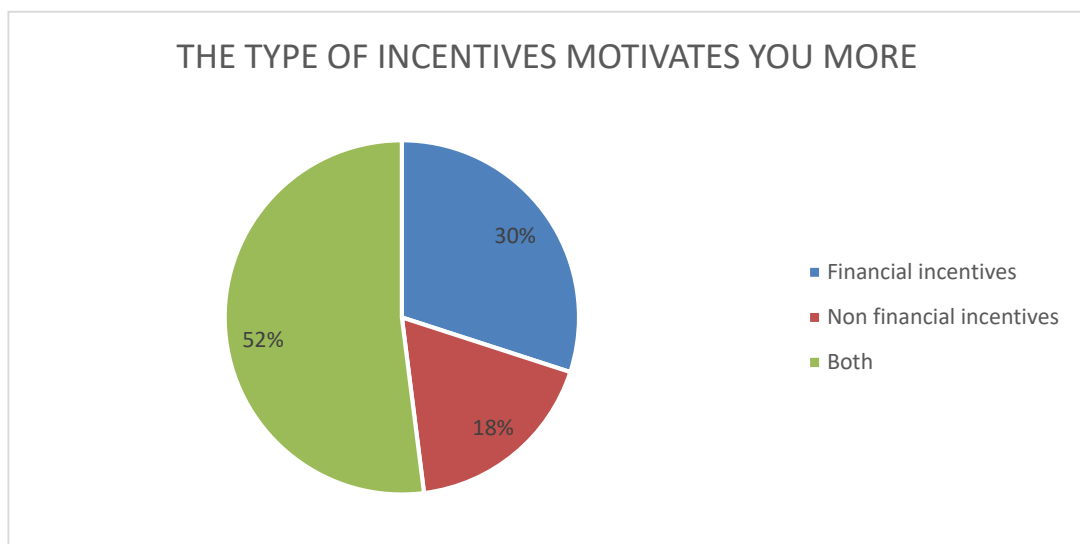
Table showing the type of incentives motivates you more

Sr No	Particular	No. Of respondents	Percentage
1	Financial incentives	15	30
2	Non financial incentives	9	18
3	Both	26	52
	Total	50	100

(source – field survey)

Figure 4.3

Table showing the type of incentives motivates you more



Interpretation

The above table & graph shows the support from the HR department out of total 50 respondents 15 (30%) are financial incentives, 9(18%) are Non financial incentives, 26 (52%) are both & no one respondent is dissatisfied & highly dissatisfied so from the above table it was found that the type of incentives motivates you more.

4.1.4 Motivation with the present incentives scheme

Table 4.4

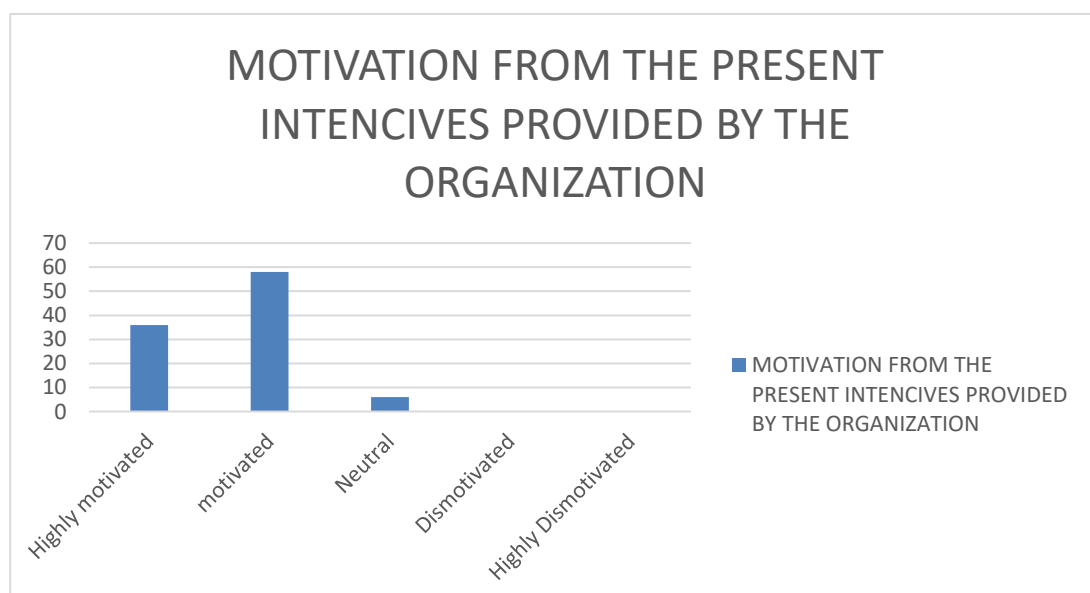
Table showing Motivation with the present incentives scheme

Sr No	Particular	No. Of respondents	Percentage
1	Highly motivated	18	36
2	motivated	29	58
3	Neutral	3	6
4	Dismotivated	0	0
5	Highly Dismotivated	0	0
	Total	50	100

(source – field survey)

Figure 4.4

Table showing Motivation with the present incentives scheme



Interpretation

The above table & graph shows the support from the Motivation with the present incentives scheme out of total 50 respondents 18 (36%) are highly motivated, 29(58%) are motivated, 3(6%) are Neutral & no one respondent Is dissatisfied & highly dissatisfied so from the above table it was fond that Motivation with the present incentives scheme.

4.1.5 The company is eagerness in recognizing and acknowledging employees work

Table 4.5

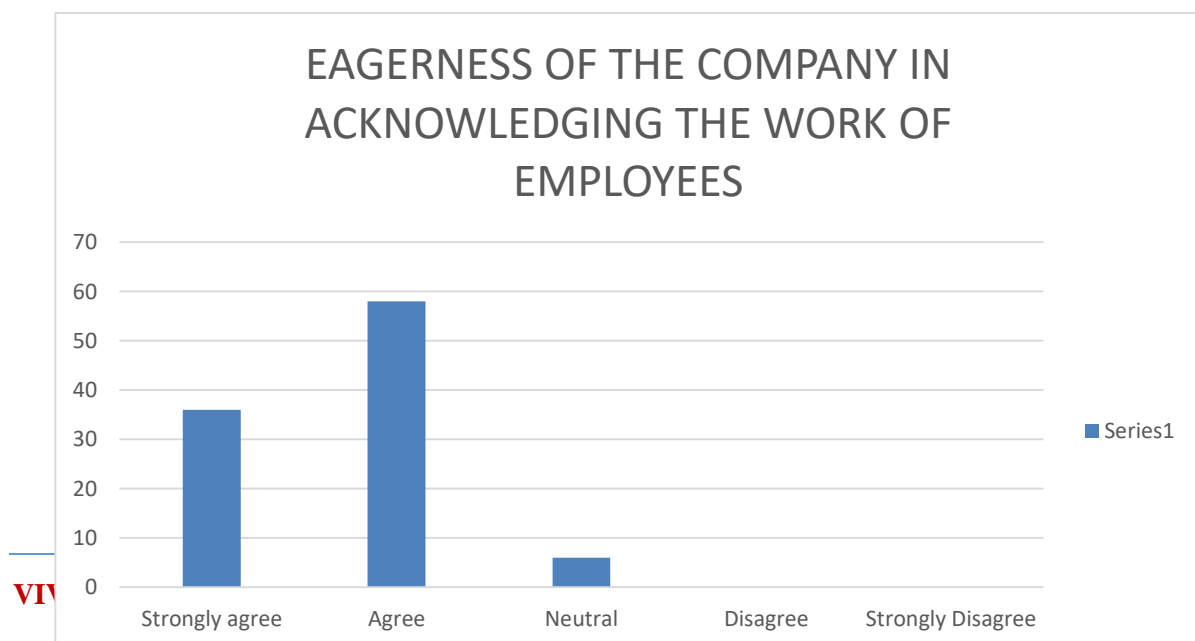
Table showing the company is eagerness in recognizing and acknowledging employees work

Sr No	Particular	No. Of respondents	Percentage
1	Strongly agree	18	36
2	Agree	29	58
3	Neutral	3	6
4	Disagree	0	0
5	Strongly Disagree	0	0
	Total	50	100

(source – field survey)

Figure 4.5

Table showing the company is eagerness in recognizing and acknowledging employees work



Interpretation

The above table & graph shows the support from the company is eagerness in recognizing and acknowledging employees work out of total 50 respondents 18 (36%) are strong agree, 29 (58%) are agree, 3 (6%) are Neutral & no one respondent Is dissatisfied & highly dissatisfied so from the above table it was found that The company is eagerness in recognizing and acknowledging employees work.

4.1.6.1 Periodical increase in salary

Table 4.6

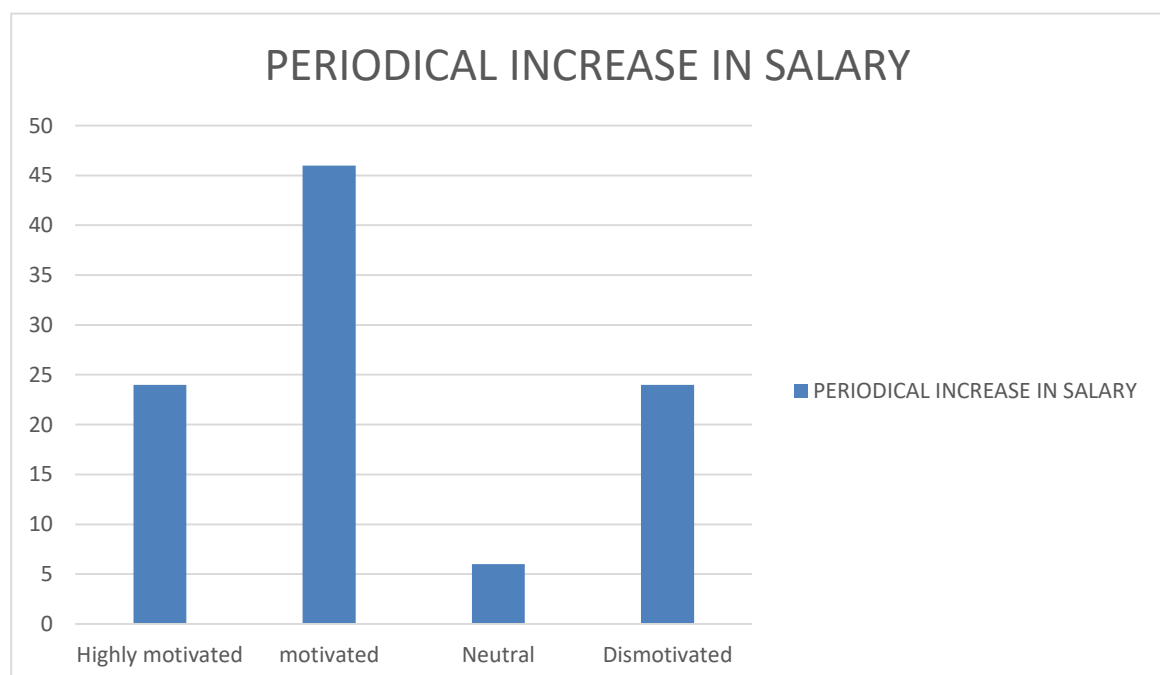
Table showing Periodical increase in salary

Sr No	Particular	No. Of respondents	Percentage
1	Highly motivated	12	24
2	motivated	23	46
3	Neutral	3	6
4	Dismotivated	12	24
	Total	50	100

(Source – field survey)

Figure 4.6

Table showing Periodical increase in salary



Interpretation

The above table & graph shows the support from the Periodical increase in salary out of total 50 respondents 12 (24%) are highly motivated, 23 (46%) are motivated, 3 (6%) are Neutral, 12 (24%) are Dismotivated & no one respondent Is dissatisfied & highly dissatisfied so from the above table it was found that Periodical increase in salary.

4.1.6.2 Job security provide by the company (non financial motivation)

Table 4.7

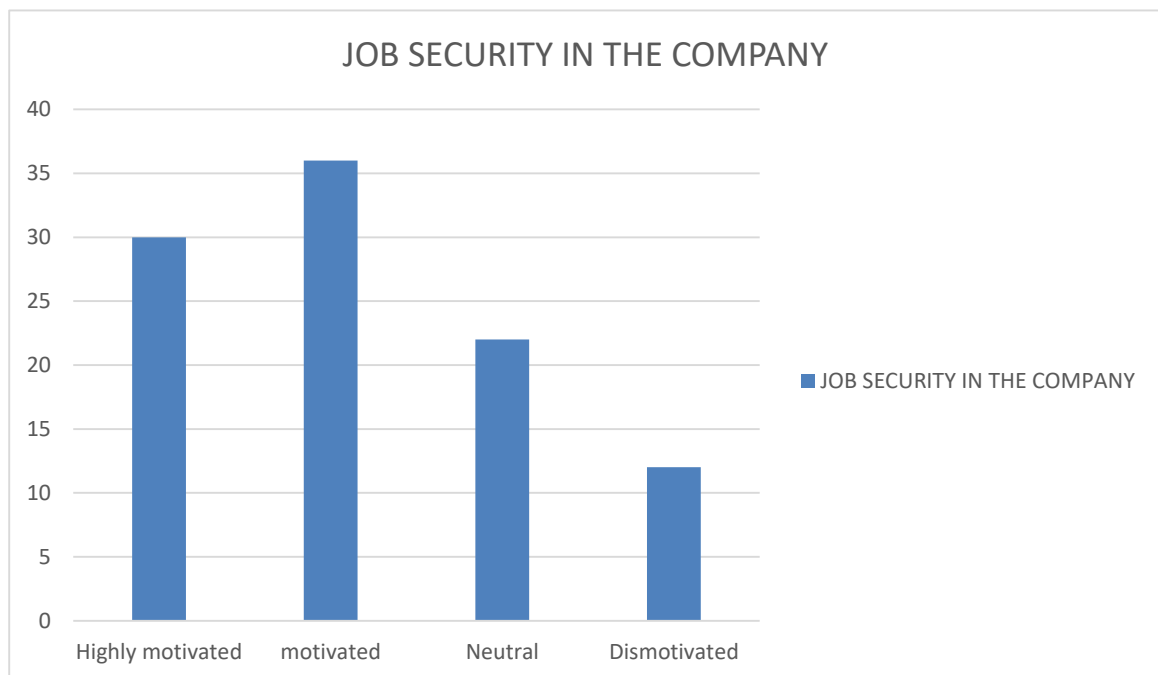
Table showing Job security provide by the company (non financial motivation)

Sr No	Particular	No. Of respondents	Percentage
1	Highly motivated	15	30
2	motivated	18	36
3	Neutral	11	22
4	Dismotivated	6	12
	Total	50	100

(Source – field survey)

Figure 4.7

Table showing Job security provide by the company (non financial motivation)



Interpretation

The above table & graph shows the support from the Job security provide by the company (non financial motivation) out of total 50 respondents 15 (30%) are highly motivated, 18 (36%) are motivated, 11 (22%) are Neutral, 6 (12%) are Dismotivated & no one respondent Is dissatisfied & highly dissatisfied so from the above table it was fond that Job security provide by the company (non financial motivation).

4.1.6.3 Good relation with workers and co-workers.

Table 4.8

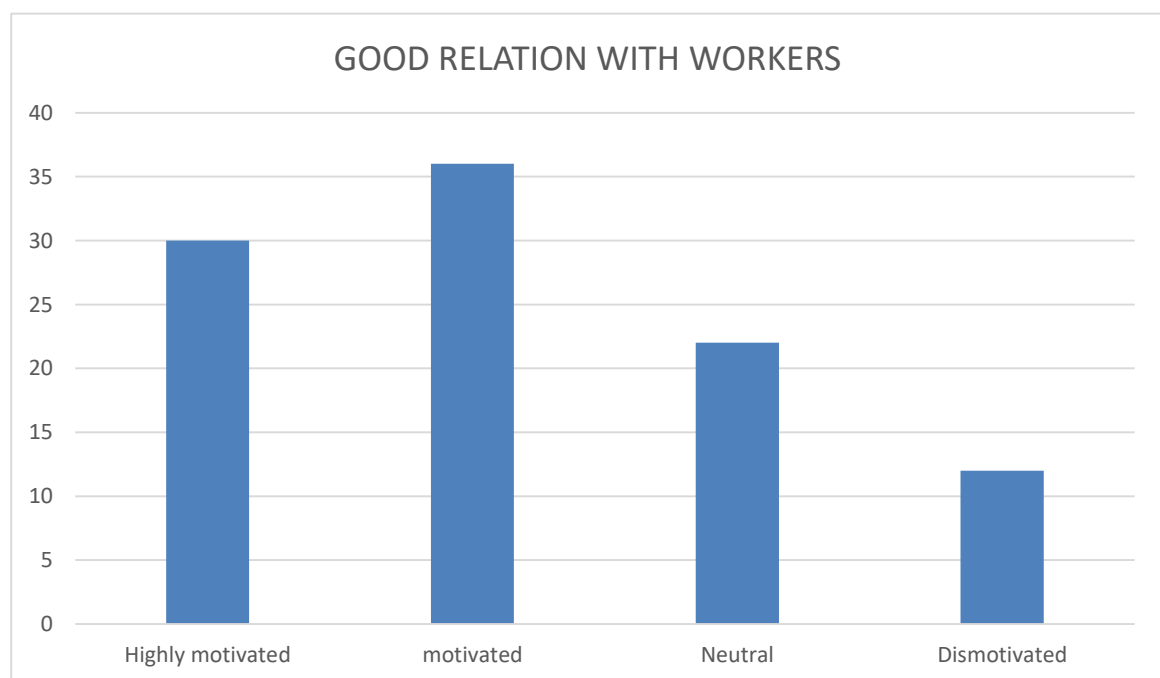
Table showing Good relation with workers and co-workers

Sr No	Particular	No. Of respondents	Percentage
1	Highly motivated	15	30
2	motivated	27	40
3	Neutral	8	16
4	Dismotivated	0	0
	Total	50	100

(Source – field survey)

Figure 4.8

Table showing Good relation with workers and co-workers



Interpretation

The above table & graph shows the support from the Good relation with workers and co-workers out of total 50 respondents 15 (30%) are highly motivated, 27 (40%) are motivated, 8 (16%) are Neutral & no one respondent is dissatisfied & highly dissatisfied so from the above table it was found that Good relation with workers and co-workers.

4.1.6.4 Effective performance evaluation system.

Table 4.9

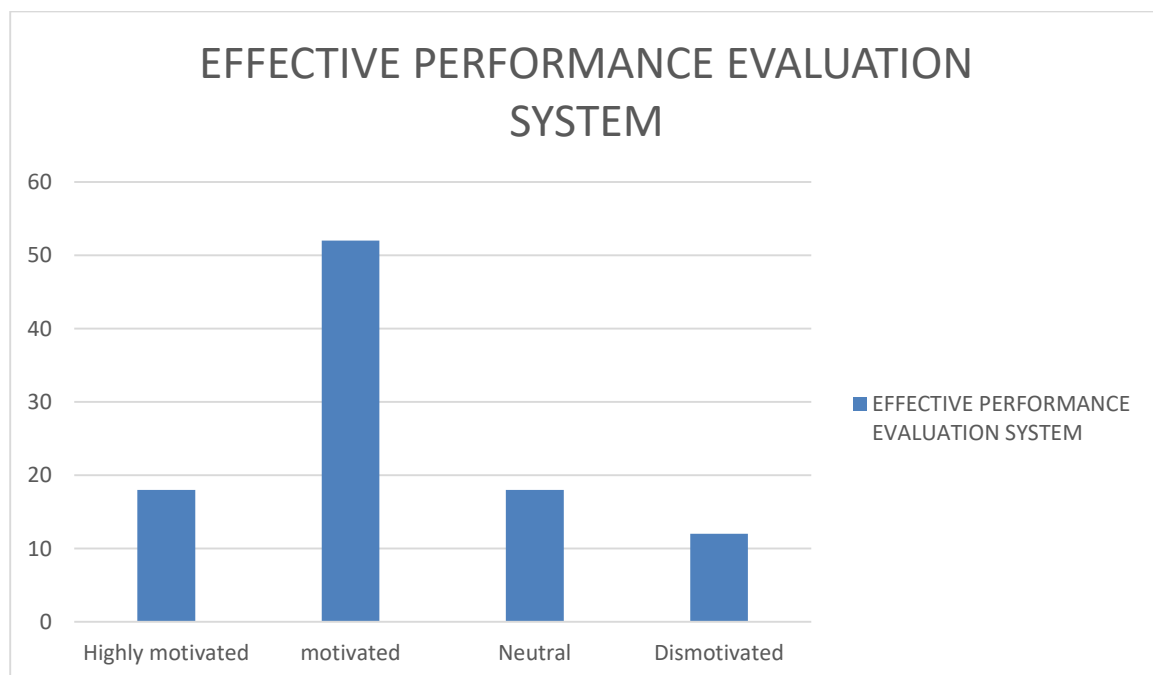
Table showing Effective performance evaluation system

Sr No	Particular	No. Of respondents	Percentage
1	Highly motivated	9	18
2	motivated	26	52
3	Neutral	9	18
4	Dismotivated	6	12
	Total	50	100

(Source – field survey)

Figure 4.9

Table showing Effective performance evaluation system



Interpretation

The above table & graph shows the support from the Effective performance evaluation system out of total 50 respondents 9 (18%) are highly motivated, 26 (52%) are motivated, 9 (18%) are Neutral 6 (12%) are Dismotivated & no one respondent Is dissatisfied & highly dissatisfied so from the above table it was found that Effective performance evaluation system.

4.1.6.5 Effective promotional opportunities in present job.

Table 4.10

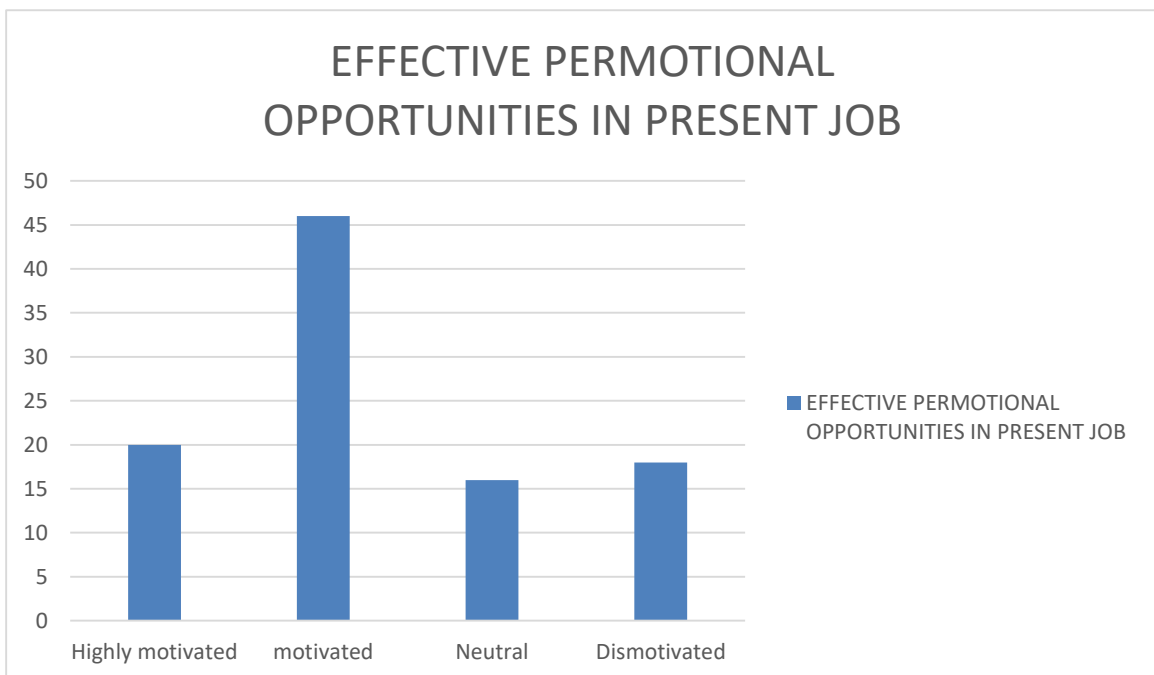
Table showing Effective promotional opportunities in present job

Sr No	Particular	No. Of respondents	Percentage
1	Highly motivated	10	20
2	motivated	23	46
3	Neutral	8	16
4	Dismotivated	9	18
	Total	50	100

(Source – field survey)

Figure 4.10

Table showing Effective promotional opportunities in present job



Interpretation

The above table & graph shows the support from the Effective promotional opportunities in present job out of total 50 respondents 10 (20%) are highly motivated, 23 (46%) are motivated, 8 (16%) are Neutral, 9 (18%) are Dismotivated & no one respondent Is dissatisfied & highly dissatisfied so from the above table it was found that Effective promotional opportunities in present job.

4.1.6.6 Safety and security existing in the organization.

Table 4.11

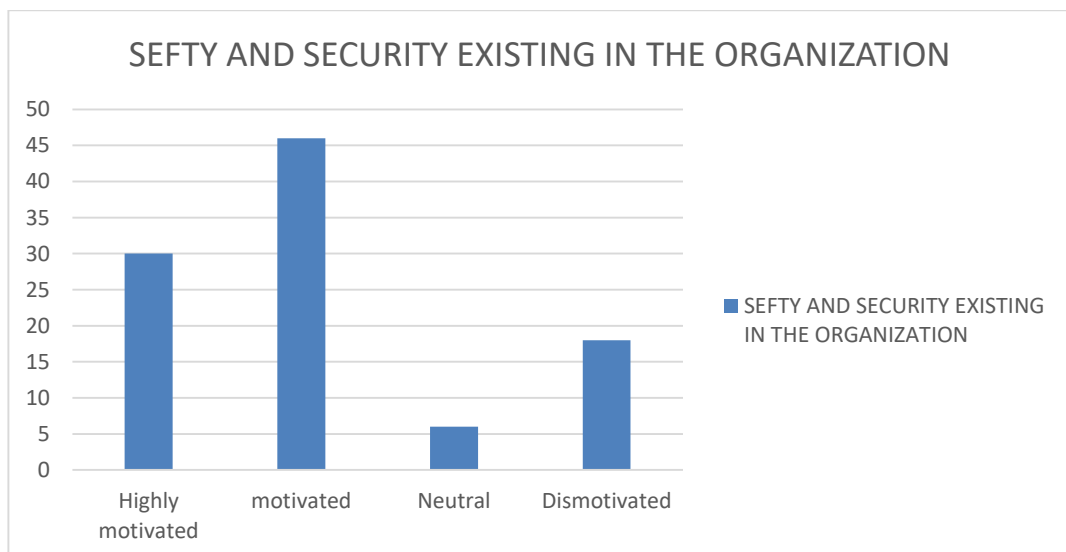
Table showing Safety and security existing in the organization

Sr No	Particular	No. Of respondents	Percentage
1	Highly motivated	15	30
2	motivated	23	46
3	Neutral	3	6
4	Dismotivated	9	18
	Total	50	100

(Source – field survey)

Figure 4.11

Table showing Safety and security existing in the organization



Interpretation

The above table & graph shows the support from the Safety and security existing in the organization out of total 50 respondents 15 (30%) are highly motivated, 23 (46%) are motivated, 3 (6%) are Neutral, 9 (18%) are Dismotivated & no one respondent Is dissatisfied & highly dissatisfied so from the above table it was found that Safety and security existing in the organization.

4.1.6.7 Career development opportunities by programs are get motivated.

Table 4.12

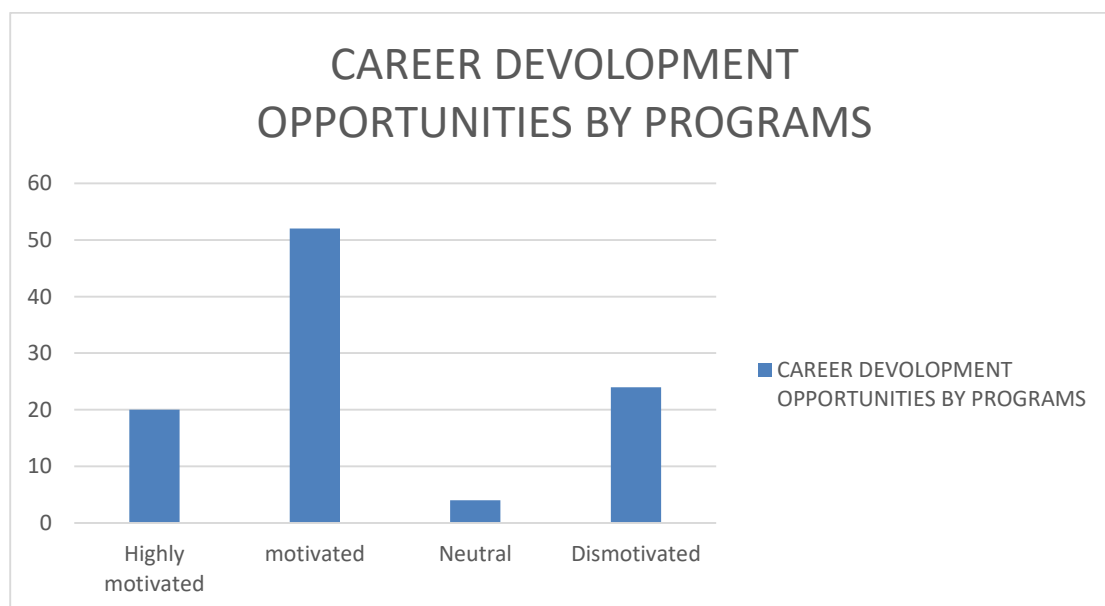
Table showing Career development opportunities by programs are get motivated

Sr No	Particular	No. Of respondents	Percentage
1	Highly motivated	10	20
2	motivated	26	52
3	Neutral	2	4
4	Dismotivated	12	24
	Total	50	100

(Source – field survey)

Figure 4.12

Table showing Career development opportunities by programs are get motivated



Interpretation

The above table & graph shows the support from the Career development opportunities by programs are get motivated out of total 50 respondents 10 (20%) are highly motivated, 26 (52%) are motivated, 2 (4%) are Neutral, 12 (24%) are Dismotivated & no one respondent Is dissatisfied & highly dissatisfied so from the above table it was fond that Career development opportunities by programs are get motivated.

4.1.7 Factors which motivates employees the most

Table 4.13

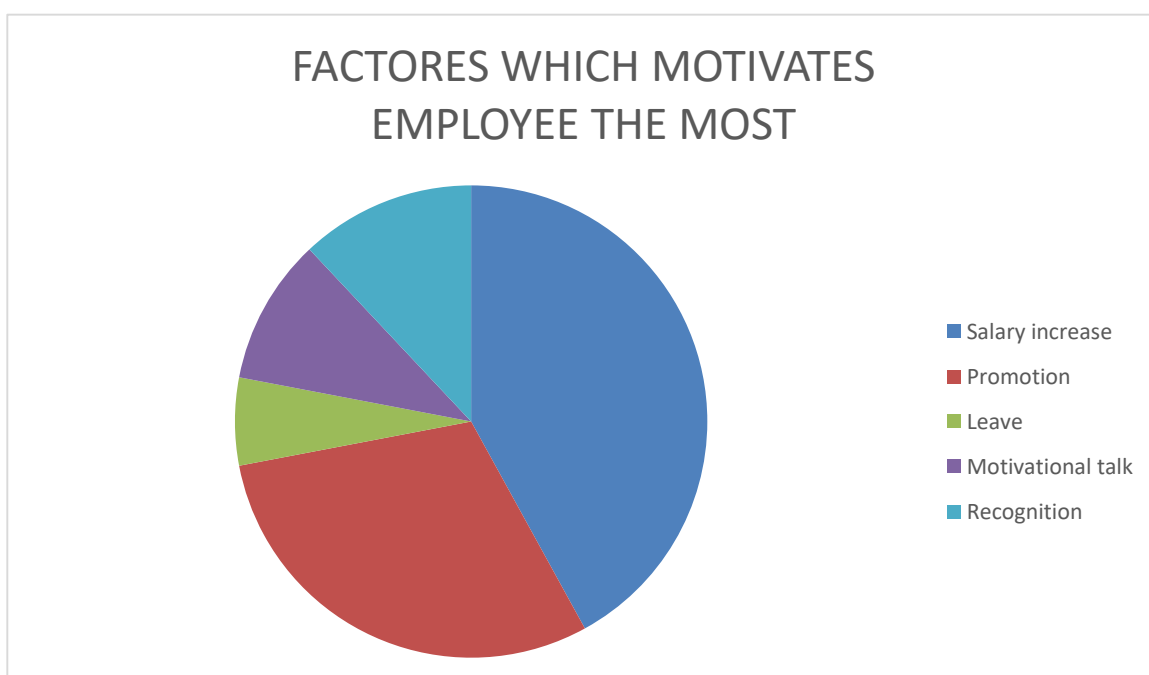
Table showing Factors which motivates employees the most

Sr No	Particular	No. Of respondents	Percentage
1	Salary increase	21	42
2	Promotion	15	30
3	Leave	3	6
4	Motivational talk	5	10
5	Recognition	6	12
	Total	50	100

(Source – field survey)

Figure 4.13

Table showing Factors which motivates employees the most



Interpretation

The above table & graph shows the support from the Factors which motivates employees the most out of total 50 respondents 21 (42%) are salary increase 15 (30%) are promotions, 3 (6%) are leave, 5 (10%) are motivational talk, 6 (12%) are recognition & no one respondent Is dissatisfied & highly dissatisfied so from the above table it was fond that Factors which motivates employees the most.

4.1.8 Intensives and other benefits will influence your performance.

Table 4.14

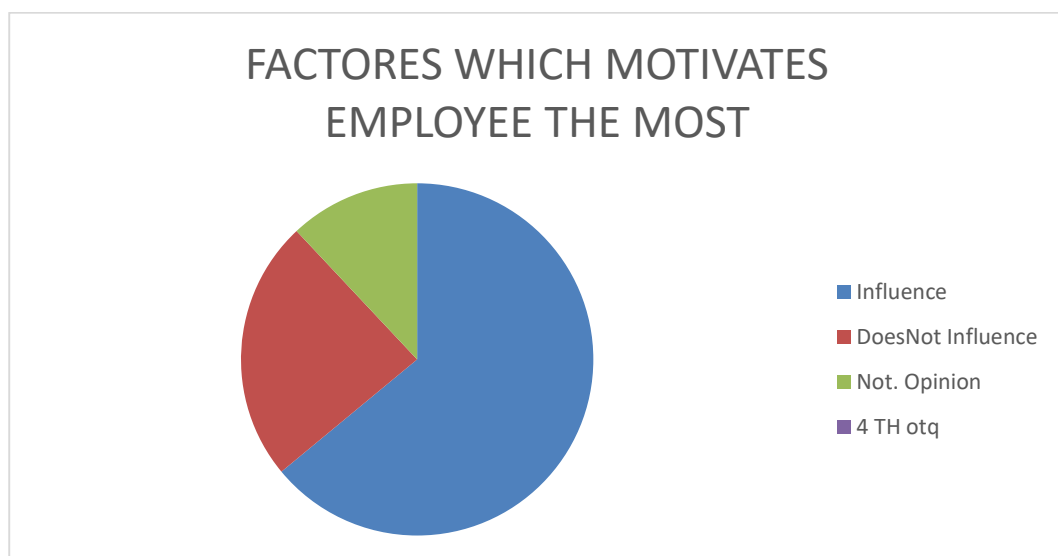
Table showing Intensives and other benefits will influence your performance

Sr No	Particular	No. Of respondents	Percentage
1	Influence	32	64
2	No Influence	12	24
3	No. Opinion	6	12
	Total	50	100

(Source – field survey)

Figure 4.14

Table showing Intensives and other benefits will influence your performance



Interpretation

The above table & graph shows the support from the Intensives and other benefits will influence your performance out of total 50 respondents 32 (64%) are influence, 12 (24%) are no influence, 6 (12%) are no opinion & no one respondent Is dissatisfied & highly dissatisfied so from the above table it was fond that Intensives and other benefits will influence your performance.

4.1.9 Management involves you in decision making which are connected to Your department.

Table 4.15

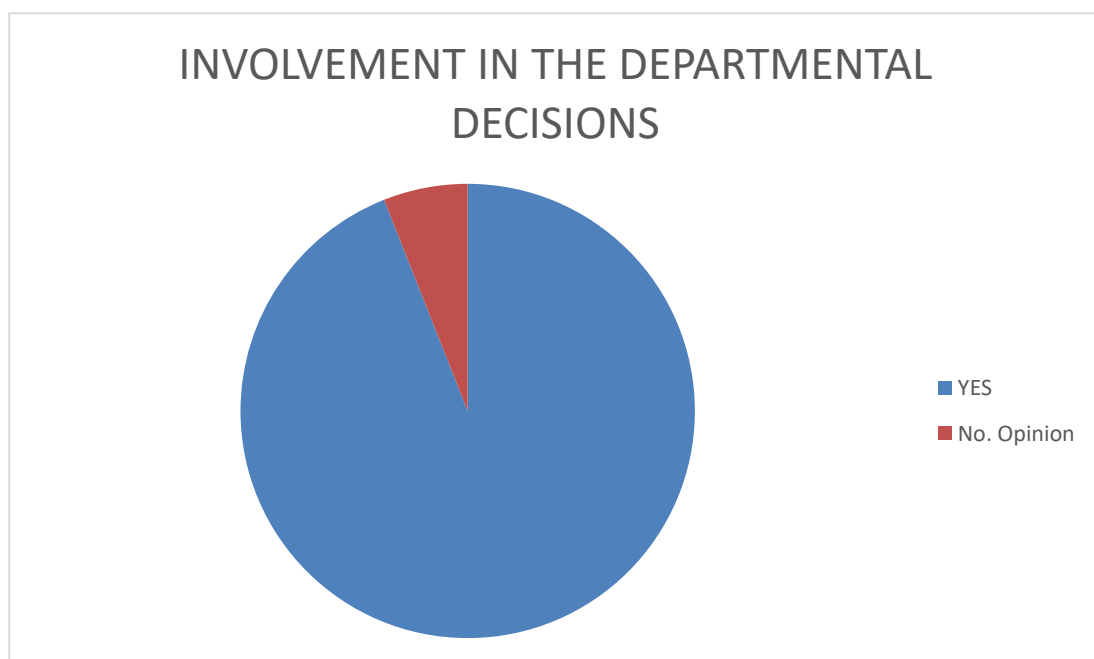
Table showing Management involves you in decision making which are connected to your department

Sr No	Particular	No. Of respondents	Percentage
1	Yes	47	94
2	No	0	0
3	Occasionally	3	6
	Total	50	100

(Source – field survey)

Figure 4.15

Table showing Management involves you in decision making which are connected to your department



Interpretation

The above table & graph shows the support from the Management involves you in decision making which are connected to your department out of total 50 respondents 47 (94%) are yes 0 (0%) are no, 3 (6%) are Occasionally & no one respondent Is dissatisfied & highly dissatisfied so from the above table it was found that Management involves you in decision making which are connected to your department.

4.1.10. Non-financial motivation provided by sugar factory

Table 4.16

Table showing Non-financial motivation provided by sugar factory

Sr No	Particular	Strongly Agree	Agree	Neutral	Disagree	Satisfied Disagree
1	Goodwill	18	12	05	05	10
2	work	15	05	08	06	16
3	Participation	20	13	03	05	9
4	Quality of working life	11	08	12	06	09
5	Setting of goals	02	07	08	10	10
6	Challenging jobs	10	05	05	12	18
7	Development of individuals	16	06	08	05	15
8	Effective feedback system	09	06	12	08	11
9	Effective reward system	10	10	08	07	02

(Source – field survey)

Figure 4.16

Table showing Non-financial motivation provided by sugar factory



Interpretation

The above table & graph shows the support from the Non-financial motivation provided by sugar factory out of total 50 respondents 18 (10%) are Strongly Agree, 12 (10%) are Agree, 5(10%) are Neutral, 5(10%) are Disagree & no one respondent Is dissatisfied & highly dissatisfied so from the above table it was fond that Non-financial motivation provided by sugar factory.

4.1.10. Financial motivation provided by sugar factory

Table 4.17

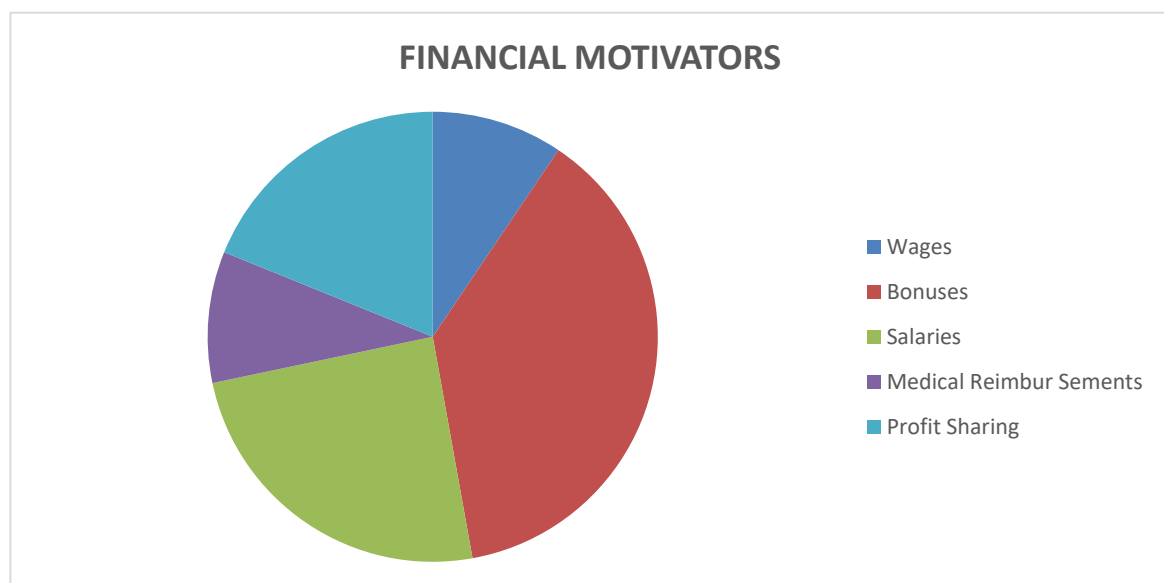
Table showing financial motivation provided by sugar factory

Sr No	Particular	Strongly Agree	Agree	Neutral	Disagree	Satisfied Disagree
1	Wages	10	20	12	03	05
2	Bonuses	09	05	03	13	20
3	Salaries	10	08	10	07	13
4	Medical Reimbur Sements	05	20	13	04	05
5	Profit Sharing	18	12	05	05	10

(Source – field survey)

Figure 4.17

Table showing financial motivation provided by sugar factory



Interpretation

The above table & graph shows the support from the Financial motivation provided by sugar factory out of total 50 respondents 10 (5%) are Strong agree, 9 (20%) are Agree, 18(10%) are Neutral & no one respondent Is dissatisfied & highly dissatisfied so from the above table it was fond that Financial motivation provided by sugar factory.

Conclusion

In this chapter we studied that the responds of the respondents or the expression on views. According to this chapter the motivation of the employee in the organization effect on the performance of the employee and financial or non-financial motivation both motivations are important. As comparison financial motivations highly recommend or proffered by the employees.

CHAPTER V
FINDINGS, SUGGESTIONS AND CONCLUSION

SR NO.	CHAPTER
1	INTRODUCTION OF CHAPTER
2	FINDINGS
3	SUGGESTIONS
4	CONCLUSION

CHAPTER V

FINDINGS, SUGGESTIONS AND CONCLUSION

5.1. INTRODUCTION

In this chapter we try to solve the problem of the organization with the help of our findings from the chapter four and suggest the suitable suggestions on the related problems. Find out the overall conclusion on the project. This chapter helps to another researcher to find out the scope of the subject this chapter helps to employee as well as management personally and professionally

5.2 FINDING

The findings of the study are follows.

1. It was found that percentage majority of the respondents are Am HR department Satisfied 29 (58) % with HR department (Table 4.1)
2. It was found that Percentage majority of the respondents are motivating the employees 27 (54) % (Table.4.2)
3. It was found that Percentage majority of the repondents are incentives motivates 26(52)%(Table. 4.3]
4. It was found that percentage majority of the repondents aremotivated 29(58)% with present incentives scheme (Table 4.4)
5. It was found that percentage majority of the repondents are acknowledging employees work 29 (58)%(Table 4-5]
6. It was found that percentage majority of the repondents are increase in salary 23 (46) % (table 4.6)
7. It was found that Precentage majority of the repondents arenon financial motivation 18 (36)% (Table.4.7)
8. It was found that precentage majority of the repondents are Wook and Co-workers 27(54)% (Table 4.8).
9. It was found that precentage majority of the repondents arre Performance evaluation system 26 (52)% . (Table 4.9)
10. It was found that precentage majority of the refondents one promotional opportunities in present job 23.(46)% Teste (Table 4.10)
11. It was found that Percentage major, majority repondentsare security existing the organization 23(46)% (Table 4.11.)
12. It was found that percentage majority repondents arePrograms are get motivated 26(52)% . (Table 4.12)

13. It was found that percentage majority repondent Sorre motivates employees the most 21 (42) (Table 4.13)
14. It was found that Percentage majority repondents are benefits Will influence your performance 32(64)% (Table 4.14I)
15. It was found that percentage majority repondents are decision making Which one connected to yourdepartment 47(94)% (Table 4.15)
16. It was found that Percentage majority repondents are non-financial motivate employees 18 (0%) (Table 4.16).
17. It was found that Percentage majority repondents are find financial motivators 10(5%) (Table 4.17)

5.3 Suggestions

The suggestions for the findings from the study are follows:

1. Most of the employees agree that the performance appraisal activities are helpful to get motivated, so the company should try to improve performance appraisal system, so that they can improve their performance.
2. Non financial incentives plans should also be implemented; it can improve the productivity level of the employees.
3. Organization should give importance to communication between employees and gain co-ordinations through it.
4. Skills of the employees should be appreciated.
5. Better carrier development opportunities should be given to the employees for their improvement.
6. If the centralized system of management is changed to a decentralizedone, then there would be active and commuted participation of staff for the success of the organization.

5.4 Conclusion

The study concludes that, the motivational program procedure in Deltron diesels company Pvt. Ltd is an effective but not highly effective. The study on employee motivation highlighted so many factors which will help to motivate the employees. The study was conducted among 50 employees and information collected through structured questionnaire. The study helped to findings which were related with employee motivation programs which are provided in the organization. The performance appraisal activities really play a major role in motivating the employees in the organization. It is a major factor that makes an employee feels good in his work and result in his

satisfaction too. The organization can still concentrate on specific areas which are evolved from this study in order to make the motivational programs more effective. Only if the employees are properly motivated they work well and only if they work well the organization is going to benefit out of it. Steps should be taken to improve the motivational programs procedure in the future. The suggestions of this report may help in this direction.

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QUESTIONNAIRE

10. Which type of non-financial motivation company give?

Motivations	Yes	No
1. Promotions		
2. Achievement awards		
3. Good working environment		
4. Safety and security		
5. Team working facility		

11. Management involves you in decision making?

- a) Yes b) No c) occasionally

12. Intensives and other benefits will influence your performance?

- a) Influence b) does not influence c) no opinion

13. Which factors motivates you most?

- b) Salary increase b) promotion c) leave
 d) Motivational talk e) recognition

14. Which activities motivated you as listed below :

Activites	Highly motivated	Motivated	Neutral	Demotivated
Support from coworkers				
Performance evaluation				
Existing measure of safety and security				
Promotional opportunities				
Relation with workers				

15. What are your suggestions to your organization related to the motivation?

1.

2.

16. Are you motivated and satisfied with all these existing activities?

1.

2.

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(Thank You)

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