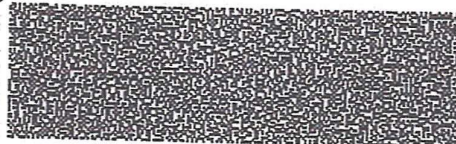
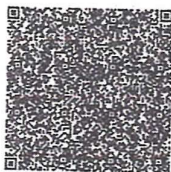


Government of Karnataka

Certificate No.	: IN-KA42016736618980S
Certificate Issued Date	: 10-Oct-2020 10:42 AM
Account Reference	: NONACC (FI)/ kaksfcl08/ KUNDAPUR1/ KA-UD
Unique Doc. Reference	: SUBIN-KAKAKSFCL0879585981949430S
Purchased by	: M I T KUNDAPURA
Description of Document	: Article 12 Bond
Description	: M O U
Consideration Price (Rs.)	: 0 (Zero)
First Party	: M I T KUNDAPURA
Second Party	: JANATHA FISH MEALS AND OIL PRODUCTS KOTA
Stamp Duty Paid By	: M I T KUNDAPURA
Stamp Duty Amount(Rs.)	: 100 (One Hundred only)



Please write or type below this line

Janatha Fish Meals and Oil Products, Kota

1. The authenticity of this Stamp certificate should be verified at 'www.sholestamp.com' or using e-Stamp Mobile App of Stock Holding. Any discrepancy in the details on this Certificate and as available on the website / Mobile App renders it invalid.
2. The onus of checking the legitimacy is on the users of the certificate.
3. In case of any discrepancy please inform the Competent Authority.

This Agreement is made and entered into on 13th Oct 2020, between Moodlakatte Institute of Technology, Kundapura (hereinafter called MITK) is founded by Shri I. M. Jayarama Shetty in the year 2004. It is affiliated to Visveswaraiah Technological University (VTU), Belagavi and approved by All India Council for Technical Education (AICTE), New Delhi. It is situated in Moodlakatte, about 200 meters from Kundapura railway station, and with Janatha Fish Meals and Oil Products (hereinafter called ("COMPANY "), its registered office at Manoor Fisheries Road, KOTA – 576 221.

1. OBJECTIVES OF THE MoU

The objective of this Memorandum of Understanding is:

- a. To promote interaction between MITK and COMPANY in mutually beneficial areas.
- b. To provide a formal basis for initiating interaction between MITK and COMPANY.

2. PROPOSED MODES OF COLLABORATION

MITK and COMPANY propose to collaborate through

- a. Consenting student projects / Internships in two year MBA and Engineering degree programs at company premises.
- b. Training of MITK students at your premises in the areas of COMPANY interest.
- c. Allowing industrial visit for both MBA and Engineering students at your premises.
- d. Supporting for R&D projects, which may be carried out wholly at MITK or at premises of COMPANY or partly at MITK and partly at COMPANY.
- e. Training of COMPANY personnel through Continuing Education Programs conducted by MITK in areas of interest to COMPANY.
- f. Any other appropriate mode of interaction agreed upon between MITK and COMPANY.

3. FORMS OF RESEARCH AND DEVELOPMENT PROGRAMS

The form of any of the said Research and Development Program (hereinafter referred to as "Research Program") will be subject to Research Agreement entered into by the Parties include the followings:

- a. **In their own existing facilities** - The performance of research individually by each party or concurrently by both Parties in mixed groups at their own facilities with regular exchanges of results.
- b. **In a separate research and development facility** - The performance of research by the technical personnel of both Parties working together in the facilities of one Party or in mixed groups at the facilities supported/ sponsored by either Party.

4. TECHNICAL AREAS OF COLLABORATION

The principal technical areas of collaboration between MITK and COMPANY will be as set out as the requirement and interest of the both the parties.

5. AGREEMENTS FOR RESEARCH COLLABORATION

Each research collaboration undertaken by the parties hereunder shall be initiated as per the requirement of curricula and the interest of company requirements.

- a. The nature, scope and schedule of the research collaboration.
- b. The form of the research collaboration.
- c. The estimated cost of the research collaboration together with the amount of funding, if any, to be received from third parties.
- d. The treatment of intellectual property and data rights, including patents, industrial design registration, copyrights and all other proprietary information (including innovations not patented, designs not registered etc.) Which result from the research collaboration or which belong to a party and are used in research collaboration.
- e. Other provisions as may be mutually agreed upon, including provisions covering the consequences of default or termination by a participant, term, arbitration of disputes and applicable law.

6. CONFIDENTIALITY

- a. During and for a period of three years from the date of disclosure, each party agrees to consider as confidential all information disclosed by the other party in written or tangible form or, if orally disclosed confirmed in writing within thirty days of disclosure and identified as confidential by the disclosing party.
- b. The obligations above shall not extend to any confidential information for which the receiving party can prove that this information:
 - is in the public domain at the time of disclosure or comes within the public domain without fault of the receiving party.
 - is already known or become known to the receiving party
 - is received from a third party having no obligations of confidentiality to the disclosing party,
 - is independently developed by the receiving party; or
 - is required to be disclosed by law or court order.

7. NON-EXCLUSIVITY

The relationship of the parties under this MOU shall be nonexclusive and both parties, including their affiliates, subsidiaries and divisions, are free to pursue other agreements or collaborations of any kind. However, when entering into a particular research agreement, the participants may agree to limit each party's right to collaborate with others on that subject.

8. TERMS AND TERMINATION

This MOU, unless extended by mutual written agreement of the parties, shall expire 3 years after the effective date specified in the opening paragraph. This MOU may be amended or terminated earlier by mutual written agreement of the parties at any time. Either party shall

have the right to unilaterally terminate this MOU upon 60 days prior written notice to the other party. However, no such early termination of this MOU, whether mutual or unilateral, shall affect the obligations of the participants under any Research Agreement, Confidentiality clause as referenced in clause 6 above, or any other agreement entered into pursuant to this MOU, which obligations shall survive any such termination.

9. RELATIONSHIP

Nothing in this MOU shall be construed to make either party a partner, an agent or legal representative of the other for any purpose.

10. ASSIGNMENT

It is understood by the Parties herein this MOU is based on the professional competence and expertise of each party and hence neither Party shall transfer or assign this Agreement, or rights or obligations arising hereunder, either wholly or in part, to any third party.

11. SIGNED IN DUPLICATE

This MOU is executed in duplicate with each copy being an official version of the Agreement and having equal legal validity.

BY SIGNING BELOW, the parties, acting by their duly authorized officers, have caused this Memorandum of Understanding to be executed, effective as of the day and year first above written.

On behalf of

Moodlakatte Institute of Technology
Kundapura

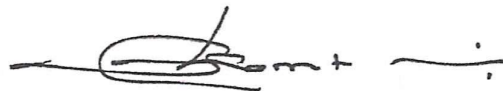


By :

Name : Dr. Chandra Rao Madane
Title : Principal
Date : 13th Oct 2020

On behalf of

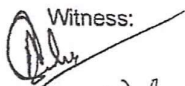
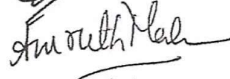
Janatha Fish Meals and Oil Products, Kota



By :

Name : Prashanth Kunder
Title : Managing Partner
Date : 13th Oct 2020

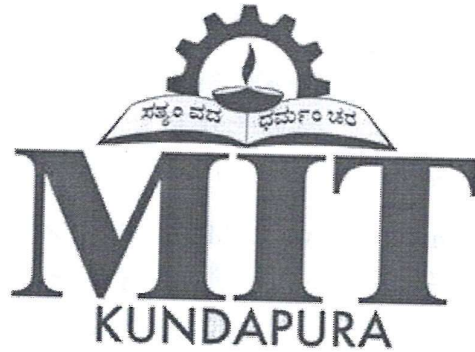
Witness:

1. 
2. 



Witness:

1. 
2. 



Moodlakatte Institute of Technology

DEPARTMENT OF BUSIESS ADMINISTRATION

TOPIC

WORKSHOP ON MICROSOFT EXCEL

Organized On

Date:26 JULY 2023
Venue: MBA CLASS ROOM

Resource Person

Mr. Ananth Nayak
Assistant manager – business support
Janatha Groups

Contact Details

Ph. No: +917022301620

Participants

Branch/ Section: Students of MBA
Number of Students: 83

Preamble

Microsoft Excel which is generally known as MS-Excel, is an important tool in the modern competitive world. In the current situation knowledge of ms-excel is basic requirement of the companies. This tool from Microsoft helps in collecting, storing and analysing the data that can be obtained from the transaction in the company. By taking this into account the department of MBA arranged a workshop on MS-Excel on 26/07/2023

BRIEF PROFILE OF THE CHIEF GUEST:

Mr. Ananth Nayak working as Assistant Manager -Business Support at Janatha Fish Meal and Oil Product, Kota and contributing to various activities involving Change Management, Project Management, ERP Implementation, Database, Digital Marketing and Other business development activities. Conducted Project on the Competency Matrix for JG in (2021) and Employee Engagement Survey at a period of (Apr 2021 to July 2021) and also present session related to the basic and advanced excel and he has completed certification course on information technology and fundamental of digital marketing also he is technically qualified at MS Excel, Power BI, Google Ads and Tableau Public.

REPORT

A workshop was held on 26/07/2023 on the topic MS-Excel from the department of business administration of Moodlakatte Institute of Technology, Kundapura. Mr. Ananth Naik, assistant manager business support, Janatha groups was the resource person for the workshop. Prof. Amruthmala welcomed the guest.

Mr. Ananth started the workshop with a brief introduction about MS-Excel and gave enlightenment about how excel works and its uses in the company. He gave a demonstration about how to use the excel sheet, explained about the calculations need to be done when tabular data is given and gave real life assignments related to use of cell reference and use of BODMAS and others. He explained about use of formula and how we can do the work easily by the use of formula when there is large data is given. The session went smoothly and all the students were able to understand the topics.

In the end, Mr. Ananth expressed his opinion about the workshop, Prof. Amruthmala thanked the guest and Prof. Tilakalaxmi presented the memento as a token of gratitude. Student Pannaga conducted the programme.

ORGANIZING COMMITTEE

Staff co-coordinators

Prof. Amruthamala

Dean TPIR

Prof. Thilaka Laxmi

Asst. Professor

Prof. Kavya

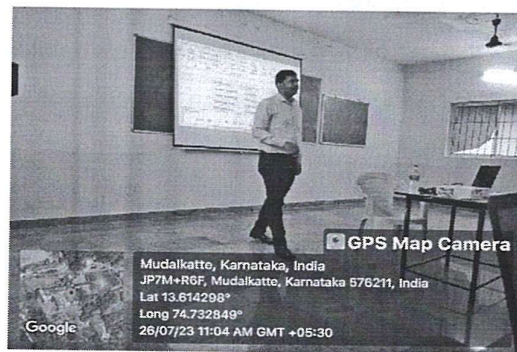
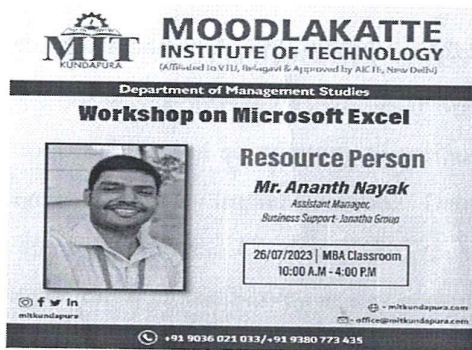
Asst. Professor

FEEDBACK

Resource person: The session was well planned and properly executed. The response from students was good. Students were very interactive.

Students : Session was interactive and informative. Had very much interaction with the resource person regarding MS-Excel and the clarified the doubts of the students easily.

Photos



Principal

Moodlakatte Institute of Technology
Moodlakatte, Kundapura - 576211
Udupi Dist, Karnataka

SI No	Name	USN	Session 1 - OFFLINE Workshop on Basics of Excel/Resource Person:Mr Ananth Nayak/Manager Business Operations /Janatha Group	Session 5-OFFLINE Workshop on Advanced Excel:Resource Person: Mr Murthy /Business Head ,Spardhaguru India Pvt Limited,Mysore
			26-07-2023	09-09-2023
1	Adarsha	4MK22BA001	Present	Present
2	Ajaya Kumara Shetty	4MK22BA002	Present	Present
3	Ajith Raghurama shetty	4MK22BA003	Present	Present
4	Akshaya	4MK22BA004	Present	Present
5	Anudeep	4MK22BA005	Absent	Present
6	Ashwini	4MK22BA006	Absent	Present
7	Bharath	4MK22BA007	Present	Present
8	Charan	4MK22BA008	Present	Present
9	Divya	4MK22BA009	Absent	Present
10	Divya B R	4MK22BA010	Present	Present
11	Fayeez	4MK22BA011	Present	Present
12	Gautham B G	4MK22BA012	Absent	Present
13	Jovial Fernandes	4MK22BA013	Present	Present
14	Karthik	4MK22BA014	Present	Present
15	Lakshminarayana	4MK22BA015	Present	Present
16	Lavanya	4MK22BA016	Present	Present
17	M Deekshith	4MK22BA017	Present	Present
18	Meghana	4MK22BA019	Present	Present
19	Mithesh	4MK22BA020	Present	Present
20	Moulya S Shetty	4MK22BA021	Present	Present
21	Mulla Sameer	4MK22BA022	Present	Present
22	Namratha	4MK22BA023	Absent	Present
23	Neeraj	4MK22BA024	Absent	Present
24	Nikhith	4MK22BA025	Present	Present
25	Nimisha	4MK22BA026	Present	Present
26	Pannaga s shetty	4MK22BA027	Present	Present
27	Pragati shetty	4MK22BA028	Present	Present
28	Prajna	4MK22BA029	Present	Present

Principal
Moodlakatte Institute of Technology
Moodlakatte, Kundapura - 576217
Udupi Dist, Karnataka

**A PROJECT REPORT ON EMPLOYEE ENGAGEMENT AT JANATHA
GROUP**

Submitted By



**MOODLAKATTE INSTITUTE OF TECHNOLOGY
KUNDAPURA**

DEPARTMENT OF MANAGEMENT STUDIES(MBA)

Ms.Sudeshna Shetty

Mr.Azar

Mr.Ananth Nayak

Under the guidance of :

Dr.Prathibha Patel

Mrs.Amruthmala

Date:

17/07/2021
Ananth Nayak



Place:

Kota

Table of Contents

Executive Summary	5
Research Design	6
Statement of the Problem.....	6
Need for the study	6
Objectives.....	6
Scope of the study.....	6
Research Methodology	6
Limitations.....	6
Analysis and Interpretation.....	7
1. ಸಂಸ್ಥೆಯಲ್ಲಿ ಕೆಲಸ ಮಾಡಲು ನನಗೆ ಹೆಮ್ಮೆ ಇದೆ. / I am proud to work in my organization.....	8
2. ನನ್ನ ದೈಹಿಕ ಮತ್ತು ಮಾನಸಿಕ ಯೋಗಕ್ಷೇಮದ ಬಗ್ಗೆ ಸಂಸ್ಥೆಯು ಕಾಳಜಿ ವಹಿಸುತ್ತದೆ. / I believe my organization cares about my physical and mental wellbeing.	9
3. ಸಂಸ್ಥೆಯು ಬಲವಾದ ಕುಂದುಕೊರತೆ ಪರಿಹಾರ ವ್ಯವಸ್ಥೆಯನ್ನು ಹೊಂದಿದೆ. / I believe my organization has a strong grievance redressal system.....	10
4. ಸಂಸ್ಥೆ ಸಾಮಾಜಿಕವಾಗಿ ಜವಾಬ್ದಾರಿಯುತ ರೀತಿಯಲ್ಲಿ ಕಾರ್ಯನಿರ್ವಹಿಸುತ್ತದೆ ಎಂದು ನನಗೆ ಹೆಮ್ಮೆ ಇದೆ. / I am proud that my organization operates in a socially responsible manner.	12
5. ಸಂಸ್ಥೆ ಉತ್ತಮ ವೃತ್ತಿ ಮತ್ತು ಜೀವನ ಸಮತೋಲನವನ್ನು ಒದಗಿಸುತ್ತದೆ. / I feel that my organization provides a good work-life balance.....	14
6. ನನ್ನ ಕೆಲಸವು ನನ್ನ ಕೌಶಲ್ಯ ಮತ್ತು ಸಾಮರ್ಥ್ಯವನ್ನು ಚೆನ್ನಾಗಿ ಬಳಸಿಕೊಳ್ಳುತ್ತದೆ. / I feel my work makes good use of my skills and ability.....	15
7. ನನ್ನ ಇಲಾಖೆಗೆ ಸಂಬಂಧಿಸಿದ ನಿರ್ಧಾರಗಳಲ್ಲಿ ಭಾಗವಹಿಸಲು ನನಗೆ ಸಮಾನ ಅವಕಾಶ ಸಿಗುತ್ತದೆ. / I believe I get an equal opportunity to participate in decisions regarding my department.	17
8. ಸಂಸ್ಥೆಯಲ್ಲಿ ಇತರರು ಕೆಲಸ ಮಾಡಲು ಉತ್ತಮ ಸ್ಥಳವೆಂದು ನಾನು ಸಂತೋಷದಿಂದ ಶಿಫಾರಸ್ಸು ಮಾಡುತ್ತೇನೆ. / I would happily recommend this organization as a good place to work to others.....	18
9. ಕೆಲಸವನ್ನು ಉತ್ತಮವಾಗಿ ನಿರ್ವಹಿಸಲು ಅಗತ್ಯವಿರುವ ಎಲ್ಲಾ ಸಂಪನ್ಮೂಲಗಳು ನನಗೆ ದೊರೆಯುತ್ತಿವೆ. / I believe I have access to all the resources I need to perform my work well.....	20
10. ಸಂಸ್ಥೆ ಒದಗಿಸುವ ಇಂಟರ್‌ಪ್ರೀಟ್ (ERP) ವ್ಯವಸ್ಥೆಗಳನ್ನು ನಾನು ಉತ್ತಮವಾಗಿ ಬಳಸಿಕೊಳ್ಳುತ್ತಿದ್ದೇನೆ. / I am making good utilization of the ERP systems provided by the organization.	21
11. ಕೆಲಸದಲ್ಲಿ ಯಾವುದೇ ಸಮಸ್ಯೆಯನ್ನು ಎದುರಿಸಲು ನನಗೆ ಸರಿಯಾದ ತರಬೇತಿ ಹಾಗೂ ಮಾರ್ಗದರ್ಶನ ನೀಡಲಾಗಿದೆ. / I have been provided proper training or guidance to encounter any problem at work.....	23
12. ನನ್ನ ಸಮರ್ಥ ಸಹೋದ್ಯೋಗಿಗಳಿಂದ ಹೆಚ್ಚು ಕೆಲಸ ಮಾಡಲು ನಾನು ಪ್ರೇರೇಪಿತನಾಗುತ್ತೇನೆ. / I get motivated to work more by my competent co-workers.	24

13. ಸಂಸ್ಥೆಯಲ್ಲಿಲಿನೇಕಲುದ್ಯೋಗಪಾತ್ರಗಳನ್ನು ತೆಗೆದುಕೊಳ್ಳಲುನಾನುಸಂತೋಷಪಡುತ್ತೇನೆ. / I am happy to take-up multiple roles in the organization.....	26
14. ನನ್ನಮೇಲಾಧಿಕಾರಿನನ್ನವೃತ್ತಿಪರಲಭಿವೃದ್ಧಿಯನ್ನುಬೆಂಬಲಿಸಿಪೋಷಿಸುತ್ತಾರೆ. / I feel that my manager / superior / leader supports and encourages my professional development.	27
15. ನಿರಂತರಮೇಲ್ವಿಚಾರಣೆ (Supervision) ನನಗೆಹಿತಕರವಾಗಿದೆ. / I feel comfortable being under constant supervision.	29
16. ಲಗತ್ಯವಿದ್ದಾಗನನ್ನಮೇಲಾಧಿಕಾರಿಗಳೊಂದಿಗಿನಾನುಸುಲಭವಾಗಿಮತ್ತುತ್ವರಿತವಾಗಿಸಂವಹನಮಾಡಬಹುದಾಗಿದೆ. / I can easily and quickly communicate with my superiors when the need arises.	30
17. ನನ್ನಕೆಲಸಕ್ಕಾಗಿನನಗೊದಗಿಸಲಾದವೇತನವುನ್ಯಾಯತಮತ್ವಸಮಂಜಸವಾಗಿದೆ. / I believe, the compensation provided to me for my work is fair and reasonable.....	31
18. ಬೇರೆಸಂಸ್ಥೆಯಲ್ಲಿನನಗೆಉತ್ತಮವೇತನ, ಪೋಷಾಹಮತ್ತುಬಹುಮಾನಗಳನ್ನುನೀಡಿದ್ದರೂನಾನುಪ್ರಸ್ತುತಕೆಲಸಬದಲಾಯಿಸುವುದಿಲ್ಲ. / I would not switch to a different company even if I am offered better compensation, incentives and rewards.	33
19. ಸಂಸ್ಥೆಯಸುಧಾರಣೆಯಲಗತ್ಯವಿದೆಎಂದುನೀವುನಂಬುವಯಾವುದೇಮೂರುವಿಷಯಗಳನ್ನುಕೆಳಗೆಉಲ್ಲೇಖಿಸಿ. / Mention below any three things in the organization that you believe needs improvement.....	35
20. ಸಂಸ್ಥೆಯಬಗ್ಗೆಯಾವುದೇಮೂರುಉತ್ತಮವಿಷಯಗಳನ್ನುಕೆಳಗೆಉಲ್ಲೇಖಿಸಿ. / Mention below any three best things about the organization.	38
Conclusion	43

List of Tables

Table 1 Table Showing Research Methodology General Details	6
Table 2 Showing Legend Data used for analysis.	7
Table 3 Showing Mean Value and its meaning	7
Table 4 Showing Q1 response data in value, percentage & cumulative percentage	8
Table 5 Showing Q2 response data in value, percentage & cumulative percentage	10
Table 6 Showing Q3 response data in value, percentage & cumulative percentage	11
Table 7 Showing Q4 response data in value, percentage & cumulative percentage	13
Table 8 Showing Q5 response data in value, percentage & cumulative percentage	14
Table 9 Showing Q6 response data in value, percentage & cumulative percentage	16
Table 10 Showing Q7 response data in value, percentage & cumulative percentage	17
Table 11 Showing Q8 response data in value, percentage & cumulative percentage	19
Table 12 Showing Q9 response data in value, percentage & cumulative percentage	20
Table 13 Showing Q10 response data in value, percentage & cumulative percentage	22
Table 14 Showing Q11 response data in value, percentage & cumulative percentage	23
Table 15 Showing Q12 response data in value, percentage & cumulative percentage	25
Table 16 Showing Q13 response data in value, percentage & cumulative percentage	26
Table 17 Showing Q14 response data in value, percentage & cumulative percentage	28

Table 18 Showing Q15 response data in value, percentage & cumulative percentage	29
Table 19 Showing Q16 response data in value, percentage & cumulative percentage	31
Table 20 showing Q17 response data in value, percentage & cumulative percentage.....	32
Table 21 Showing Q18 response data in value, percentage & cumulative percentage	34
Table 22 Showing list of things requiring improvement as per survey data.....	35
Table 23 Showing list of best things about the organisation as per the survey data	38

List of Charts

Figure 1 Showing mean value for Q1	8
Figure 2 Showing mean value for Q2	9
Figure 3 Showing mean value for Q3	11
Figure 4 Showing mean value for Q4	12
Figure 5 Showing mean value for Q5	14
Figure 6 Showing mean value for Q6	15
Figure 7 Showing mean value for Q7	17
Figure 8 Showing mean value for Q8	18
Figure 9 Showing mean value for Q9	20
Figure 10 Showing mean value for Q10	21
Figure 11 Showing mean value for Q11	23
Figure 12 Showing mean value for Q12	24
Figure 13 Showing mean value for Q13	26
Figure 14 Showing mean value for Q14	27
Figure 15 Showing mean value for Q15	29
Figure 16 Showing mean value for Q16	30
Figure 17 Showing mean value for Q17	32
Figure 18 Showing mean value for Q18	33

Executive Summary

The present study was conducted to examine employee perceptions and recommendations for improving employee engagement at the workplace. Employee engagement is becoming valuable as the success comes from within the organization when transforming into the digital age and the modern world. It is crucial to take into consideration the level of engagement as competitive advantage and value proposition when talking about a successful and efficient organization.

A questionnaire was undertaken as a tool to examine and extract information on how employees in one industrial location perceived employee engagement. The data collected will help the definition of employee engagement, as well as the main contributors to employee engagement. Employee engagement is typically defined by the actual conditions in the workplace (the environment and the work itself) and workers' opinions and behaviours (how the employees perceive their relationship with their work, as well as how they view others around them relating to their work).

The main objective of this study is to explore the existing level of employee engagement at Janatha and identify the gap that contributes to formulate employee engagement strategies.

A detailed exploratory research and analysis was carried out to understand the current situation of employee engagement. The outcome of this report is meant to help the company better understand the situation, the possible driving and hindering factors at the level of engagement.

The research covers both qualitative and quantitative reasoning approaches.

The driving factors of engagement are classified into achievement, recognition for achievement, work itself, responsibilities and growth or advancement. The hindering factors include supervision, interpersonal relationships, working conditions, salary, status, security and personal life. Engagement influences on each part of the organization and an efficient organization can bring out the best for the engagement level. Engagement is beneficial for the organization concerning productivity, employee retention, and increasing customer loyalty.

Research Design

Statement of the Problem

The aim of this study is to attempt to find out what encourages employees to have a passion for the job they do, which encourages them to display the efforts that will push them on the extra mile to do their job with the best of their ability and also identifying the hindrance on the workforce.

Need for the study

The answers from the employees will give the true picture of employee engagement. It will also help the company in understanding the problems from the employees view which will help the company to develop the current system and make it more effective.

Objectives

- To understand the employee engagement practices at Janatha.
- To evaluate the effectiveness of employee engagement.
- To find out the satisfaction level of the employees with the current system.
- Identifying the gap that will help in formulating strategies for better employee engagement.

Scope of the study

The scope of the study is limited to the employees who are currently working in Janatha Fish Meal and Oil Products, Kota.

Research Methodology

The two approaches used are qualitative and quantitative. The research data is to be collected qualitatively using five-point Likert scale. During the analysis, the collected data would be converted into quantitative values.

Table 1 Table Showing Research Methodology General Details

Primary data:	Employee Engagement Survey Responses
Tool Used:	Questionnaire
Population Size:	293

Limitations

- Illiteracy of some respondents may affect the quality of the data.
- The question of anonymity of responses may affect the quality of response.
- Communication gap during the delivery of questionnaire instructions may affect the quality of response.

Analysis and Interpretation

Table 2 Showing Legend Data used for analysis.

Legend	
Particulars	Assigned Value
Strongly Agree	5
Agree	4
Neutral	3
Disagree	2
Strongly Disagree	1

*The above data will be used to find mean value.

Terms Used:

Mean Value: The mean value is the average value found by dividing the sum of values of responses per question by population size.

$$\text{Mean Value} = \frac{\text{Sum of values of responses}}{\text{Population Size}}$$

Table 3 Showing Mean Value and its meaning

Mean Value	Meaning
5	Most favourable. (Perfect score)
4	Favourable.
3	Neutral.
2	Unfavourable.
1	Most unfavourable.

1. ಸಂಸ್ಥೆಯಲ್ಲಿ ಕೆಲಸ ಮಾಡಲು ನನಗೆ ಹೆಮ್ಮೆ ಇದೆ. / I am proud to work in my organization.

Mean Value: 4.47440273

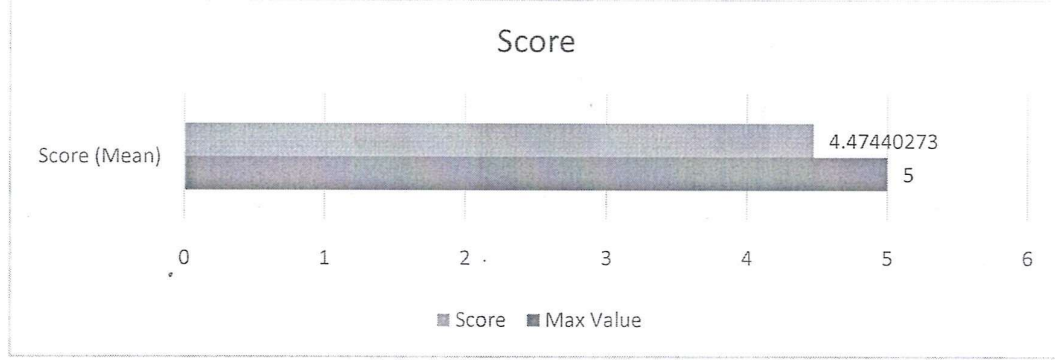


Figure 1 Showing mean value for Q1

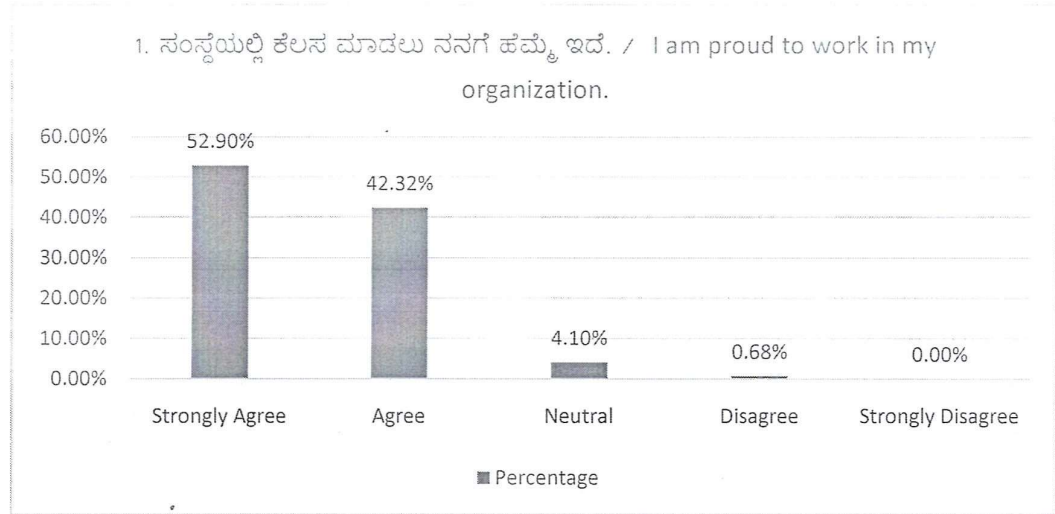
Interpretation:

The survey question mean value is found to be favourable to the company with a total score of 4.4744. Actions can be taken to improve the score.

Data:

Table 4 Showing Q1 response data in value, percentage & cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree	155	52.90%	52.90%
Agree	124	42.32%	95.22%
Neutral	12	4.10%	99.32%
Disagree	2	0.68%	100%
Strongly Disagree	0	0.00%	-
Total	293	100.00%	-



Graph 1 showing graphical representation of Q1 data

Interpretation :

The above graph shows the percentage of respondents who are proud to work in the organization. As per the data, 52.90% of total respondents "Strongly Agree" to the statement and 42.32% of total respondents "Agree" to the statement. Around 4.10% of total respondents are "Neutral" on the statement and remaining 0.68% of respondents "Disagree" to the statement.

2. ನನ್ನ ದೈಹಿಕ ಮತ್ತು ಮಾನಸಿಕ ಯೋಗಕ್ಷೇಮದ ಬಗ್ಗೆ ಸಂಸ್ಥೆಯು ಕಾಳಜಿ ವಹಿಸುತ್ತದೆ. / I believe my organization cares about my physical and mental wellbeing.

Mean Value: 4.102389078

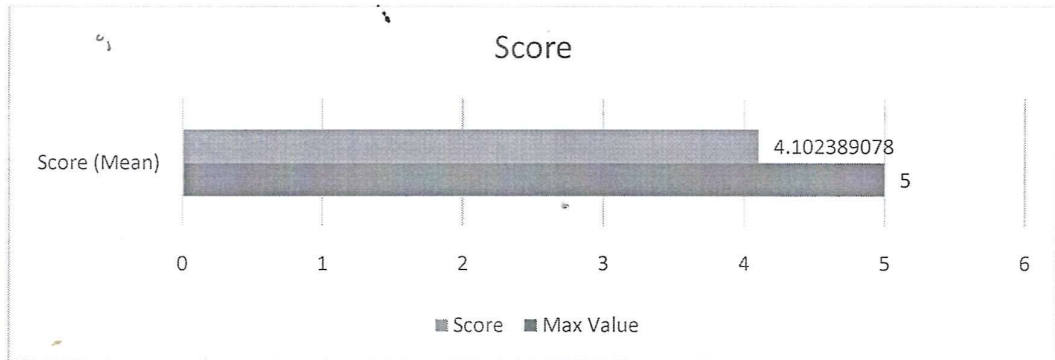


Figure 2 Showing mean value for Q2

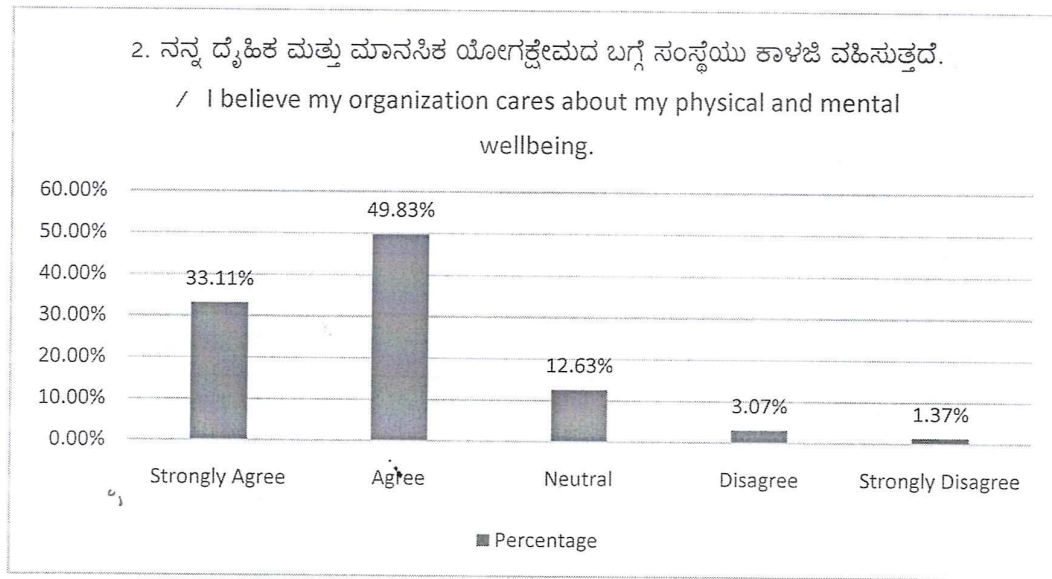
Interpretation:

The survey question mean value is found to be favourable to the company with a total score of 4.1024. Actions can be taken to improve the score.

Data :

Table 5 Showing Q2 response data in value, percentage & cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	97	33.11%	33.11%
Agree (4)	146	49.83%	82.94%
Neutral (3)	37	12.63%	95.57%
Disagree (2)	9	3.07%	98.64%
Strongly Disagree (1)	4	1.37%	100%
Total	293	100.00%	-



Graph 2 Showing graphical representation of Q2 data

Interpretation :

The above graph shows the percentage of respondents who believe that their organization cares about their physical and mental wellbeing. As per the data, 33.11% of total respondents "Strongly Agree" to the statement and 49.83% of total respondents "Agree" to the statement. Around 12.63% of total respondents were "Neutral", 3.07% "Disagree" to the statement and the remaining 1.37% "Strongly Disagree" to the statement.

3. ಸಂಸ್ಥೆಯು ಬಲವಾದ ಕುಂದುಕೊರತೆ ಪರಿಹಾರ ವ್ಯವಸ್ಥೆಯನ್ನು ಹೊಂದಿದೆ. / I believe my organization has a strong grievance redressal system.

Mean value : 3.955631399

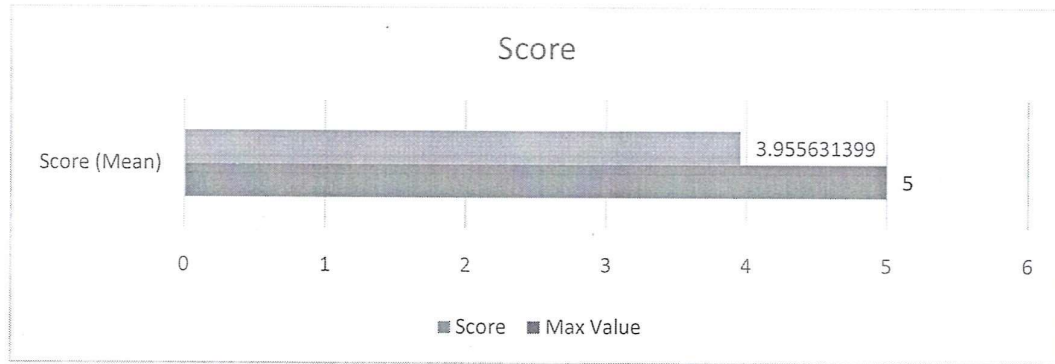


Figure 3 Showing mean value for Q3

Interpretation:

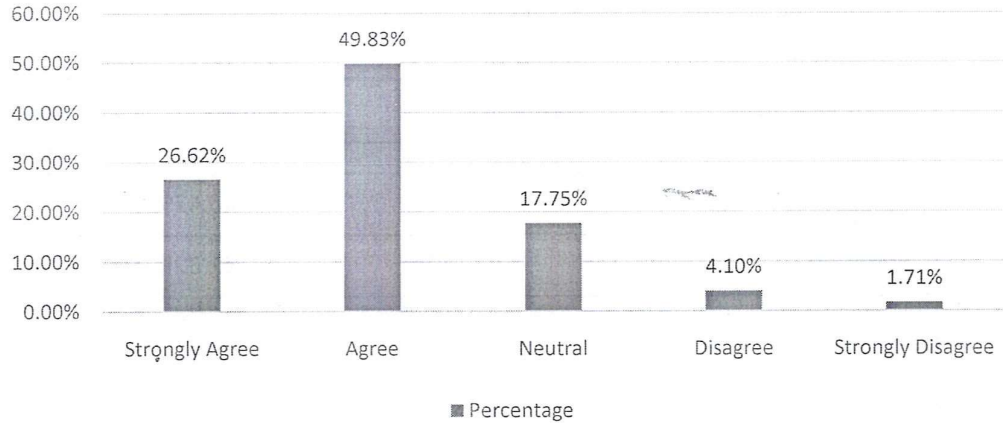
The survey question mean value is close to be favourable to the company with a total score of 3.9556. Actions can be taken to improve the score.

Data :

Table 6 Showing Q3 response data in value,percentage&cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	78	26.62%	26.62%
Agree (4)	146	49.83%	76.45%
Neutral (3)	52	17.75%	94.2%
Disagree (2)	12	4.10%	98.3%
Strongly Disagree (1)	5	1.71%	100%
Total	293	100.00%	-

3. ಸಂಸ್ಥೆಯು ಬಲವಾದ ಕುಂದುಕೊರತೆ ಪರಿಹಾರ ವ್ಯವಸ್ಥೆಯನ್ನು ಹೊಂದಿದೆ. / I believe my organization has a strong grievance redressal system.



Graph 3 Showing graphical representation of Q3 data

Interpretation:

The above graph shows the percentage of respondents who believe that organization has a strong grievance redressal system. As per the data, 26.62% of total respondents "Strongly Agree" to the statement and 49.83% of total respondents "Agree" to the statement. Around 17.75% of total respondents were "Neutral", 4.10% "Disagree" to the statement and the remaining 1.71% "Strongly Disagree" to the statement.

4. ಸಂಸ್ಥೆ ಸಾಮಾಜಿಕವಾಗಿ ಜವಾಬ್ದಾರಿಯುತರೀತಿಯಲ್ಲಿ ಕಾರ್ಯನಿರ್ವಹಿಸುತ್ತದೆ ಎಂದು ನನಗು ಹೆಮ್ಮೆಯಿದೆ. / I am proud that my organization operates in a socially responsible manner.

Mean value: 4.320819113

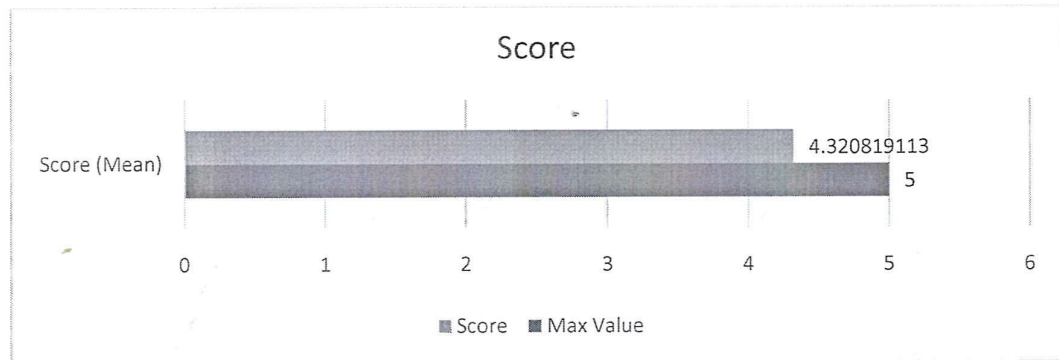


Figure 4 Showing mean value for Q4

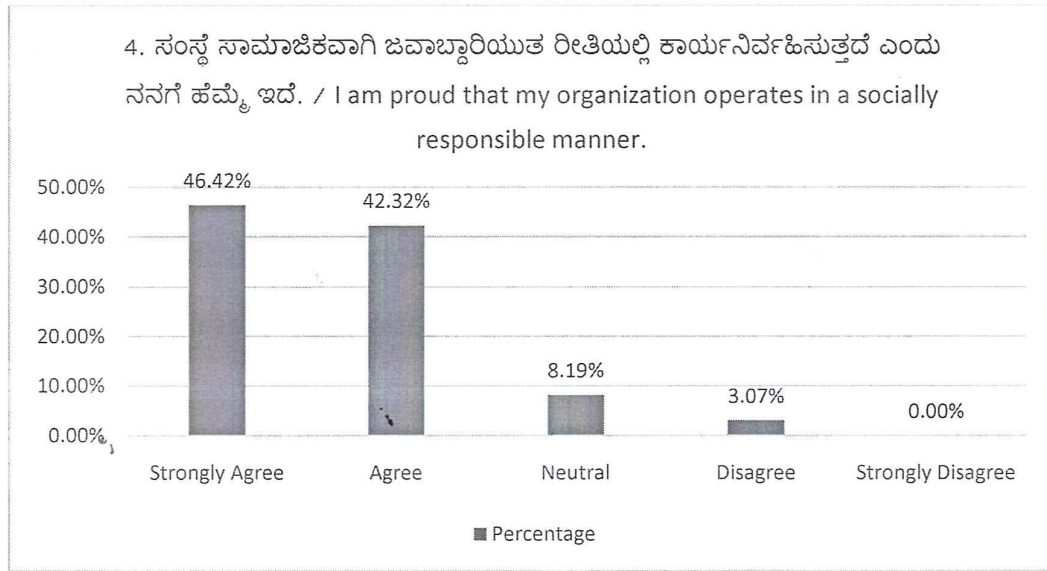
Interpretation:

The survey question is found to be favourable to the company with a total score of 4.3208. Actions can be taken to improve the score.

Data:

Table 7 Showing Q4 response data in value, percentage & cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	136	46.42%	46.42%
Agree (4)	124	42.32%	88.74%
Neutral (3)	24	8.19%	96.93%
Disagree (2)	9	3.07%	100%
Strongly Disagree (1)	0	0.00%	-
Total	293	100.00%	-



Graph 4 showing graphical representation of Q4 data

Interpretation :

The above graph shows the percentage of respondents who are proud that their organization operates in a socially responsible manner. As per the data, 46.42% of total respondents "Strongly Agree" to the statement and 42.32% of total respondents "Agree" to the statement. Around 8.19% of total respondents were "Neutral" and remaining 3.07% "Disagree" to the statement.

5. ಸಂಸ್ಥೆ ಉತ್ತಮ ವೃತ್ತಿಮತ್ಸುಜೀವನ ಸಮತೋಲನವನ್ನು ಒದಗಿಸುತ್ತದೆ. / I feel that my organization provides a good work-life balance.

Mean value : 4.109215017

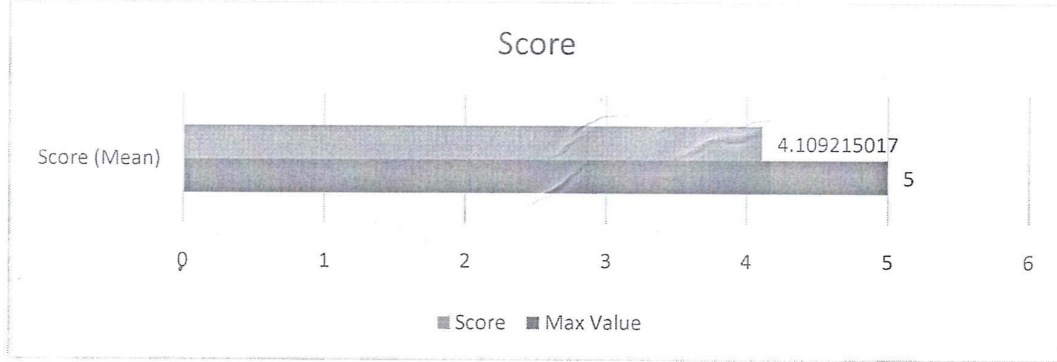


Figure 5 Showing mean value for Q5

Interpretation:

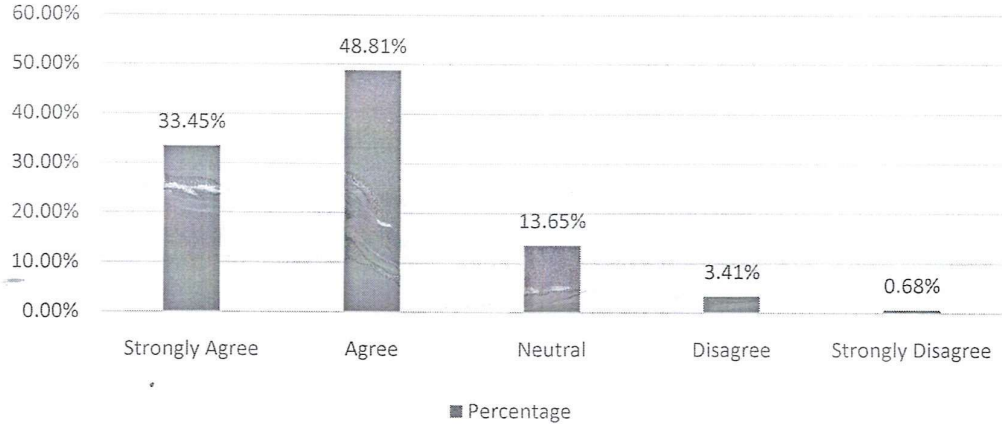
The survey question is found to be favourable to the company with a total score of 4.1092. Actions can be taken to improve the score.

Data :

Table 8 Showing Q5 response data in value, percentage & cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	98	33.45%	33.45%
Agree (4)	143	48.81%	82.26%
Neutral (3)	40	13.65%	95.91%
Disagree (2)	10	3.41%	99.32%
Strongly Disagree (1)	2	0.68%	100%

5. ಸಂಸ್ಥೆ ಉತ್ತಮ ವೃತ್ತಿ ಮತ್ತು ಜೀವನ ಸಮತೋಲನವನ್ನು ಒದಗಿಸುತ್ತದೆ. / I feel that my organization provides a good work-life balance.



Graph 5 Showing graphical representation of Q5 data

Interpretation:

The above graph shows the percentage of respondents who feel that the organization provides a good work-life balance. As per the data, 33.45% of total respondents "Strongly Agree" to the statement and 48.81% of total respondents "Agree" to the statement. Around 13.65% of total respondents were "Neutral", 3.41% "Disagree" to the statement and the remaining 0.68% "Strongly Disagree" to the statement.

6. ನನ್ನ ಕೆಲಸವು ನನ್ನ ಕೌಶಲ್ಯ ಮತ್ತು ಸಾಮರ್ಥ್ಯವನ್ನು ಚೆನ್ನಾಗಿ ಬಳಸಿಕೊಳ್ಳುತ್ತದೆ. / I feel my work makes good use of my skills and ability.

Mean value : 4.358361775

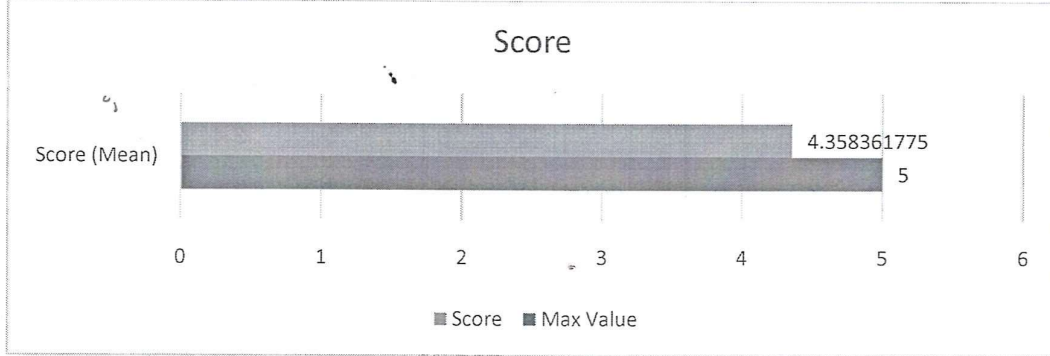


Figure 6 Showing mean value for Q6

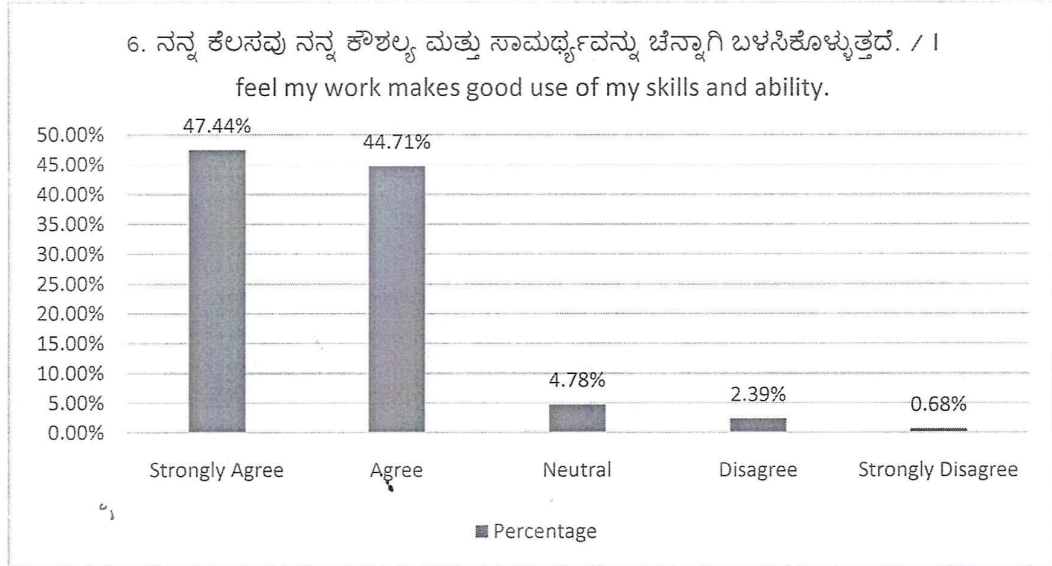
Interpretation:

The survey question is found to be favourable to the company with a total score of 4.3584. Actions can be taken to improve the score.

Data :

Table 9 Showing Q6 response data in value, percentage & cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	139	47.44%	47.44%
Agree (4)	131	44.71%	92.15%
Neutral (3)	14	4.78%	96.93%
Disagree (2)	7	2.39%	99.32%
Strongly Disagree (1)	2	0.68%	100%
Total	293	100.00%	-



Graph 6 Showing graphical representation of Q6 data

Interpretation :

The above graph shows the percentage of respondents who feel that the work makes good use of their skills and ability. As per the data, 47.44% of total respondents "Strongly Agree" to the statement and 44.71% of total respondents "Agree" to the statement. Around 4.78% of total respondents were "Neutral", 2.39% "Disagree" to the statement and the remaining 0.68% "Strongly Disagree" to the statement.

7. ನನ್ನ ಇಲಾಖೆಗೆ ಸಂಬಂಧಿಸಿದ ನಿರ್ಧಾರಗಳಲ್ಲಿ ಭಾಗವಹಿಸಲು ನನಗೆ ಸಮಾನ ಅವಕಾಶ ಸಿಗುತ್ತದೆ. / I believe I get an equal opportunity to participate in decisions regarding my department.

Mean value : 3.815699659

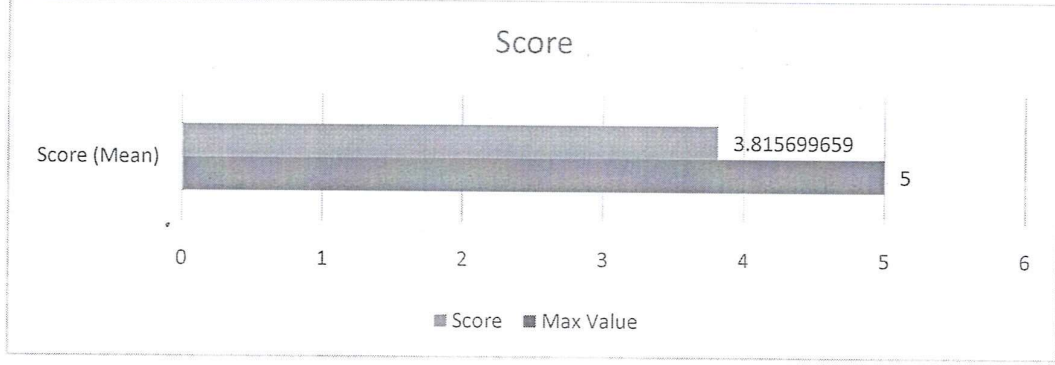


Figure 7 Showing mean value for Q7

Interpretation:

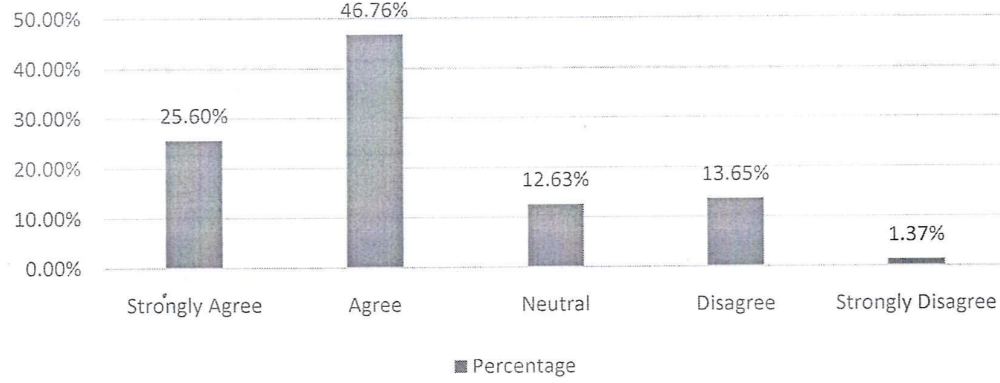
The survey question is found to be favourable to the company with a total score of 3.8157. Actions can be taken to improve the score.

Data :

Table 10 Showing Q7 response data in value, percentage & cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	75	25.60%	25.60%
Agree (4)	137	46.76%	72.36%
Neutral (3)	37	12.63%	84.99%
Disagree (2)	40	13.65%	98.64%
Strongly Disagree (1)	4	1.37%	100%
Total	293	100.00%	-

7. ನನ್ನ ಇಲಾಖೆಗೆ ಸಂಬಂಧಿಸಿದ ನಿರ್ಧಾರಗಳಲ್ಲಿ ಭಾಗವಹಿಸಲು ನನಗೆ ಸಮಾನ ಅವಕಾಶ ಸಿಗುತ್ತದೆ. / I believe I get equal opportunity to participate in decisions regarding my department.



Graph 7 Showing graphical representation of Q7 data

Interpretation :

The above graph shows the percentage of respondents who believe that they are getting equal opportunity to participate in decision making regarding their department. As per the data, 25.60% of total respondents "Strongly Agree" to the statement and 46.76% of total respondents "Agree" to the statement. Around 12.63% of total respondents were "Neutral", 13.65% "Disagree" to the statement and the remaining 1.37% "Strongly Disagree" to the statement.

8. ಸಂಸ್ಥೆಯಲ್ಲಿ ಇತರರು ಕೆಲಸ ಮಾಡಲು ಉತ್ತಮ ಸ್ಥಳವೆಂದು ನಾನು ಸಂತೋಷದಿಂದ ಶಿಫಾರಸ್ಸು ಮಾಡುತ್ತೇನೆ. / I would happily recommend this organization as a good place to work to others.

Mean value : 3.993174061

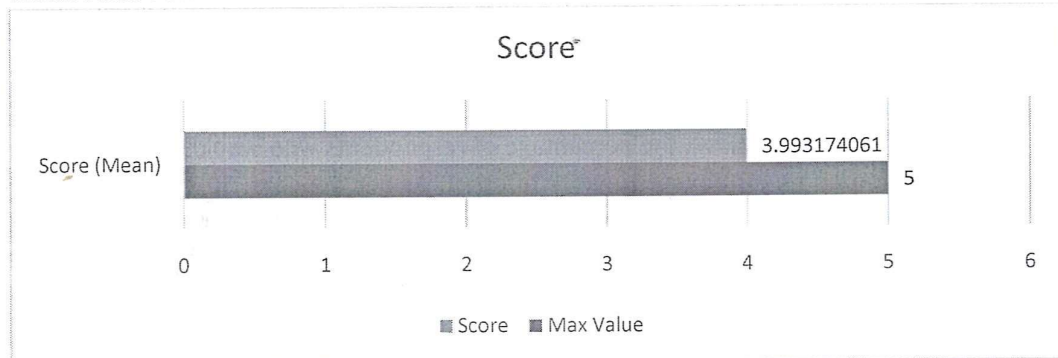


Figure 8 Showing mean value for Q8

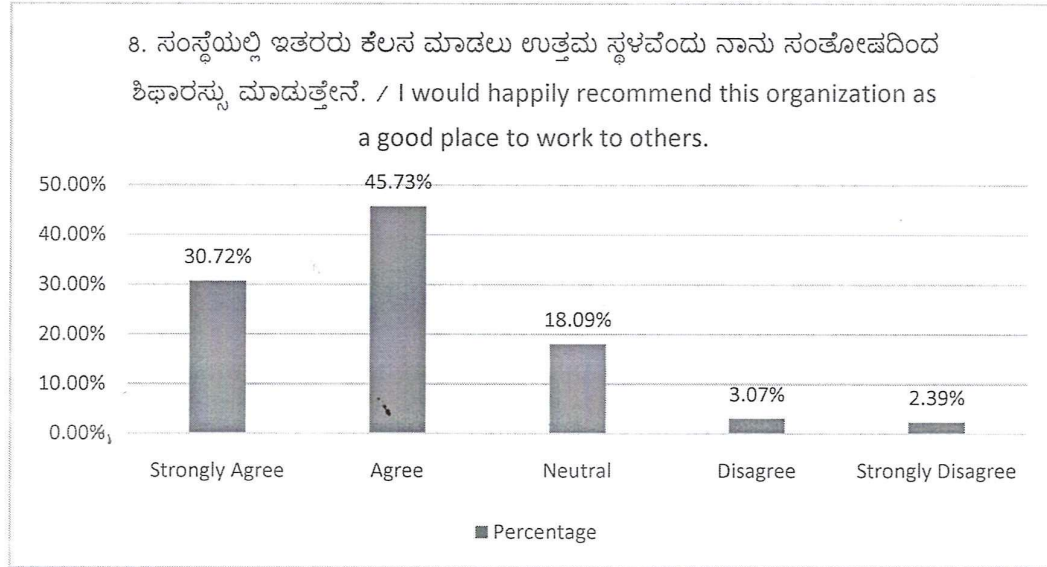
Interpretation:

The survey question is found to be favourable to the company with a total score of 3.9932. Actions can be taken to improve the score.

Data :

Table 11 Showing Q8 response data in value, percentage & cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	90	30.72%	30.72%
Agree (4)	134	45.73%	76.46%
Neutral (3)	53	18.09%	94.56%
Disagree (2)	9	3.07%	97.61%
Strongly Disagree (1)	7	2.39%	100%
Total	293	100.00%	-



Graph 8 Showing graphical representation of Q8 data

Interpretation :

The above graph shows the percentage of respondents who would happily recommend this organization as good place to work to other. As per the data, 30.72% of total respondents "Strongly Agree" to the statement and 45.73% of total respondents "Agree" to the statement. Around 18.09% of total respondents were "Neutral", 3.07% "Disagree" to the statement and the remaining 2.39% "Strongly Disagree" to the statement.

9. ಕೆಲಸವನ್ನು ಉತ್ತಮವಾಗಿ ನಿರ್ವಹಿಸಲು ಅಗತ್ಯವಿರುವ ಎಲ್ಲಾ ಸಂಪನ್ಮೂಲಗಳು ನನಗೆ ದೊರೆಯುತ್ತಿವೆ. / I believe I have access to all the resources I need to perform my work well.

Mean value : 4.09556314

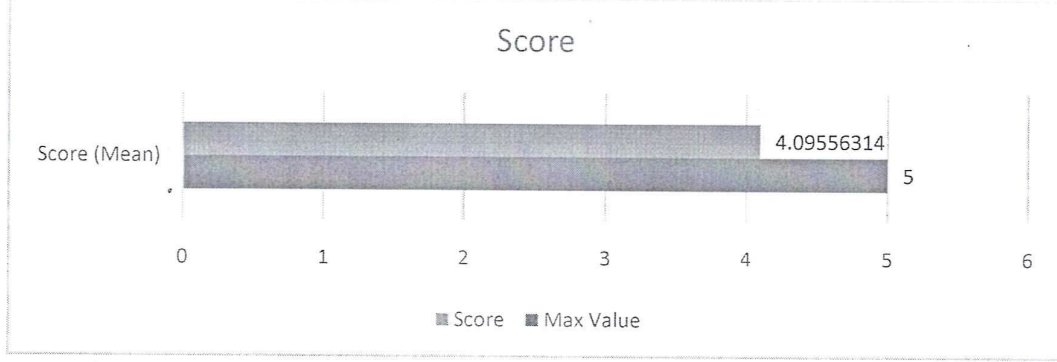


Figure 9 Showing mean value for Q9

Interpretation:

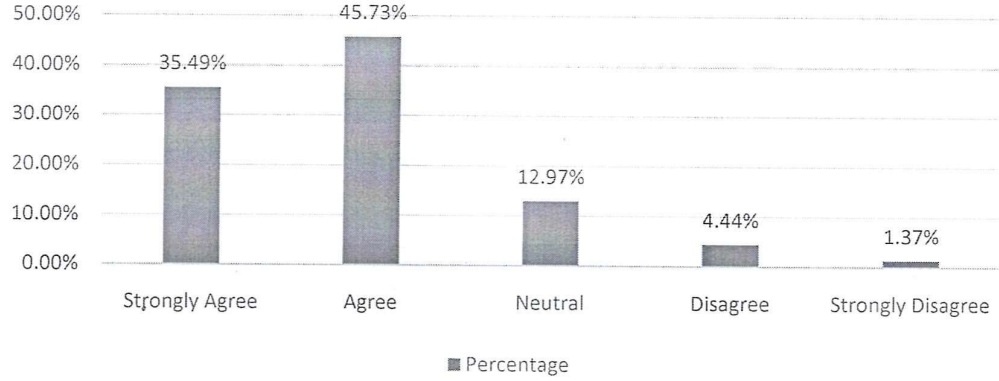
The survey question is found to be favourable to the company with a total score of 4.0956. Actions can be taken to improve the score.

Data :

Table 12 Showing Q9 response data in value, percentage & cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	104	35.49%	35.49%
Agree (4)	134	45.73%	81.22%
Neutral (3)	38	12.97%	94.19%
Disagree (2)	13	4.44%	98.63%
Strongly Disagree (1)	4	1.37%	100%
Total	293	100.00%	-

9. ನನ್ನ ಕೆಲಸವನ್ನು ಉತ್ತಮವಾಗಿ ನಿರ್ವಹಿಸಲು ಅಗತ್ಯವಿರುವ ಎಲ್ಲಾ ಸಂಪನ್ಮೂಲಗಳು ನನಗೆ ದೊರೆಯುತ್ತಿದೆ. / I believe I have access to all the resources I need to perform my work well.



Graph 9 Showing graphical representation of Q9 data

Interpretation :

The above graph shows the percentage of respondents who believe that they have access to all the resources they need to perform their work well. As per the data, 35.49% of total respondents "Strongly Agree" to the statement and 45.73% of total respondents "Agree" to the statement. Around 12.97% of total respondents were "Neutral", 4.44% "Disagree" to the statement and the remaining 1.37% "Strongly Disagree" to the statement.

10. ಸಂಸ್ಥೆದರಿಸುವಇಆರ್‌ಪಿ (ERP)

ವ್ಯವಸ್ಥೆಗಳನ್ನುನಾನುಉತ್ತಮವಾಗಿಬಳಸಿಕೊಳ್ಳುತ್ತಿದ್ದೇನೆ. / I am making good utilization of the ERP systems provided by the organization.

Mean value : 3.716723549

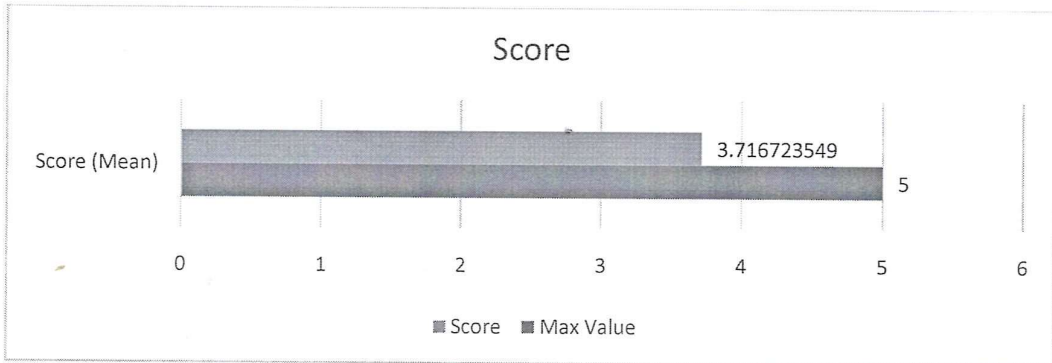


Figure 10 Showing mean value for Q10

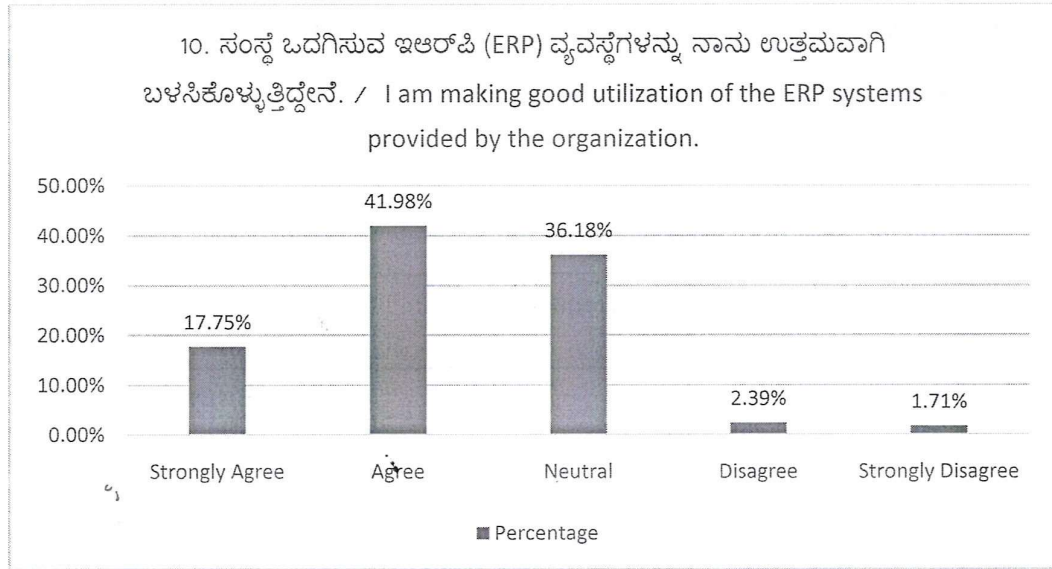
Interpretation:

The survey question is found to be favourable to the company with a total score of 3.7167. Actions can be taken to improve the score.

Data :

Table 13 Showing Q10 response data in value, percentage & cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	52	17.75%	17.75%
Agree (4)	123	41.98%	69.73%
Neutral (3)	106	36.18%	95.91%
Disagree (2)	7	2.39%	98.3%
Strongly Disagree (1)	5	1.71%	100%
Total	293	100.00%	-



Graph 10 Showing graphical representation of Q10 data

Interpretation :

The above graph shows the percentage of respondents who believe that they making good utilization of the ERP systems provided by the organisation. As per the data, 17.75% of total respondents "Strongly Agree" to the statement and 41.98% of total respondents "Agree" to the statement. Around 36.18% of total respondents were "Neutral", 2.39% "Disagree" to the statement and the remaining 1.71% "Strongly Disagree" to the statement.

11. ಕೆಲಸದಲ್ಲಿಯಾವುದೇಸಮಸ್ಯೆಯನ್ನು ಎದುರಿಸಲು ನನಗೆ ಸರಿಯಾದ ತರಬೇತಿ ಹಾಗೂ ಮಾರ್ಗದರ್ಶನ ನೀಡಲಾಗಿದೆ. / I have been provided proper training or guidance to encounter any problem at work.

Mean value : 4.085324232

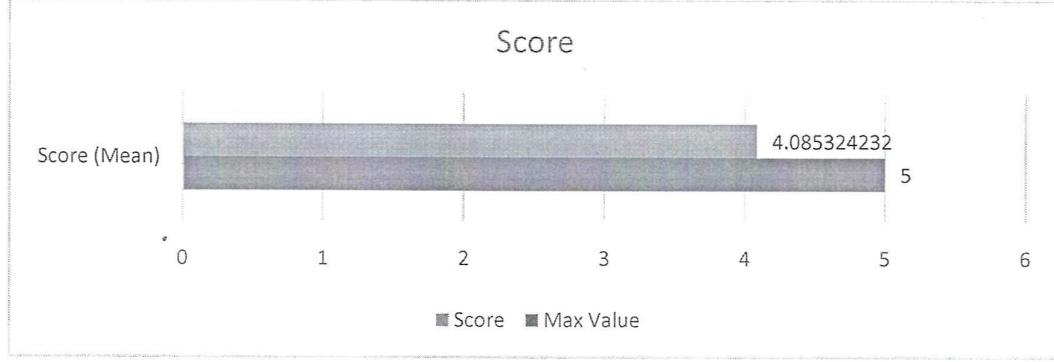


Figure 11 Showing mean value for Q11

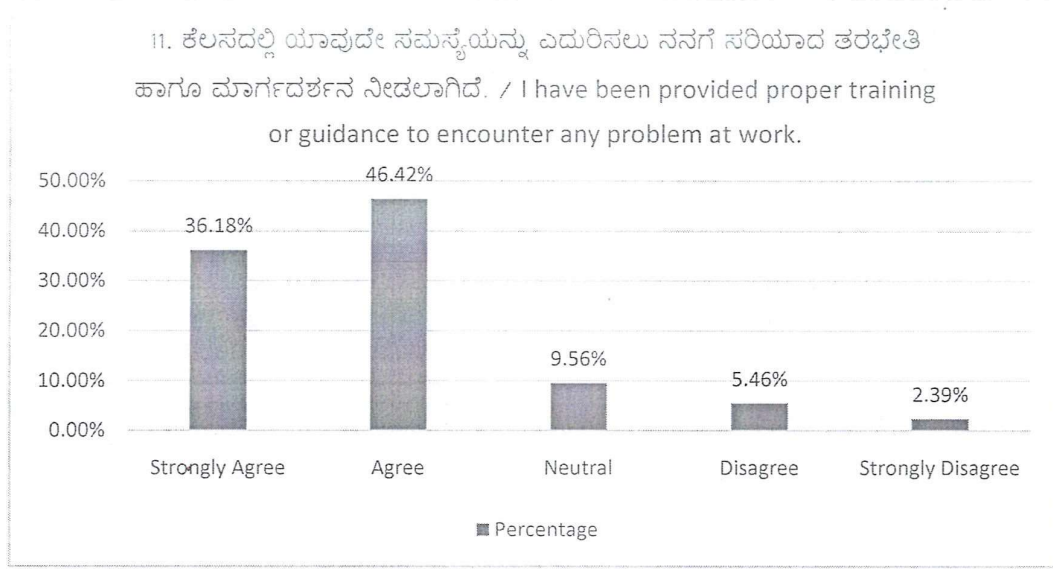
Interpretation:

The survey question is found to be favourable to the company with a total score of 4.0853. Actions can be taken to improve the score.

Data :

Table 14 Showing Q11 response data in value, percentage & cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	106	36.18%	36.18%
Agree (4)	136	46.42%	82.6%
Neutral (3)	28	9.56%	92.16%
Disagree (2)	16	5.46%	97.62%
Strongly Disagree (1)	7	2.39%	100%
Total	293	100.00%	-



Graph 11 Showing graphical representation of Q11 data

Interpretation:

The above graph shows the percentage of respondents who believe that they have been provided proper training or guidance to encounter any problem at work place. As per the data, 36.18% of total respondents "Strongly Agree" to the statement and 46.42% of total respondents "Agree" to the statement. Around 9.56% of total respondents were "Neutral", 5.46% "Disagree" to the statement and the remaining 2.39% "Strongly Disagree" to the statement.

12. ನನ್ನ ಸಮರ್ಥ ಸಹೋದ್ಯೋಗಿಗಳಿಂದ ಹೆಚ್ಚು ಕೆಲಸ ಮಾಡಲು ನಾನು ಪ್ರೇರಿತನಾಗುತ್ತೇನೆ.

/ I get motivated to work more by my competent co-workers.

Mean value : 4.160409556

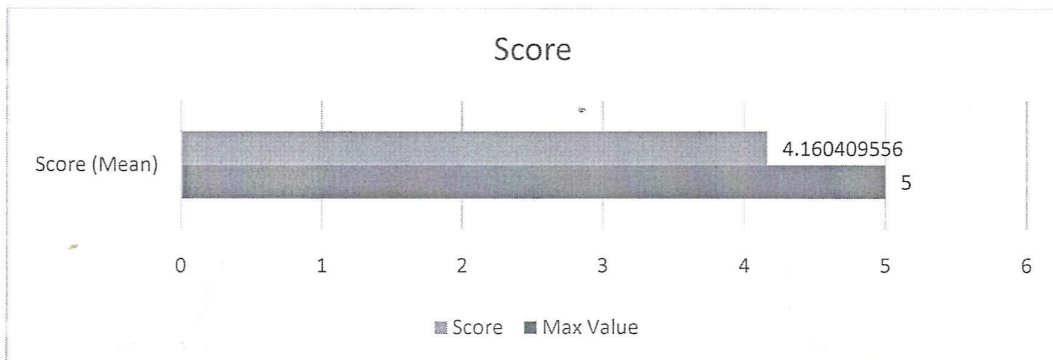


Figure 12 Showing mean value for Q12

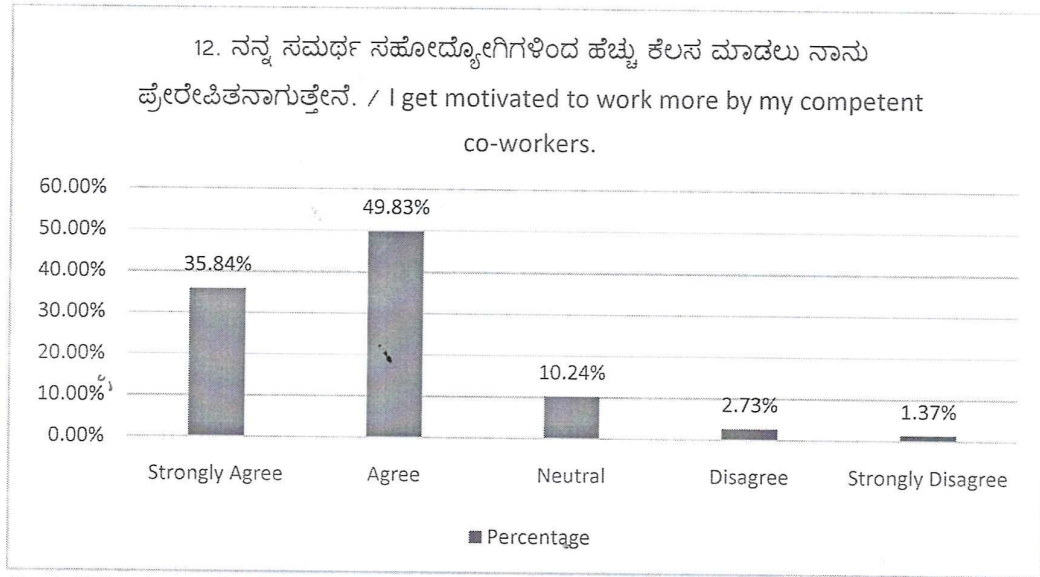
Interpretation:

The survey question is found to be favourable to the company with a total score of 4.1604. Actions can be taken to improve the score.

Data :

Table 15 Showing Q12 response data in value, percentage & cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	105	35.84%	35.84%
Agree (4)	146	49.83%	85.67%
Neutral (3)	30	10.24%	95.91%
Disagree (2)	8	2.73%	98.64%
Strongly Disagree (1)	4	1.37%	100%
Total	293	100.00%	-



Graph 12 Showing graphical representation of Q12 data

Interpretation :

The above graph shows the percentage of respondents who get motivated to work more by their competent co-worker. As per the data, 35.84% of total respondents "Strongly Agree" to the statement and 49.83% of total respondents "Agree" to the statement. Around 10.24% of total respondents were "Neutral", 2.73% "Disagree" to the statement and the remaining 1.37% "Strongly Disagree" to the statement.

13. ಸಂಸ್ಥೆಯಲ್ಲಿ ಅನೇಕ ಉದ್ಯೋಗಪಾತ್ರಗಳನ್ನು ತೆಗೆದುಕೊಳ್ಳಲು ನಾನು ಸಂತೋಷಪಡುತ್ತೇನೆ. / I am happy to take-up multiple roles in the organization.

Mean value : 4.129692833

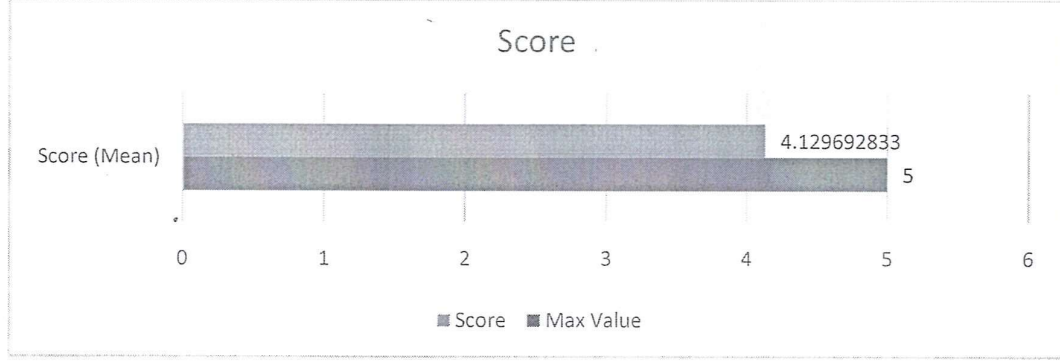


Figure 13 Showing mean value for Q13

Interpretation:

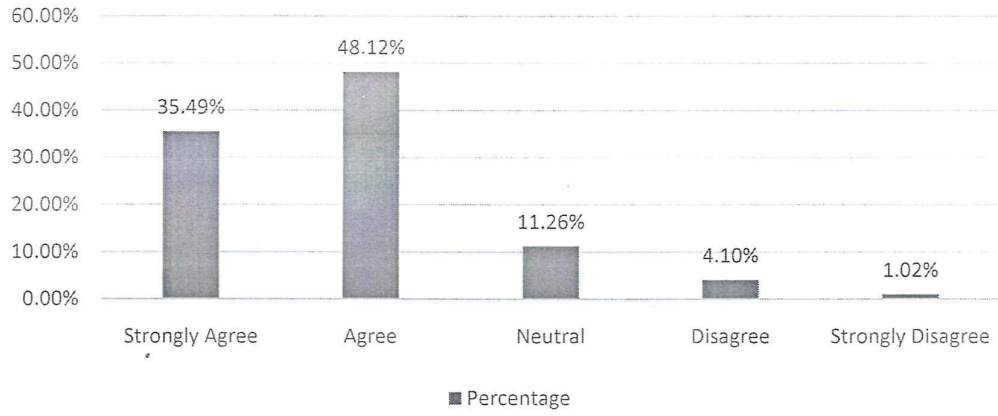
The survey question is found to be favourable to the company with a total score of 4.1297. Actions can be taken to improve the score.

Data :

Table 16 Showing Q13 response data in value, percentage & cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	104	35.49%	35.49%
Agree (4)	141	48.12%	83.61%
Neutral (3)	33	11.26%	94.87%
Disagree (2)	12	4.10%	98.97%
Strongly Disagree (1)	3	1.02%	100%
Total	293	100.00%	-

13. ಸಂಸ್ಥೆಯಲ್ಲಿ ಅನೇಕ ಉದ್ಯೋಗ ಪಾತ್ರಗಳನ್ನು ತೆಗೆದುಕೊಳ್ಳಲು ನಾನು ಸಂತೋಷ ಪಡುತ್ತೇನೆ. / I am happy to take-up multiple roles in the organization.



Graph 13 Showing graphical representation of Q13 data

Interpretation :

The above graph shows the percentage of respondents who are happy to take up multiple roles in the organization. As per the data, 35.49% of total respondents "Strongly Agree" to the statement and 48.12% of total respondents "Agree" to the statement. Around 11.26% of total respondents were "Neutral", 4.10% "Disagree" to the statement and the remaining 1.02% "Strongly Disagree" to the statement.

14. ನನ್ನ ಮೇಲಾಧಿಕಾರಿ ನನ್ನ ವೃತ್ತಿಪರ ಅಭಿವೃದ್ಧಿಯನ್ನು ಬೆಂಬಲಿಸಿ ಪ್ರೋತ್ಸಾಹಿಸುತ್ತಾರೆ. / I feel that my manager / superior / leader supports and encourages my professional development.

Mean value : 3.969283276

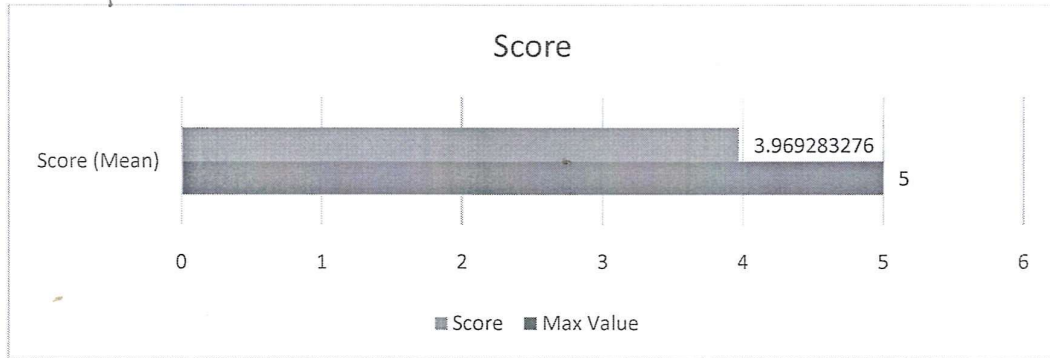


Figure 14 Showing mean value for Q14

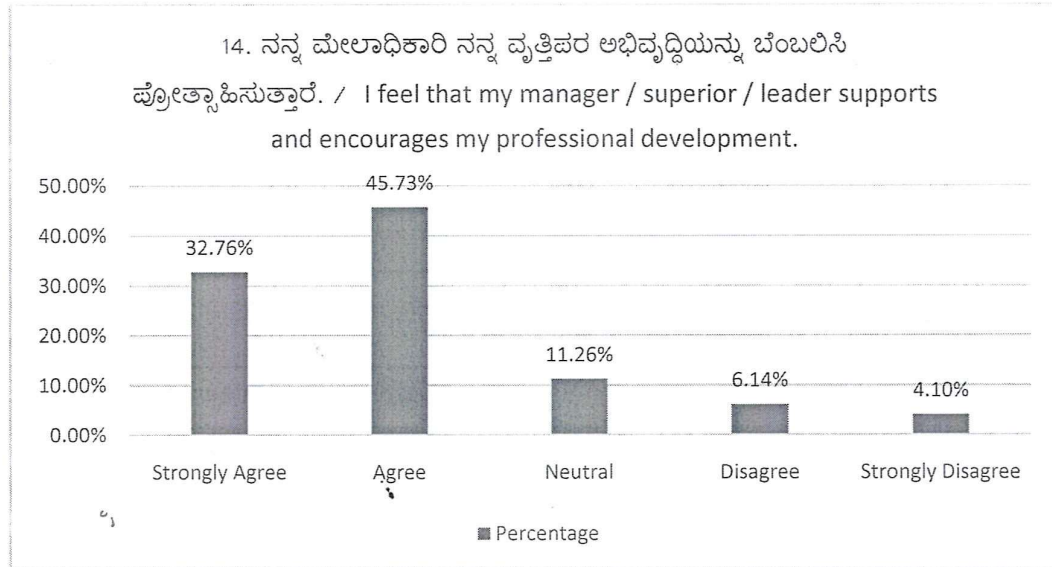
Interpretation:

The survey question is found to be favourable to the company with a total score of 4.4744. Actions can be taken to improve the score.

Data :

Table 17 Showing Q14 response data in value, percentage & cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	96	32.76%	32.76%
Agree (4)	134	45.73%	78.49%
Neutral (3)	33	11.26%	89.75%
Disagree (2)	18	6.14%	95.89%
Strongly Disagree (1)	12	4.10%	100%
Total	293	100.00%	-



Graph 14 Showing graphical representation of Q14 data

Interpretation :

The above graph shows the percentage of respondents who feel that their manager/ supervisor/ leader support and encourages their professional development. As per the data, 32.76% of total respondents "Strongly Agree" to the statement and 45.73% of total respondents "Agree" to the statement. Around 11.26% of total respondents were "Neutral", 6.14% "Disagree" to the statement and the remaining 4.10% "Strongly Disagree" to the statement.

15. ನಿರಂತರಮೇಲ್ವಿಚಾರಣೆ (Supervision) ನನಗೆಹಿತಕರವಾಗಿದೆ. / I feel comfortable being under constant supervision.

Mean value : 3.969283276

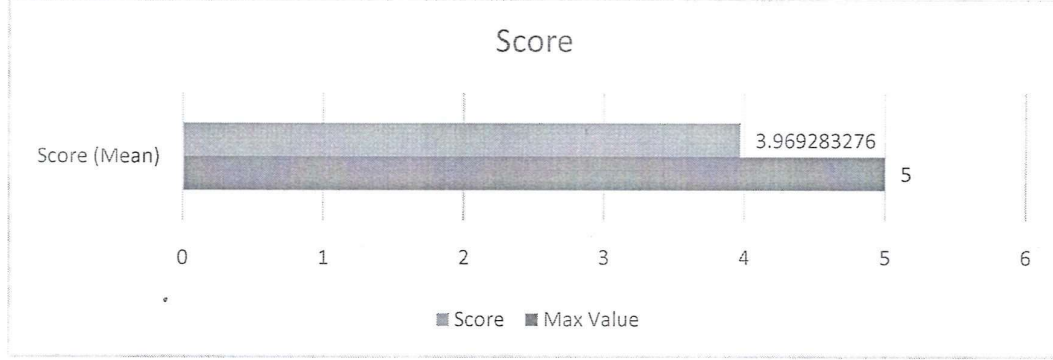


Figure 15 Showing mean value for Q15

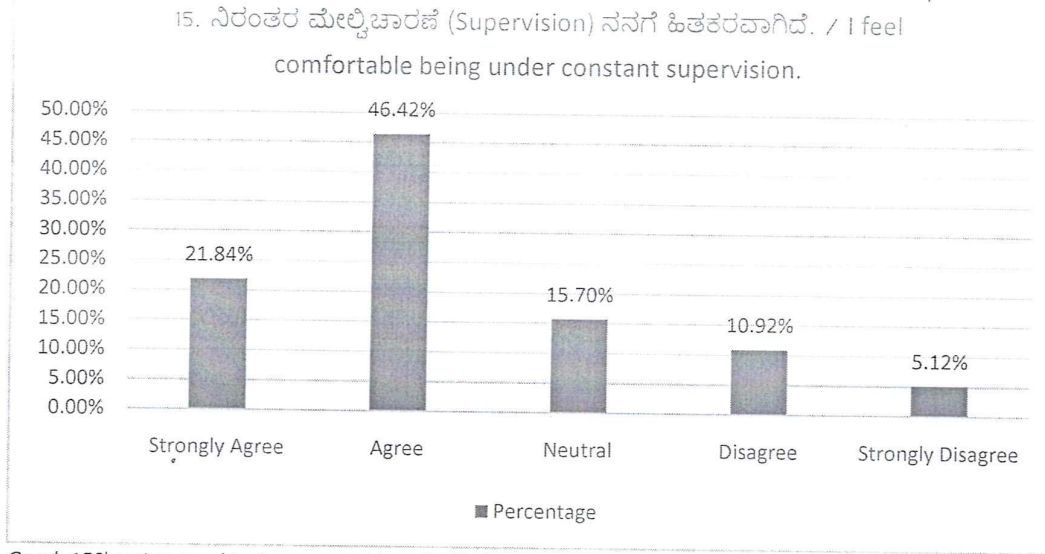
Interpretation:

The survey question is found to be favourable to the company with a total score of 3.9692. Actions can be taken to improve the score.

Data :

Table 18 Showing Q15 response data in value, percentage & cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	64	21.84%	21.84%
Agree (4)	136	46.42%	68.26%
Neutral (3)	46	15.70%	83.96%
Disagree (2)	32	10.92%	94.88%
Strongly Disagree (1)	15	5.12%	100%
Total	293	100.00%	-



Graph 15 Showing graphical representation of Q15 data

Interpretation :

The above graph shows the percentage of respondents who are comfortable being under constant supervision. As per the data, 21.84% of total respondents "Strongly Agree" to the statement and 46.42% of total respondents "Agree" to the statement. Around 15.70% of total respondents were "Neutral", 10.92% "Disagree" to the statement and the remaining 5.12% "Strongly Disagree" to the statement.

16. ಅಗತ್ಯವಿದ್ದಾಗ ನನ್ನ ಮೇಲಾಧಿಕಾರಿಗಳೊಂದಿಗೆ ನಾನು ಸುಲಭವಾಗಿ ಮತ್ತು ತ್ವರಿತವಾಗಿಸುವ ಹನಮಾಡಬಹುದಾಗಿದೆ. / I can easily and quickly communicate with my superiors when the need arises.

Mean value : 4.054607509

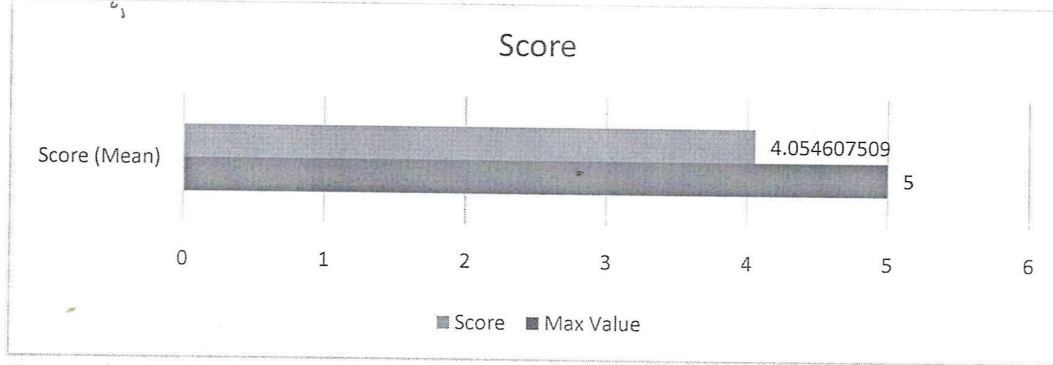


Figure 16 Showing mean value for Q16

Interpretation:

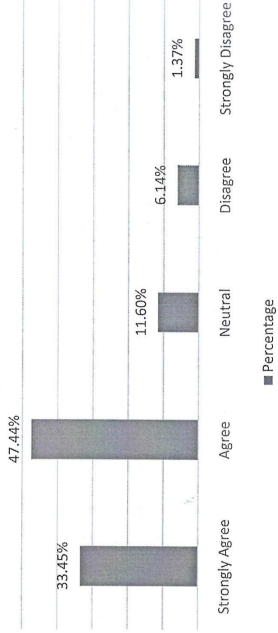
The survey question is found to be favourable to the company with a total score of 4.0546. Actions can be taken to improve the score.

Data :

Table 19 Showing Q16 response data in value, percentage & cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	98	33.45%	33.45%
Agree (4)	139	47.44%	80.89%
Neutral (3)	34	11.60%	92.49%
Disagree (2)	18	6.14%	98.63%
Strongly Disagree (1)	4	1.37%	100%
Total	293	100.00%	-

16. ಅಗತ್ಯವಿದ್ದಾಗ ನನ್ನ ಮೇಲ್ವಹಿಕಾರಿಗಳೊಂದಿಗೆ ನಾನು ಸುಲಭವಾಗಿ ಮತ್ತು ತ್ವರಿತವಾಗಿ ಸಂವಹನ ಮಾಡಬಹುದಾಗಿದೆ. / I can easily and quickly communicate with my superiors when the need arises.



Graph 16 Showing graphical representation of Q16 data

Interpretation :

The above graph shows the percentage of respondents who believe that they can easily and quickly communicate with their supervisor when the need arises. As per the data, 33.45% of total respondents "Strongly Agree" to the statement and 47.44% of total respondents "Agree" to the statement. Around 11.60% of total respondents were "Neutral", 6.14% "Disagree" to the statement and the remaining 1.37% "Strongly Disagree" to the statement.

17. ನನ್ನ ಕೆಲಸಕ್ಕಾಗಿ ನನಗಿರುವ ಸಲಹೆ ಮತ್ತು ಸಮಯಕ್ಕೆ ಸರಿಯಾದ ಪಾವತಿಯು ನನ್ನ ಮನವರಿಕೆಗಾಗಿರುತ್ತದೆ. / I believe, the compensation provided to me for my work is fair and reasonable.

Mean value : 3.361774744

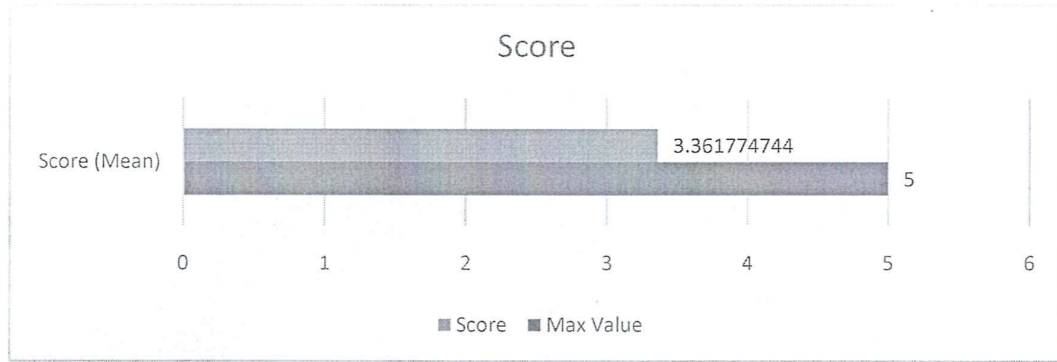


Figure 17 Showing mean value for Q17

Interpretation:

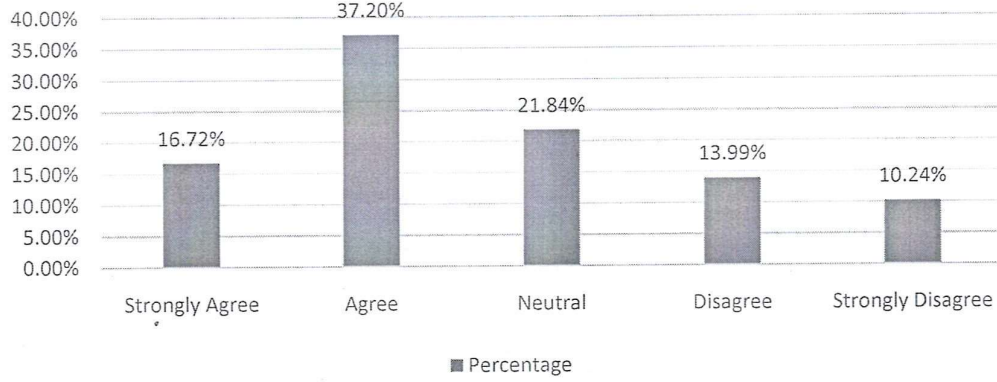
The survey question is found to be favourable to the company with a total score of 3.3618. Actions need to be taken to improve the score.

Data :

Table 20 Showing Q17 response data in value, percentage & cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	49	16.72%	16.72%
Agree (4)	109	37.20%	53.92%
Neutral (3)	64	21.84%	75.76%
Disagree (2)	41	13.99%	89.75%
Strongly Disagree (1)	30	10.24%	100%
Total	293	100.00%	-

17. ನನ್ನ ಕೆಲಸಕ್ಕಾಗಿ ನನಗೆ ಒದಗಿಸಲಾದ ವೇತನವು ನ್ಯಾಯಯುತ ಮತ್ತು ಸಮಂಜಸವಾಗಿದೆ. / I believe, the compensation provided to me for my work is fair and reasonable.



Graph 17 Showing graphical representation of Q17 data

Interpretation :

The above graph shows the percentage of respondents who believe that the compensation provided to them for the work is fair and reasonable. As per the data, 16.72% of total respondents "Strongly Agree" to the statement and 37.20% of total respondents "Agree" to the statement. Around 21.84% of total respondents were "Neutral", 13.99% "Disagree" to the statement and the remaining 10.24% "Strongly Disagree" to the statement.

18. ಬೇರೆ ಸಂಸ್ಥೆಯಲ್ಲಿ ನನಗೆ ಉತ್ತಮ ವೇತನ,

ಪ್ರೋತ್ಸಾಹ ಮತ್ತು ಬಹುಮಾನಗಳನ್ನು ನೀಡಿದ್ದರೂ ನಾನು ಪ್ರಸ್ತುತ ಕೆಲಸ ಬದಲಾಯಿಸುವುದಿಲ್ಲ . / I would not switch to a different company even if I am offered better compensation, incentives and rewards.

Mean value : 3.634812287

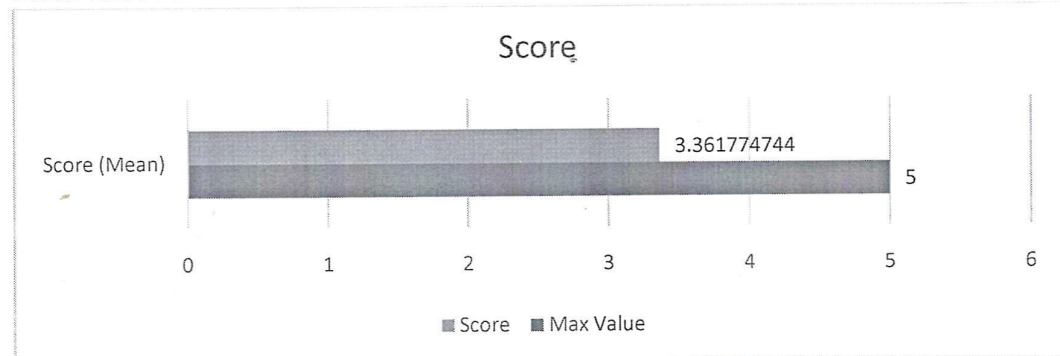


Figure 18 Showing mean value for Q18

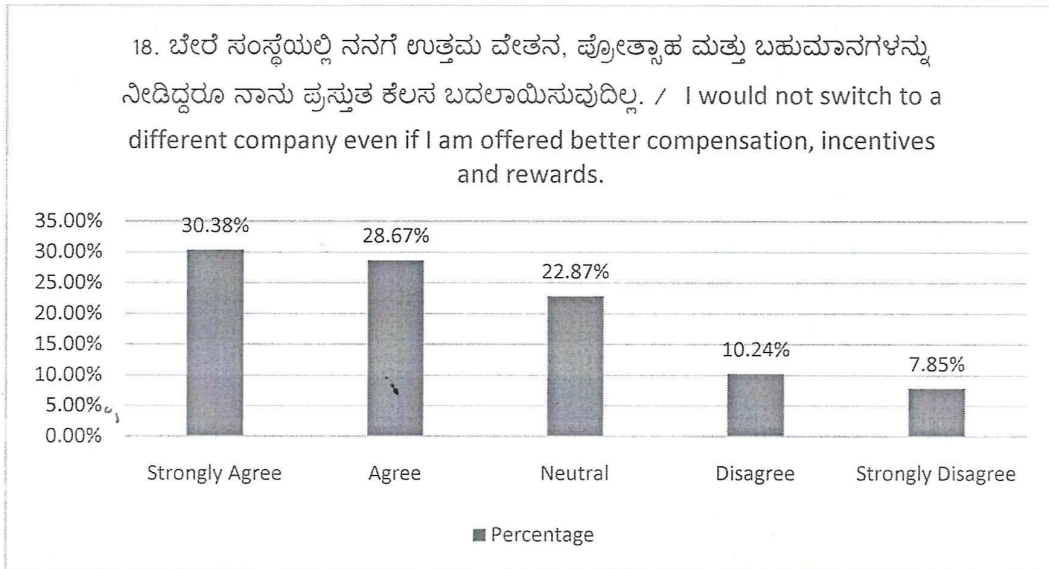
Interpretation:

The survey question is found to be favourable to the company with a total score of 4.3618. Actions need to be taken to improve the score.

Data :

Table 21 Showing Q18 response data in value, percentage & cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	89	30.38%	30.38%
Agree (4)	84	28.67%	59.05%
Neutral (3)	67	22.87%	81.92%
Disagree (2)	30	10.24%	92.16%
Strongly Disagree (1)	23	7.85%	100%
Total	293	100.00%	-



Graph 18 Showing graphical representation of Q18 data

Interpretation :

The above graph shows the percentage of respondents who would not switch to a different company even if they offered better compensation, intensive and reward. As per the data, 30.38% of total respondents "Strongly Agree" to the statement and 28.67% of total respondents "Agree" to the statement. Around 22.87% of total respondents were "Neutral", 10.24% "Disagree" to the statement and the remaining 7.85% "Strongly Disagree" to the statement.

19. ಸಂಸ್ಥೆಯ ಸುಧಾರಣೆಯ ಅಗತ್ಯವಿದೆ ಎಂದು ನೀವು ನಂಬುವ ಯಾವುದೇ ಮೂರು ವಿಷಯಗಳನ್ನು ಕೆಳಗೆ ಉಲ್ಲೇಖಿಸಿ. / Mention below any three things in the organization that you believe needs improvement.

Interpretation :

The following table includes the data based on the responses related to improvement. The data has been arranged in increasing order based on the counts or frequency.

Table 22 Showing list of things requiring improvement as per survey data

Sl.No	WORD	PERCENTAGE
1	Salary	17.21%
2	Canteen	7.47%
3	Need relaxation in rules (Rules and regulations)	7.47%
4	Bonus	5.52%
5	Equality / Discrimination	3.90%
6	Food	2.27%
7	Dress code / Uniform	1.95%
8	Equality to all workers/labors	1.95%
9	Increment	1.95%
10	Management	1.95%
11	HRD	1.62%
12	Time Provision	1.62%
13	Trainers Experience	1.62%
14	Work	1.62%
15	Good Management	1.30%
16	Relaxation in night duty	1.30%
17	Discipline	0.97%
18	Earned Leave Pay (EL Pay)	0.97%
19	Encourage people with work interest	0.97%
20	HR Replacement	0.97%
21	Night Duty	0.97%
22	Partiality	0.97%
23	Reward for Hardwork	0.97%
24	Supervisor	0.97%
25	Basic needs	0.65%
26	Changes	0.65%
27	Cleaning	0.65%
28	Decentralisation	0.65%
29	Department Communication	0.65%
30	Dust	0.65%
31	Favourism in certain people	0.65%

32	Focus on developments	0.65%
33	Food Price	0.65%
34	Governance / Administration System	0.65%
35	Groupism	0.65%
36	Information	0.65%
37	Lunch / TiffenTiming	0.65%
38	Parking	0.65%
39	Partiality in Working days(Sunday / holiday)	0.65%
40	Politics	0.65%
41	Supporting	0.65%
42	Toilet Hygiene	0.65%
43	Training	0.65%
44	Safety & Security	0.65%
45	Action	0.32%
46	Beaviour of Personality	0.32%
47	Change Makers should know the workings of the company	0.32%
48	Commission	0.32%
49	Confidential Information limitation for each department	0.32%
50	Domination	0.32%
51	Drinking water	0.32%
52	Drivers attitude	0.32%
53	Employee State Insurance (E.S.I)	0.32%
54	Everyone should be made to work.	0.32%
55	Familiarity	0.32%
56	Guidance	0.32%
57	Help from co-workers	0.32%
58	Hierarchy	0.32%
59	Honesty	0.32%
60	HRD policies	0.32%
61	hydraulic equipment	0.32%
62	Include workers during organisational meetings.	0.32%
63	Increase the ratio of workers in respect to the management personnel.	0.32%
64	Individual Responsibility	0.32%
65	Irresponsibility	0.32%
66	Labor leader	0.32%
67	Loyalty	0.32%
68	Manager Behaviour	0.32%
69	Material waste management (SSFMS or SSPMS)	0.32%

70	Monitoring	0.32%
71	More work with few people	0.32%
72	Need AC in "Panel Board"	0.32%
73	Need help for difficulties	0.32%
74	Need labour	0.32%
75	Need of right general manager for the whole company	0.32%
76	Need right people with right education for the job	0.32%
77	No permanent system	0.32%
78	On time Bonus	0.32%
79	On time decision making	0.32%
80	Organisation should listen employees feedback	0.32%
81	Policy and protocols	0.32%
82	Postion given just depending on experience	0.32%
83	Recognition	0.32%
84	Reducing over time	0.32%
85	Relaxation for entry / exit time	0.32%
86	Requires Influence to work	0.32%
87	Rest	0.32%
88	Selfish Manager	0.32%
89	Single time set for everyone	0.32%
90	Sports	0.32%
91	Standerd operating procedure	0.32%
92	Storage (to maintain freshness of fish)	0.32%
93	System Development	0.32%
94	Too much Authority in "Section Writer".	0.32%
95	Tools improvement	0.32%
96	Transfer of work	0.32%
97	Transport Facility for far places	0.32%
98	Unity	0.32%
99	Unnecessary "Righter" and "Mestri".	0.32%
100	Work opportunity with existing workers for new new joiners	0.32%
101	Work guidance when asked about work-related things	0.32%

20.ಸಂಸ್ಥೆಯಬಗ್ಗೆಯಾವುದೇಮೂರುಉತ್ತಮವಿಷಯಗಳನ್ನುಕೆಳಗೆಉಲ್ಲೇಖಿಸಿ. / Mention below any three best things about the organization.

Interpretation :

The following table includes the list of best things based on the responses related to best things about the organization. The data has been arranged in increasing order based on the counts or frequency.

Table 23 Showing list of best things about the organisation as per the survey data

Sl.NO	WORDS	PERCENTAGE
1	Social Responsibility	7.23%
2	Salary	5.20%
3	Helping Nature	4.34%
4	Owner	4.34%
5	Salary during Lockdown / Covid Time	4.05%
6	Management	4.05%
7	Hygiene	3.47%
8	Discipline	2.89%
9	Good Environment	2.89%
10	Supervisor	2.60%
11	MD	2.60%
12	Happy to work in the company	2.31%
13	Environment Conscious	2.31%
14	Scholarship	2.31%
15	Bonus	2.31%
16	Good Organisation	2.31%

17	Employment Opportunity	2.02%
18	Health Conscious	1.73%
19	Good & Inspirational Promoters/ Founders	1.45%
20	Water	1.45%
21	Supportive	1.45%
22	Time Sense	1.45%
23	Helps Poor People	1.16%
24	Drinking Water	1.16%
25	Management Trust and Care	1.16%
26	Encouragement	1.16%
27	Support to worker welfare	1.16%
28	Helps Labour in need	0.87%
29	Friendly Nature	0.87%
30	Good Water Facility	0.87%
31	Love towards workers	0.87%
32	Safety	0.87%
33	Equality	0.87%
34	New Technologies	0.87%
35	Good reputation	0.87%

36	Sports and Games	0.87%
37	Good relationship	0.87%
38	Guidance	0.58%
39	Helps during any difficult times	0.58%
40	Training	0.58%
41	Employee Facilities	0.58%
42	Education	0.58%
43	Uniform	0.58%
44	Canteen	0.58%
45	Courageous	0.58%
46	Respect	0.58%
47	Humanity	0.58%
48	Family Like Work Environment	0.58%
49	Work	0.58%
50	SOP System	0.58%
51	Learning / Knowledge	0.58%
52	Immediate response	0.58%
53	Activation	0.58%
54	Production	0.29%
55	Sale	0.29%
56	Out Batch enduhasaruba....(3)	0.29%

57	Healthy Environment	0.29%
58	Provided security in right time	0.29%
59	Rules and Regulation	0.29%
60	Good Food	0.29%
61	Optimistic	0.29%
62	Investor	0.29%
63	Work Exposure	0.29%
64	Decision Making Freedom	0.29%
65	Bio Filter	0.29%
66	Efluent Treatment Plant (ETP)	0.29%
67	Fertilizer and Potash	0.29%
68	Good Assistance	0.29%
69	Good Communication	0.29%
70	Coordination	0.29%
71	Loyalty	0.29%
72	Good organisation programmes	0.29%
73	Prashanth sir	0.29%
74	Timely payment of salary and bonus	0.29%

	Good Notice Board Quotes	
75		0.29%
76	Facilities	0.29%
77	Agriculture	0.29%
78	Cultural events	0.29%
79	Garden	0.29%
80	Work satisfaction	0.29%
81	Shifts	0.29%
82	Maintenance	0.29%
83	Accommodation	0.29%
84	Sophisticated lab	0.29%
85	Value for talent	0.29%
86	Reward	0.29%
87	Job responsibility	0.29%
88	Opportunities	0.29%
89	Good workers	0.29%
90	Recognition	0.29%
91	Development / Improvement (Organisation and Works)	0.29%
92	Goal oriented	0.29%
93	Kindness	0.29%

Conclusion

The Employee Engagement survey has been successful in understanding the level of employee engagement at JFM.

The Q1 has scored a mean value of 4.47, which suggests that the employees are very proud to work in the organisation. The Q2 has scored a mean value of 4.10, which suggests that most of the employees believe that the organisation cares about their physical wellbeing. The Q3 has scored a mean value of 3.96, which suggests that the reasonable number of employees of the organisation believe that, the organisation has strong grievance redressal system. The Q4 has scored a mean value of 4.32, which suggests that,most of the employees are proud that their organisation operates in a socially responsible manner. The Q5 has scored a mean value of 4.11, which suggests that, most of the employees feel that the organisation is providing them a good work-life balance. The Q6 has scored a mean value of 4.36, which suggests that most of the employees feel that their work makes good use of their skills and abilities. The Q7 has scored a mean value of 3.82, which suggests that a reasonable number of employees feel that they get an equal opportunity to participate in decisions regarding their department. The Q8 has scored a mean value of 3.99, which suggests that a reasonable number of the employees would happily recommend this organisation as a good place to work to others. The Q9 has scored a mean value of 4.09, which suggests that most of the employees believe that they have access to all the resources needed to perform their work well. The Q10 has scored a mean value of 3.72, which suggests that a reasonable number of employees are making good utilisation of ERP systems provided to them by the organisation. The Q11 has scored a mean value of 4.09, which suggests that most of the employees believe that they have been provided proper training and guidance to encounter any problem at work. The Q12 has scored a mean value of 4.16, which suggests that most of the employees are motivated by their competent co-workers. The Q13 has scored a mean value of 4.13, which suggests that the most of the employees are happy to take up multiple roles in the organisation. The Q14 has scored a mean value of 3.97, which suggests that a reasonable number of employees feel that their manager/supervisor/leader supports and encourages their professional development. The Q15 has scored a mean value of 3.69, which suggests that a reasonable number of employees feel comfortable being under constant supervision. The Q16 has scored a mean value of 4.05, which suggests that most of the employees can easily and quickly communicate with their superiors when the need arises. The Q17 has scored a mean value of 3.36, which suggests that a reasonable number of employees believe that the compensation provided to them are fair and reasonable. The Q18 has scored a mean value of 3.63, which suggests that a reasonable number of employees would not switch to a different company even if they are offered better compensation, incentive and rewards.

The Q19 data suggests that, the employees feel, that the organisation has to focus more on improving salary, canteen and should also provide some relaxation in rules among other things.

The Q20 data suggests that, the employees feel that social responsibility carried out by the organisation, its promoters and their helping nature are among best things of the organisation.

LIVE-PROJECT REPORT ON INVENTORY AUDIT AT JANATHA FISH MEAL & OIL PRODUCTS, KOTA.

Submitted By

DEPARTMENT OF MANAGEMENT STUDIES (MBA)
MOODLAKATTE INSTITUTE OF TECHNOLOGY, KUNDAPURA

Project Duration: 4 Days (27-02-2023 to 02-03-2023)

Project Team (MBA 2023-25)

Karthik
Jovial Fernandes

Lakshminarayana
Mulla Sameer

Sushmitha S
Pannaga S Shetty

Under the Guidance

Prof. Amruthmala
Dean Training, Placement and Industrial
Relations, MITK

Prof. Venkatesh Shetty
Assistant professor
MITK

Special Thanks To

Project Coordinators

Mr. Sujith Bangera
Store Manager,
JANATHA GROUPS

Mr. Ananth Nayak
Assistant Manager, Business
Support, JANATHA GROUPS

Mr. Jowin Rodrigues
Internal Auditor,
JANATHA GROUPS

Store Coordinator

Mr. Panduranga
Mr. Ashok
Mr. Rama

Mr. Nithin
Mr. Santhosh

Mr. Ashwath
Mr. Satish



Table of Contents

ABOUT.....	3
AUDIT OBJECTIVES.....	3
MODUS OPERANDI	3
AUDIT STRATEGY	3
AUDIT OUTCOME SUMMARY.....	4
LOCATION WISE REPORT	4
AUDIT FINDINGS	8
AUDIT FEEDBACK	9
AUDIT EXPERIENCE	9
OUR IMMENSE THANKS AND GRATITUDE TO,	10

INVENTORY AUDIT

ABOUT

Inventory Audit check ensures that financial records match a company's inventory records aligning with physical inventory count.

AUDIT OBJECTIVES

- To check and verify the Inventory items present at the store.
- To identify inventory deviations with the book of records maintained by the company.
- To identify missing or unaccounted items in the store inventory with book of records.

MODUS OPERANDI

To check and verify on stock/inventory present at the company. In other words, Inventory audit refers to comparison of physical stock in the company go-down with the stock recorded in the company's record books or computer systems. Inventory audit is done by the auditor. This process identifies present available inventory and rectifies the deviation and raises questions for the reason of deviations. This process helps in smooth flowing of the company.

AUDIT STRATEGY

- Location based Inventory Audit to be conducted.
- Each team to verify stock based on Item List of respective location.
- Identified unaccounted or missing items to be listed and reported separately.
- Each team is to be assisted by a store coordinator in identifying location and items.
- Group of 6 members were divided into 3 teams.

○ Team 1

- Team Members: Jovial and Pannaga
- Team Coordinator: Mr. Jowin Rodrigues, Internal Audit
- Store Coordinator: Mr. Nithin

○ Team 2

- Team Members: Sushmitha and Lakshminarayana
- Team Coordinator: Mr. Sujith, Store Manager
- Store Coordinator: Mr. Panduranga

○ Team 3

- Team Members: Karthik and Mulla Sameer
- Team Coordinator: Mr. Ananth Nayak, Assistant Manager
- Store Coordinator: Mr. Ashwath & Mr. Ashok

AUDIT OUTCOME SUMMARY

Sl. No	Particulars		Inventory Count
1	Total Location Audited		21 Location
2	Total Items Audited	:	3617
3	Correct Items	:	1545
4	Items with Variations	:	1053
5	Items Missing	:	812
6	Unaccounted Items Identified	:	207

Table 1 Showing summary of audit outcome

- ❖ On verification, 85 of the unaccounted items are identified as existing item placed in different location appended to item with variation

LOCATION WISE REPORT

Items Audited in the boxes mentioned below: Hardware, Spare Parts, Pipes and Fittings, Safety Equipment and others.

SL. No.	Particulars	IC-B1	IC-B2	IC-B3	IC-B4	IC-B5	IC-B6	IC-B7	IC-B8	IC-B9	IC-B10
1	Total Items Audited	9	34	26	16	23	33	24	60	20	32
2	Correct Items	6	14	5	11	15	11	12	41	06	14
3	Items with Variations	1	7	6	02	05	14	06	03	09	6
4	Items Missing	1	6	15	03	03	02	06	16	04	11
5	Unaccounted Items Identified	1	07	0	00	00	06	00	00	01	01

Table 2

- Note:- IC refers to Inventory count

SL. No.	Particulars	IC-B11	IC-B12	IC-B13	IC-B14	IC-B15	IC-B16	IC-B17	IC-B18	IC-B19	IC-B20
1	Total Items Audited	15	08	08	46	42	18	16	37	28	98
2	Correct Items	12	00	02	33	26	05	02	30	12	66
3	Items with Variations	01	07	04	08	13	06	03	05	13	15
4	Items Missing	02	01	02	04	03	07	11	02	03	12
5	Unaccounted Items Identified	00	00	00	01	00	00	00	00	00	05

Table 3

SL. No.	Particulars	IC-B21	IC-B22	IC-B23	IC-B24	IC-B25	IC-B26	IC-B27	IC-B28	IC-B29	IC-B30
1	Total Items Audited	04	47	50	52	11	15	18	38	11	11
2	Correct Items	00	38	20	33	01	08	14	27	01	04
3	Items with Variations	01	01	16	05	06	05	01	00	05	02
4	Items Missing	02	07	13	10	03	01	03	08	04	05
5	Unaccounted Items Identified	01	01	01	04	01	01	00	03	01	00

Table 4

SL. No.	Particulars	IC-B31	IC-B32	IC-B33	IC-B35	IC-B36	IC-B37	IC-B38	IC-B39	IC-B40
1	Total Items Audited	23	24	06	17	25	02	16	40	24
2	Correct Items	13	12	01	07	10	00	02	05	06
3	Items with Variations	01	05	02	01	04	00	02	22	09
4	Items Missing	09	03	02	08	10	01	02	12	08
5	Unaccounted Items Identified	00	04	01	01	01	01	10	01	01

Table 5

SL. No.	Particulars	IC-B41	IC-B42	IC-B44	IC-B45	IC-B46	IC-B47	IC-B48	IC-B49	IC-B50
1	Total Items Audited	60	03	04	01	07	27	50	06	05
2	Correct Items	07	00	02	00	00	00	12	00	00
3	Items with Variations	17	01	00	00	02	00	09	00	00
4	Items Missing	23	01	01	01	04	00	25	05	04
5	Unaccounted Items Identified	13	01	01	00	01	27	04	01	01

Table 6

SL.	Particulars	IC-B51	IC-B52	IC-B53 B54	IC-	42IC-	IC-B56	IC-B57	IC-	IC-B59
-----	-------------	--------	--------	------------	-----	-------	--------	--------	-----	--------

No.				B57	B53 B56	B55			B58	
1	Total Items Audited	04	68	43	39	226	03	03	07	48
2	Correct Items	00	16	00	03	175	00	01	04	29
3	Items with Variations	02	27	35	21	17	02	00	02	15
4	Items Missing	01	08	07	15	33	01	02	01	03
5	Unaccounted Items Identified	01	17	01	00	01	00	00	00	01

Table 7

SL. No.	Particulars	IC-B61	IC-B62	IC-B63	IC-B65	IC-B66	IC-B67	IC-B68	IC-B70	IC-B71	IC-B72
1	Total Items Audited	16	04	29	10	05	18	05	03	04	25
2	Correct Items	10	01	21	08	00	08	02	00	03	07
3	Items with Variations	04	00	05	01	00	01	00	00	00	00
4	Items Missing	01	02	02	01	04	08	02	02	00	17
5	Unaccounted Items Identified	01	01	01	00	01	01	01	01	01	01

Table 8

SL. No.	Particulars	IC-B74	IC-B75	IC-B76	IC-B78	IC-B79	IC-B80	IC-B81	IC-B82	IC-B85	IC-B86	IC-B89
1	Total Items Audited	02	09	27	30	26	04	04	22	06	21	17
2	Correct Items	00	04	06	26	22	02	02	19	01	01	10
3	Items with Variations	00	00	01	01	01	00	00	00	01	01	05
4	Items Missing	01	04	19	02	02	02	02	02	03	18	01
5	Unaccounted Items Identified	01	01	01	01	01	00	00	01	01	01	01

Table 9

SL. No.	Particulars	IC-B90	IC-B91	IC-B92	IC-B93	IC-B94	IC-B95	IC-B96	IC-B97	IC-B98	IC-B99	IC-B100
---------	-------------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	---------

1	Total Items Audited	21	12	12	05	10	05	10	04	09	17	03
2	Correct Items	05	03	07	01	04	02	03	01	06	04	00
3	Items with Variations	03	01	02	01	00	00	01	00	00	06	00
4	Items Missing	06	02	02	02	05	02	05	02	03	07	02
5	Unaccounted Items Identified	07	06	01	01	01	01	01	01	00	00	01

Table 10

SL. No.	Particulars	IC-B101	IC-B102	IC-B104	IC-B107	IC-B108	IC-B109	IC-B112	IC-B113	IC-B114
1	Total Items Audited	12	10	04	02	04	04	02	06	02
2	Correct Items	05	04	03	00	01	01	00	05	00
3	Items with Variations	04	01	00	00	01	01	00	00	01
4	Items Missing	02	02	01	01	01	01	01	00	01
5	Unaccounted Items Identified	01	03	00	01	01	01	01	01	00

Table 10

SL. No.	Particulars	IC-Rack A	IC-Rack B	IC-Rack C	IC-Rack D	IC-Rack E	IC-Rack F	IC-Rack G	IC-Rack H	IC-Rack I	IC-Rack J	IC-Rack K
1	Total Items Audited	65	109	141	102	73	76	98	109	97	19	44
2	Correct Items	12	56	57	22	45	18	27	59	46	03	23
3	Items with Variations	35	37	75	58	12	29	42	35	38	13	11
4	Items Missing	08	15	08	21	15	28	28	14	12	02	09
5	Unaccounted Items Identified	10	01	01	01	01	01	01	01	01	01	01

Table 11

SL. No.	Particulars	IC-Rack L	IC-Rack M	IC-PLC Godrej	IC-Room 1	IC-Room 2	IC-Room 3	IC-Wardrobe 1
---------	-------------	-----------	-----------	---------------	-----------	-----------	-----------	---------------

1	Total Items Audited	37	40	26	162	25	63	128x
2	Correct Items	03	07	01	45	00	10	41
3	Items with Variations	15	20	00	79	02	07	29
4	Items Missing	18	05	05	28	04	28	48
5	Unaccounted Items Identified	01	08	20	10	19	18	10

Table 12

SL. No.	Particulars	IC- Wardrobe 2	IC- Wardrobe 3	IC- Civil Room	IC- Cylinder Room	IC- Engine Room
1	Total Items Audited	25	85	03	08	09
2	Correct Items	11	69	00	02	05
3	Items with Variations	01	06	01	06	02
4	Items Missing	05	05	01	00	02
5	Unaccounted Items Identified	08	05	01	00	00

Table 13

AUDIT FINDINGS

We found that electric switches with different amps were kept together in a single box which lead towards confusion. The rack allotted for some machinery/motors was not big enough resulting in misplacement of the same. The flanges kept in place and label assembled to it was different resulting in confusion. Some of the products like rubber shoes and waterproof shoes were kept in different places because of lack of space allotted. Cleaning in the store like dust and other things needs to maintained, need to add more tube lights in the store. Lots of unaccounted items were found. Bearing, Gaskets, Spare parts, Pipe fittings and joints were kept neatly in order which is appreciated. The method of storing items was well appealing. Safety measures were up to date and employee safety was well maintained.

AUDIT FEEDBACK

As per the audit, the products are all misplaced from its original place and has been kept in other racks, not concerned with that particular box this leads to excess time utilization in searching for the product creating confusion to the inventory manager. Few of the products like measurement gaze were damaged and not being used was still stored on the rack and was considered in the list to be in the working condition. Misplaced items need to be kept in respected places to avoid further confusion. Some items were kept in same box leading to inefficient inventory management. Some areas have poor lighting conditions and require necessary measures to be taken. A better sorting and organizing the inventory, would be good for the smooth functioning of the store.

AUDIT EXPERIENCE

Every day was a new experience & every experience taught us a lot of things which strengthened our core understanding of inventory and its management.

We had learnt a lot of things from audit processing that every little inventory item is important in auditing, we gained so much knowledge & experience about practical inventory audit. The working staff helped us a lot in identifying & handling the products in the store for smoother audit process. The coordinators and the staff displayed a lot of patience and were quick to respond to our query.

The project assisted us in understanding standard industry practice to identify and differentiate the inventory item based on its brand, size, quality, material of construction & other identifiable factors. We got information about utilization of particular items in the industry and its importance. There were some products which were misplaced and had to be relocated to correct location, by its characteristics and model numbers.

We learnt a lot of smart work that every item/product is not countable one by one in numbers, we can calculate it mathematically by using our smartness. Nothing is easy until we put our concentration and interests. We must have patience & thirst to learn new things that makes us perfect in everything.

OUR IMMENSE THANKS AND GRATITUDE TO,

- ❖ The Managing authority, IMJ Institutions Kundapura.
- ❖ The Managing authority, Janatha Fish Meal and Oil Products, Kota.
- ❖ The Managing authority, MIT Kundapura.
- ❖ Department of Business Administration, MIT Kundapura.
- ❖ Project Coordinators, Janatha Fish Meal and Oil Products, Kota
- ❖ Faculty Coordinators, MIT Kundapura
- ❖ Store Coordinators, Janatha Fish Meal and Oil Products, Kota
- ❖ Mintu Sarania, Suresh Sarania, Jayanth Rabada.

LIVE-PROJECT REPORT ON INVENTORY AUDIT AT JANATHA FISH MEAL & OIL PRODUCTS, KOTA.

Submitted By

DEPARTMENT OF MANAGEMENT STUDIES (MBA)
MOODLAKATTE INSTITUTE OF TECHNOLOGY, KUNDAPURA

Project Duration: 4 Days (27-02-2023 to 02-03-2023)

Project Team (MBA 2023-25)

Karthik
Jovial Fernandes

Lakshminarayana
Mulla Sameer

Sushmitha S
Pannaga S Shetty

Under the Guidance

Prof. Amruthmala
Dean Training, Placement and Industrial
Relations, MITK

Prof. Venkatesh Shetty
Assistant professor
MITK

Special Thanks To

Project Coordinators

Mr. Sujith Bangera
Store Manager,
JANATHA GROUPS

Mr. Ananth Nayak
Assistant Manager, Business
Support, JANATHA GROUPS

Mr. Jowin Rodrigues
Internal Auditor,
JANATHA GROUPS

Store Coordinator

Mr. Panduranga
Mr. Ashok
Mr. Rama

Mr. Nithin
Mr. Santhosh

Mr. Ashwath
Mr. Satish

Table of Contents

ABOUT	3
AUDIT OBJECTIVES	3
MODUS OPERANDI	3
AUDIT STRATEGY	3
AUDIT OUTCOME SUMMARY	4
LOCATION WISE REPORT	4
AUDIT FINDINGS	8
AUDIT FEEDBACK	9
AUDIT EXPERIENCE	9
OUR IMMENSE THANKS AND GRATITUDE TO,	10

INVENTORY AUDIT

ABOUT

Inventory Audit check ensures that financial records match a company's inventory records aligning with physical inventory count.

AUDIT OBJECTIVES

- To check and verify the Inventory items present at the store.
- To identify inventory deviations with the book of records maintained by the company.
- To identify missing or unaccounted items in the store inventory with book of records.

MODUS OPERANDI

To check and verify on stock/inventory present at the company. In other words, Inventory audit refers to comparison of physical stock in the company go-down with the stock recorded in the company's record books or computer systems. Inventory audit is done by the auditor. This process identifies present available inventory and rectifies the deviation and raises questions for the reason of deviations. This process helps in smooth flowing of the company.

AUDIT STRATEGY

- Location based Inventory Audit to be conducted.
- Each team to verify stock based on Item List of respective location.
- Identified unaccounted or missing items to be listed and reported separately.
- Each team is to be assisted by a store coordinator in identifying location and items.
- Group of 6 members were divided into 3 teams.

○ Team 1

- Team Members: Jovial and Pannaga
- Team Coordinator: Mr. Jowin Rodrigues, Internal Audit
- Store Coordinator: Mr. Nithin

○ Team 2

- Team Members: Sushmitha and Lakshminarayana
- Team Coordinator: Mr. Sujith, Store Manager
- Store Coordinator: Mr. Panduranga

○ Team 3

- Team Members: Karthik and Mulla Sameer
- Team Coordinator: Mr. Ananth Nayak, Assistant Manager
- Store Coordinator: Mr. Ashwath & Mr. Ashok

AUDIT OUTCOME SUMMARY

Sl. No	Particulars		Inventory Count
1	Total Location Audited		21 Location
2	Total Items Audited	:	3617
3	Correct Items	:	1545
4	Items with Variations	:	1053
5	Items Missing	:	812
6	Unaccounted Items Identified	:	207

Table 1 Showing summary of audit outcome

- ❖ On verification, 85 of the unaccounted items are identified as existing item placed in different location appended to item with variation

LOCATION WISE REPORT

Items Audited in the boxes mentioned below: Hardware, Spare Parts, Pipes and Fittings, Safety Equipment and others.

SL. No.	Particulars	IC- B1	IC- B2	IC- B3	IC- B4	IC- B5	IC- B6	IC- B7	IC- B8	IC- B9	IC- B10
1	Total Items Audited	9	34	26	16	23	33	24	60	20	32
2	Correct Items	6	14	5	11	15	11	12	41	06	14
3	Items with Variations	1	7	6	02	05	14	06	03	09	6
4	Items Missing	1	6	15	03	03	02	06	16	04	11
5	Unaccounted Items Identified	1	07	0	00	00	06	00	00	01	01

Table 2

- Note:- IC refers to Inventory count

SL. No.	Particulars	IC- B11	IC- B12	IC- B13	IC- B14	IC- B15	IC- B16	IC- B17	IC- B18	IC- B19	IC- B20
1	Total Items Audited	15	08	08	46	42	18	16	37	28	98
2	Correct Items	12	00	02	33	26	05	02	30	12	66
3	Items with Variations	01	07	04	08	13	06	03	05	13	15
4	Items Missing	02	01	02	04	03	07	11	02	03	12
5	Unaccounted Items Identified	00	00	00	01	00	00	00	00	00	05

Table 3

SL. No.	Particulars	IC-B21	IC-B22	IC-B23	IC-B24	IC-B25	IC-B26	IC-B27	IC-B28	IC-B29	IC-B30
1	Total Items Audited	04	47	50	52	11	15	18	38	11	11
2	Correct Items	00	38	20	33	01	08	14	27	01	04
3	Items with Variations	01	01	16	05	06	05	01	00	05	02
4	Items Missing	02	07	13	10	03	01	03	08	04	05
5	Unaccounted Items Identified	01	01	01	04	01	01	00	03	01	00

Table 4

SL. No.	Particulars	IC-B31	IC-B32	IC-B33	IC-B35	IC-B36	IC-B37	IC-B38	IC-B39	IC-B40
1	Total Items Audited	23	24	06	17	25	02	16	40	24
2	Correct Items	13	12	01	07	10	00	02	05	06
3	Items with Variations	01	05	02	01	04	00	02	22	09
4	Items Missing	09	03	02	08	10	01	02	12	08
5	Unaccounted Items Identified	00	04	01	01	01	01	10	01	01

Table 5

SL. No.	Particulars	IC-B41	IC-B42	IC-B44	IC-B45	IC-B46	IC-B47	IC-B48	IC-B49	IC-B50
1	Total Items Audited	60	03	04	01	07	27	50	06	05
2	Correct Items	07	00	02	00	00	00	12	00	00
3	Items with Variations	17	01	00	00	02	00	09	00	00
4	Items Missing	23	01	01	01	04	00	25	05	04
5	Unaccounted Items Identified	13	01	01	00	01	27	04	01	01

Table 6

SL.	Particulars	IC-	IC-	IC-B 53 B54	IC-	42IC-	IC-	IC-	IC-	IC-
-----	-------------	-----	-----	-------------	-----	-------	-----	-----	-----	-----

No.		B51	B52	B57	B53 B56	B55	B56	B57	B58	B59
1	Total Items Audited	04	68	43	39	226	03	03	07	48
2	Correct Items	00	16	00	03	175	00	01	04	29
3	Items with Variations	02	27	35	21	17	02	00	02	15
4	Items Missing	01	08	07	15	33	01	02	01	03
5	Unaccounted Items Identified	01	17	01	00	01	00	00	00	01

Table 7

SL. No.	Particulars	IC-B61	IC-B62	IC-B63	IC-B65	IC-B66	IC-B67	IC-B68	IC-B70	IC-B71	IC-B72
1	Total Items Audited	16	04	29	10	05	18	05	03	04	25
2	Correct Items	10	01	21	08	00	08	02	00	03	07
3	Items with Variations	04	00	05	01	00	01	00	00	00	00
4	Items Missing	01	02	02	01	04	08	02	02	00	17
5	Unaccounted Items Identified	01	01	01	00	01	01	01	01	01	01

Table 8

SL. No.	Particulars	IC-B74	IC-B75	IC-B76	IC-B78	IC-B79	IC-B80	IC-B81	IC-B82	IC-B85	IC-B86	IC-B89
1	Total Items Audited	02	09	27	30	26	04	04	22	06	21	17
2	Correct Items	00	04	06	26	22	02	02	19	01	01	10
3	Items with Variations	00	00	01	01	01	00	00	00	01	01	05
4	Items Missing	01	04	19	02	02	02	02	02	03	18	01
5	Unaccounted Items Identified	01	01	01	01	01	00	00	01	01	01	01

Table 9

SL. No.	Particulars	IC-B90	IC-B91	IC-B92	IC-B93	IC-B94	IC-B95	IC-B96	IC-B97	IC-B98	IC-B99	IC-B100
1	Total Items	21	12	12	05	10	05	10	04	09	17	03

	Audited											
2	Correct Items	05	03	07	01	04	02	03	01	06	04	00
3	Items with Variations	03	01	02	01	00	00	01	00	00	06	00
4	Items Missing	06	02	02	02	05	02	05	02	03	07	02
5	Unaccounted Items Identified	07	06	01	01	01	01	01	01	00	00	01

Table 10

SL. No.	Particulars	IC- B101	IC- B102	IC- B104	IC- B107	IC- B108	IC- B109	IC- B112	IC- B113	IC- B114
1	Total Items Audited	12	10	04	02	04	04	02	06	02
2	Correct Items	05	04	03	00	01	01	00	05	00
3	Items with Variations	04	01	00	00	01	01	00	00	01
4	Items Missing	02	02	01	01	01	01	01	00	01
5	Unaccounted Items Identified	01	03	00	01	01	01	01	01	00

Table 11

SL. No.	Particulars	IC- Rack A	IC- Rack B	IC- Rack C	IC- Rack D	IC- Rack E	IC- Rack F	IC- Rack G	IC- Rack H	IC- Rack I	IC- Rack J	IC- Rack K
1	Total Items Audited	65	109	141	102	73	76	98	109	97	19	44
2	Correct Items	12	56	57	22	45	18	27	59	46	03	23
3	Items with Variations	35	37	75	58	12	29	42	35	38	13	11
4	Items Missing	08	15	08	21	15	28	28	14	12	02	09
5	Unaccounted Items Identified	10	01	01	01	01	01	01	01	01	01	01

Table 12

SL. No.	Particulars	IC- Rack L	IC- Rack M	IC-PLC Godrej	IC- Room 1	IC- Room 2	IC- Room 3	IC- Wardrobe 1
---------	-------------	------------	------------	---------------	------------	------------	------------	----------------

1	Total Items Audited	37	40	26	162	25	63	128x
2	Correct Items	03	07	01	45	00	10	41
3	Items with Variations	15	20	00	79	02	07	29
4	Items Missing	18	05	05	28	04	28	48
5	Unaccounted Items Identified	01	08	20	10	19	18	10

Table 13

SL. No.	Particulars	IC- Wardrobe 2	IC- Wardrobe 3	IC- Civil Room	IC- Cylinder Room	IC- Engine Room
1	Total Items Audited	25	85	03	08	09
2	Correct Items	11	69	00	02	05
3	Items with Variations	01	06	01	06	02
4	Items Missing	05	05	01	00	02
5	Unaccounted Items Identified	08	05	01	00	00

Table 14

AUDIT FINDINGS

We found that electric switches with different amps were kept together in a single box which lead towards confusion. The rack allotted for some machinery/motors was not big enough resulting in misplacement of the same. The flanges kept in place and label assembled to it was different resulting in confusion. Some of the products like rubber shoes and waterproof shoes were kept in different places because of lack of space allotted. Cleaning in the store like dust and other things needs to maintained, need to add more tube lights in the store. Lots of unaccounted items were found. Bearing, Gaskets, Spare parts, Pipe fittings and joints were kept neatly in order which is appreciated. The method of storing items was well appealing. Safety measures were up to date and employee safety was well maintained.

AUDIT FEEDBACK

As per the audit, the products are all misplaced from its original place and has been kept in other racks, not concerned with that particular box this leads to excess time utilization in searching for the product creating confusion to the inventory manager. Few of the products like measurement gaze were damaged and not being used was still stored on the rack and was considered in the list to be in the working condition. Misplaced items need to be kept in respected places to avoid further confusion. Some items were kept in same box leading to inefficient inventory management. Some areas have poor lighting conditions and require necessary measures to be taken. A better sorting and organizing the inventory, would be good for the smooth functioning of the store.

AUDIT EXPERIENCE

Every day was a new experience & every experience taught us a lot of things which strengthened our core understanding of inventory and its management.

We had learnt lot of things from audit processing that every little inventory item is important in auditing, we gained so much knowledge & experience about practical inventory audit. The working staff helped us lot in identifying & handling the products in the store for smoother audit process. The coordinators and the staff displayed lot of patience and were quick to respond to our query.

The project assisted us in understanding standard industry practice to identify and differentiate the inventory item based on its brand, size, quality, material of construction & other identifiable factors. We got information about utilization of particular items in the industry and its importance. There were some products which were misplaced and had to be relocated to correct location, by its characteristics and model numbers.

We learnt lot of smart work that every item/product is not countable one by one in numbers, we can calculate it mathematically by using our smartness. Nothing is easy until we put our concentration and interests. We must have patience & thirst to learn new things that makes us perfect in everything.

OUR IMMENSE THANKS AND GRATITUDE TO,

- ❖ The Managing authority, IMJ Institutions Kundapura.
- ❖ The Managing authority, Janatha Fish Meal and Oil Products, Kota.
- ❖ The Managing authority, MIT Kundapura.
- ❖ Department of Business Administration, MIT Kundapura.
- ❖ Project Coordinators, Janatha Fish Meal and Oil Products, Kota
- ❖ Faculty Coordinators, MIT Kundapura
- ❖ Store Coordinators, Janatha Fish Meal and Oil Products, Kota
- ❖ Mintu Sarania, Suresh Sarania, Jayanth Rabada.

LIVE-PROJECT REPORT ON FIXED ASSETS AUDIT AT JANATHA FISH MEAL & OIL PRODUCTS, KOTA.

Submitted By

DEPARTMENT OF MANAGEMENT STUDIES (MBA)
MOODLAKATTE INSTITUTE OF TECHNOLOGY, KUNDAPURA

Project Duration: 4 Days (21-03-2023 to 24-03-2023)

Project Team (MBA 2023-25)

TEAM 1	TEAM 2	TEAM 3	TEAM 4	TEAM 5
Pannaga Shetty Shashank Gautham B G	Jithin Kulal Nikith shetty Sristi Kunder	Jovial Fernandes Nimisha Ajith Shetty	Lakshminarayana Lavanya Mustain Sharief	Sushmitha S Fayeez Moulya Shetty Sumanth

Under the Guidance

Prof. Amruthmala
Dean Training, Placement and Industrial
Relations, MITK

Prof. Ashritha
Assistant professor
MITK

Special Thanks To

Project Coordinators

Mr. Jowin Rodrigues
Internal Auditor,

Mr. Ananth Nayak
Assistant Manager,
Business Support

Mr. Sujith Bangera
Store Manager,

Mr. Sachin Bangera
Senior Officer,
System Admin

Mr. Prakash
Senior Executive,
IT Dept

Mr. Shambhu Lingana Gowda
Senior Executive,
Admin Dept

Mr. Manikantan
H.R. Dept



Table of Contents

ABOUT	3
AUDIT OBJECTIVES	3
AUDIT STRATEGY	3
AUDIT OUTCOME SUMMARY	3
TEAM WISE AUDIT FINDING, FEEDBACK, EXPERIENCE	4
Team 01	4
Team 02	4
Team 03	5
Team 04	5
Team 05	6
CONCLUSION	6
OUR IMMENSE THANKS AND GRATITUDE TO,	7

FIXED ASSETS AUDIT REPORT

ABOUT

A fixed asset audit is the process of cross-checking items to make sure they are still within the business's possession. It also evaluates all of the items' monetary value.

AUDIT OBJECTIVES

- ✓ To identify and record the fixed assets present in the company
- ✓ To verify the assets with the existing list in the company
- ✓ To identify the missing or unaccounted assets
- ✓ Record the listed assets on the excel sheets

AUDIT STRATEGY

- ❖ Location based fixed assets audit to be conducted.
- ❖ Each team to verify assets based on Item List of respective location.
- ❖ Identified unaccounted or missing items to be listed and reported separately.
- ❖ Each team is to be assisted by a coordinator in identifying location and items.
- ❖ Group of 16 members were divided into 5 teams.

AUDIT OUTCOME SUMMARY

<u>Departments</u>	<u>Number of Assets Recorded</u>
Production Machinery & equipment	1183
Accounts	39
Laboratory	94
Admin Assets	174
Electrical	3528
ETP & STP	94
HRD	22
MHE	18
RMP	27
System and IT	44
Total Assets Audited	5223

TEAM WISE AUDIT FINDING, FEEDBACK, EXPERIENCE

Team 01

The work was assigned to the team members consisting of Pannaga, Gautham, Shashank, task was to find all the fixed assets, admin assets machinery, IT assets found in the departments of RMP, SPRAY DRYER, REFINARY, GATE OFFICE, QC Lab with the help of department managers and cross-check with already recorded and non-recorded items.

With team of three, we decided that one of the members will be handling recording of admin and IT assets, while other two will be focusing on recording of Fixed assets. And most importantly we decided not to follow the list of assets given but to find random assets on the walk. That helped us to find and record most of unrecorded items that was previously not recorded and the team audited more than 750 assets.

As we were a team of 3 in auditing the assets of the company, we learnt how an auditing will go and what are the processes involved. How actually an industry runs in reality and their internal operations are some of the things we understood. Working as a team achieved more Productivity rather than auditing alone is the main thing we experienced there. We also understood that in the auditing process every minute detail must be checked and noted and we didn't leave off any kind of unrecorded assets in our assigned departments. We would like to thank our coordinator Mr. Jowin Rodrigues who helped and supported us throughout the project work. We wanted to take a moment to express our heartfelt gratitude for the incredible opportunity to intern with Janatha fish meal and oil products. It has been an enriching and transformative experience, and We are truly grateful for all the support, guidance, and knowledge that we have gained during our time here.

Team 02

The team 02 consisting team members Jithin, Nikith and Sristi were assigned to audit the fixed assets relating to the ETP & STP department, evaporator and boiler departments and some electrical equipment. The team had audited more than 1400 assets in these departments. To audit the fixed assets the team worked as a group which helped in dividing the work equally and completing the task assigned on time. The team had more physical work in the departments. The whole team worked together while uploading the data. The team coordinator Mr. Ananth Nayak helped the team throughout the process.

It was a good experience for the team as it was the 1st live project that the team had undertaken in the career. The team got to know about how to identify and differentiate the assets from one another. The coordinator was friendly and informative and was helping as and when there was a doubt. While recording the assets the team had to take down specification such as manufacturer, model, MOC and others.

It was a wonderful experience for the team. The team is grateful to the management, coordinator and supporting staff of the JFM, Kota for this opportunity. And want to thank the college for this opportunity.

Team 03

The team 03 consisting team members Jovial, Nimisha and Ajith were assigned to audit the fixed assets relating to the production department consisting machinery, furniture, electrical equipment and many other assets. The team had audited more than 1700 assets. The next process after identifying the assets was to upload the recorded data to the google sheet for easy access of the company. The team member Ajith was chosen on the 2nd day of the audit to upload data identified and rest of the team continued to work on identification of the fixed assets. The team coordinator Mr. Sujith Bangera supported the team in the entire process.

It was a really good experience for the team. It was the first time that the team members were chosen to do such kind of audit work. The team got to know about how to identify the fixed assets and how to differentiate the similar assets from one another. The team coordinator was friendly and was helping the team as and when requested. While recording the fixed assets we were supposed to identify and note the manufacturer, model, serial number, metal of construction and other things.

It was an amazing experience for the team and learnt many things for the first time. The live project offered by the JFM, Kota was one of kind experience of the team. The team is grateful to coordinator and supporting staff of the production department and electrical department for helping in recognising the details of the assets. Last but not the least the team want to thank the college management, faculty for this opportunity.

Team 04

Team consisting of Lakshminarayana, Lavanya and Mustain were instructed to audit the departments like MHE, some of electrical appliances in the various departments. The team audited more than 650 items from various departments. The team upload the recorded data into the google sheet. On the 3rd day of the audit the team helped in sticking the barcodes to the assets. The team worked together to achieve the objective.

It was a good experience for the team as it had been their first project and was excited to work. This project helped the team in understanding the benefits of team work. The team was guided by Mr. Shambhu Lingana Gowda who helped the team throughout the project work. The team had to recognize and record assets based on the identification like manufacturer, MOC, serial number.

The team is grateful to the opportunity provided by the JFM, Kota and support of all the coordinator and the help from the staff of the firm. Team gained experience about the audit process which would help them in their future endurance.

Team 05

The team 05 consisting team members Sushmitha S, Fayeez, Moulya Shetty, Sumanth were instructed to audit some of the departments like Accounts, Lab, Admin assets, HRD, Systems & IT and electrical equipment. The team audited more than 600 assets from the above departments. The team member Moulya was selected for uploading the data on the google sheet on the 2nd day. The team coordinator Mr. Sachin Bangera and Mr. Prakash Padukone was very much helpful during the audit work.

It was really a good experience. we got to know about the process of auditing and what all fixed assets information should be included. On the first day we were confused a bit but from second day we got to know about the actual work. This project gave us lot of information and it helped in developing communication skills and team work.

Even the company coordinators were so friendly that they were helping us to make our work fast they were giving information about lot of things. As we got the office area it looks small but the work was more. We were supposed to write the serial number, model number, brand name of the assets and the assets was categorized into two assets that is admin assets and IT & system assets. And the company facilities were also good Transportation, Food etc... And at the last day we were instructed to put the recorded assets into excel sheets and here also we got to know about how it works. Overall, it was a good experience for us. We enjoyed a lot even while working. Got to know about lot of things.

Thank you for giving an opportunity by involving us in this Live project. And we would like to thank all the employees and coordinators for helping us to learn things and helping us to complete our work.

CONCLUSION

In conclusion, the project has been a success, achieving the intended goals and delivering tangible results. The project work offered by the JFM, kota was educational. The members of the project learned practical knowledge on audit of fixed assets which would help them in their future endeavours ensuring continuous progress and advancement.

OUR IMMENSE THANKS AND GRATITUDE TO,

- ❖ The Managing authority, IMJ Institutions Kundapura.
- ❖ The Managing authority, Janatha Fish Meal and Oil Products, Kota.
- ❖ The Managing authority, MIT Kundapura.
- ❖ Department of Business Administration, MIT Kundapura.
- ❖ Project Coordinators, Janatha Fish Meal and Oil Products, Kota
- ❖ Faculty Coordinators, MIT Kundapura
- ❖ The staff and department heads, JFM, Kota.

EMPLOYEE ENGAGEMENT SURVEY REPORT



MOODLAKATTE INSTITUTE OF
TECHNOLOGY KUNDAPURA
DEPARTMENT OF MANAGEMENT STUDIES (MBA)

Submitted By

Azar
Sudeshma Shetty
Ananth Nayak

Under the Guidance of

Dr. Prathibha Patel M
Prof. Amruth Mala

INDEX

Research Design

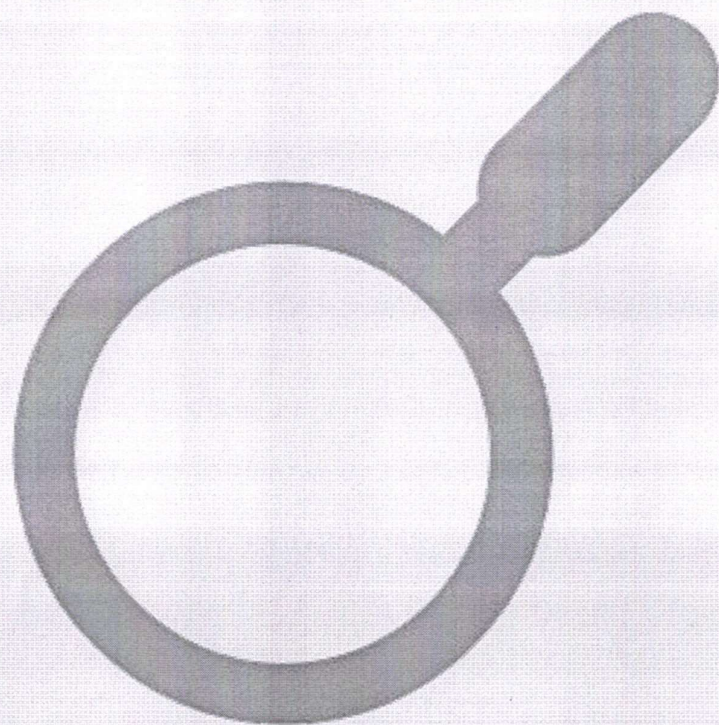
- Statement of the Problem
- Need for the study
- Objectives
- Scope of the Study
- Research Methodology
- Limitations

Analysis and Interpretation

- Graphical Representation of Mean Value (Q1 to Q18)
- Graphical Representation of Survey Responses (Q1 to Q18)

List of Things Requiring Improvement (Q19)

List of Best Things About The Organization (Q20)



Research Design

Statement of the Problem

The aim of this study is to attempt to find out what encourages employees to have a passion for the job they do, which encourages them to display the efforts that will push them on the extra mile to do their job with the best of their ability and also identifying the hindrance on the forefront.

Need for the study

01

To get true picture of
Employee Engagement.

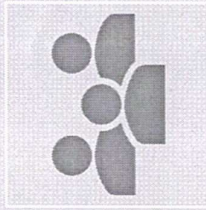
02

To Understand the
problems
from employees point of
view.

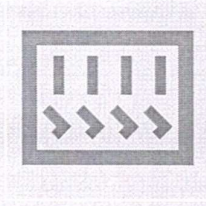
03

To develop the current
system and it's
effectiveness.

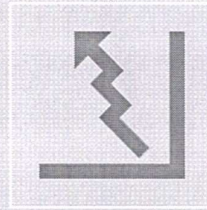
Objectives



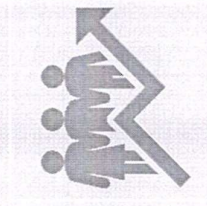
Understand the
Employee Engagement practices



Evaluate the effectiveness of Employee
Engagement



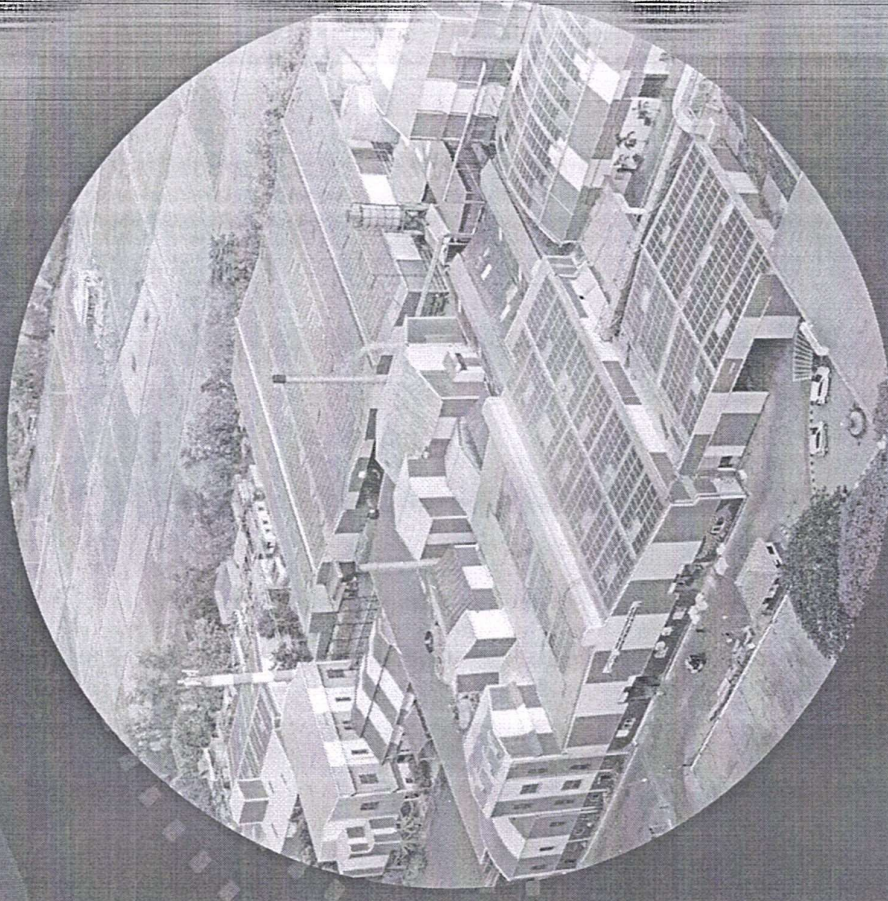
Identify satisfaction level of the
employees with the current system



Identifying the gap that will help in
formulating strategies for better
Employee Engagement

Scope of the study

- The scope of the study is limited to the employees who are currently working in Janatha Fish Meal and Oil Products, Kota



Research Methodology

Both qualitative and quantitative approach.

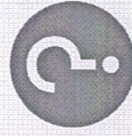
The research data is to be collected qualitatively using five-point Likert scale.

During the analysis, the collected data would be converted into quantitative values.

Limitations



Illiteracy of some respondents may affect the quality of the data.



The question of anonymity of responses may affect the quality of response.



Communication gap during the delivery of questionnaire instructions may affect the quality of response.

The background of the page is a dark, textured surface. It features several large, overlapping circles in shades of dark green and grey. A grid of small, light-colored squares is visible in the lower right quadrant, partially obscured by the circles. The overall effect is a complex, layered geometric pattern.

Analysis and Interpretation

Terms Used - Mean Value:

- The mean value is the average value found by dividing the sum of values of responses per question by population size.

$$\text{Mean Value} = \frac{\text{Sum of values of responses}}{\text{Population Size}}$$

Mean Value Interpretation

Mean Value	Meaning
5	Most favorable. (Perfect score)
4	Favorable.
3	Neutral.
2	Unfavorable.
1	Most unfavorable.

Quantitative Values Assigned For Likert Scale

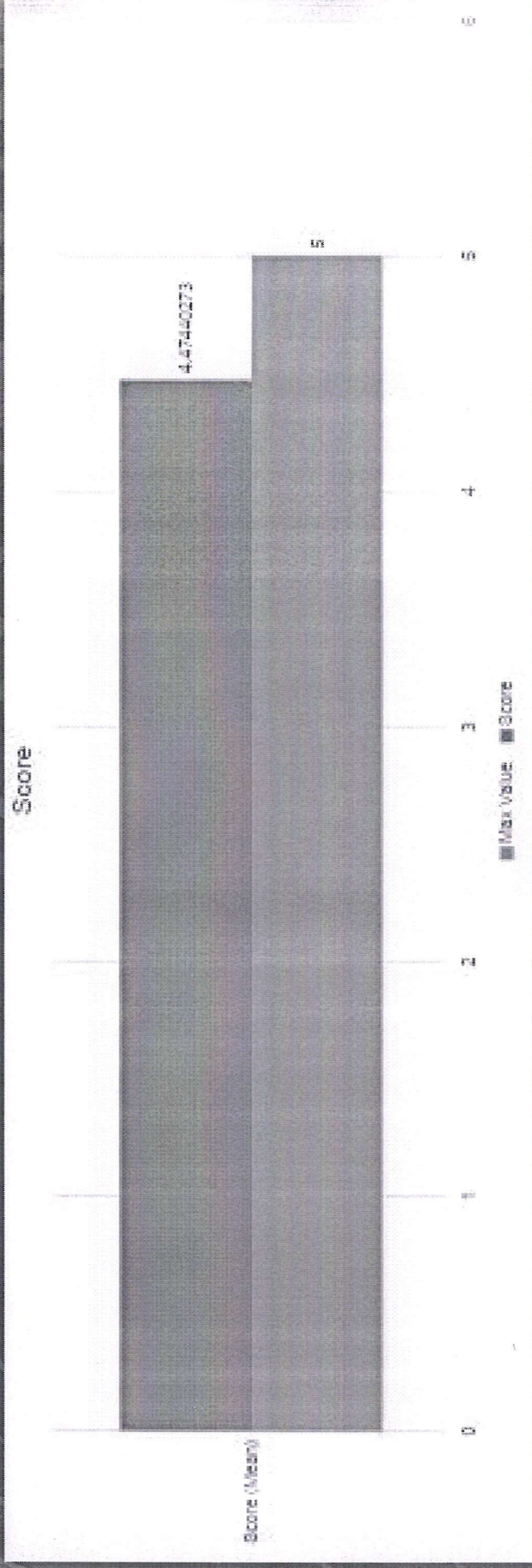
Legend	
Particulars	Assigned Value
Strongly Agree	5
Agree	4
Neutral	3
Disagree	2
Strongly Disagree	1

The background of the slide is a dark, textured grey. It features several concentric circles in a lighter shade of grey, some of which are partially obscured by the text. A grid of small, light-colored squares is also visible, particularly in the lower right quadrant. The overall aesthetic is modern and technical.

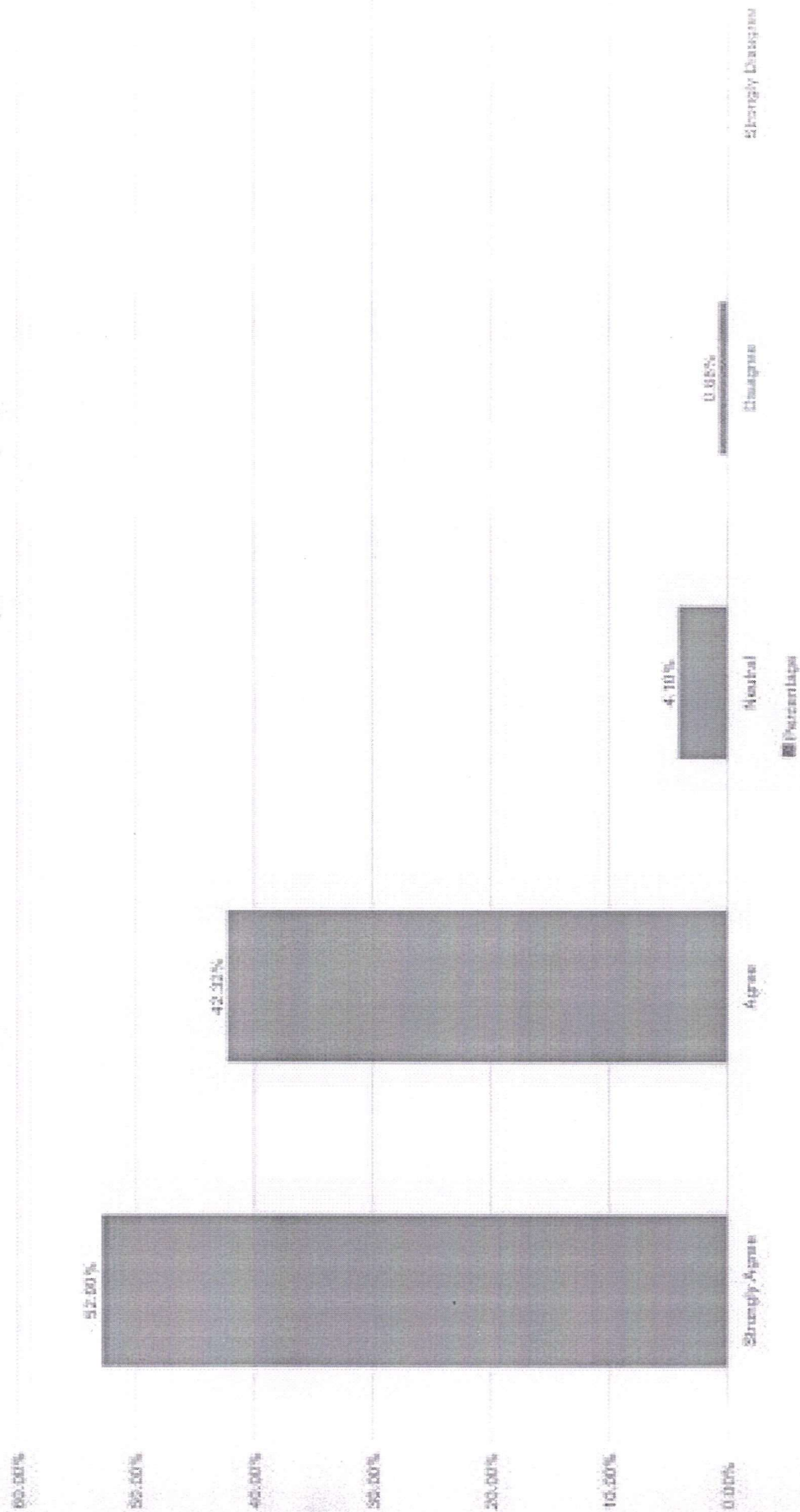
Graphical Representation of response data Q1 to Q18

1.
ಸಂಸ್ಥೆಯಲ್ಲಿ ಕೆಲಸ ಮಾಡಲು ನನಗೆ ಹೆಮ್ಮೆ ಇದೆ.
(I am proud to work in my organization.)

Score: 4.47



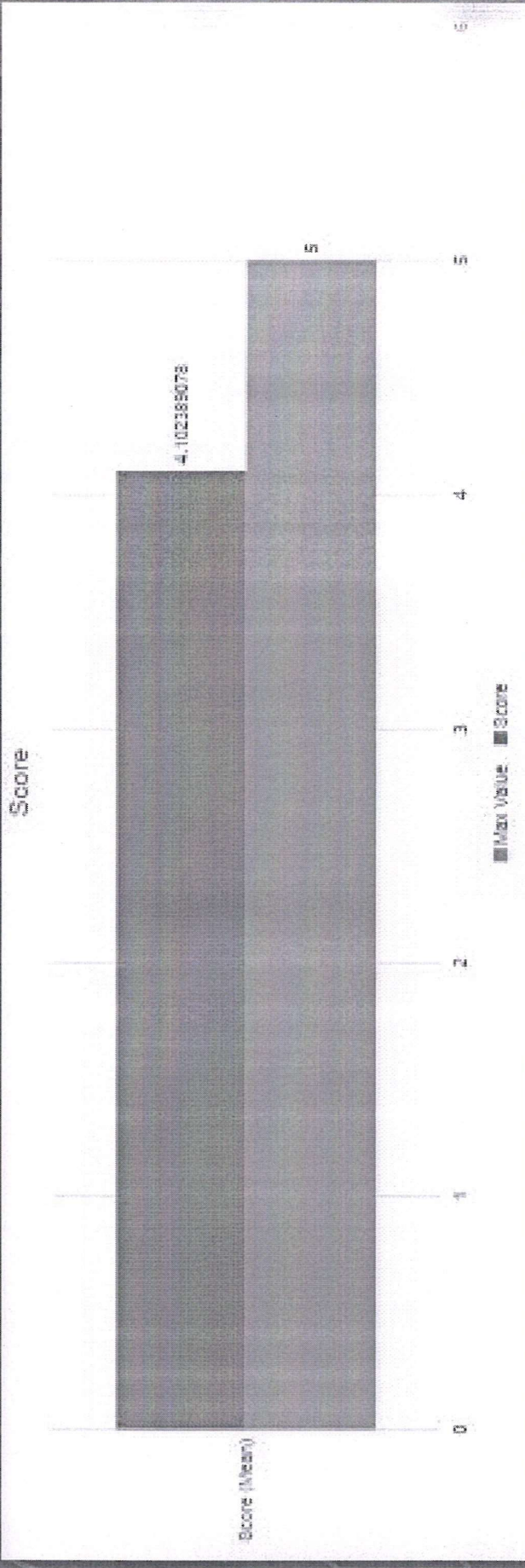
1. Respondents that stated they wished not / I am proud to work in my organization.



2.

ನನ್ನ ದೈಹಿಕ ಮತ್ತು ಮಾನಸಿಕ ಯೋಗಕ್ಷೇಮದ ಬಗ್ಗೆ ಸಂಸ್ಥೆಯು ಕಾಳಜಿ ವಹಿಸುತ್ತದೆ.
(I believe my organization cares about my physical and mental wellbeing.)

Score: 4.10



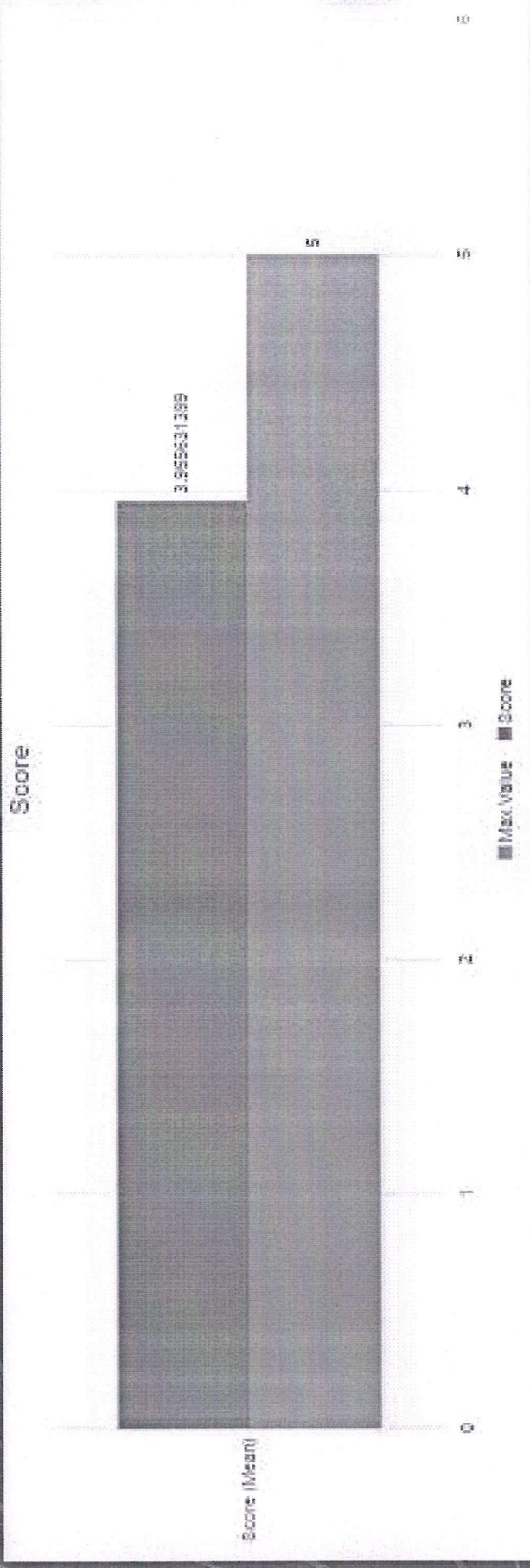
2. *How often have you experienced this negative state of mind?* I believe my organization cares about my physical and mental wellbeing.



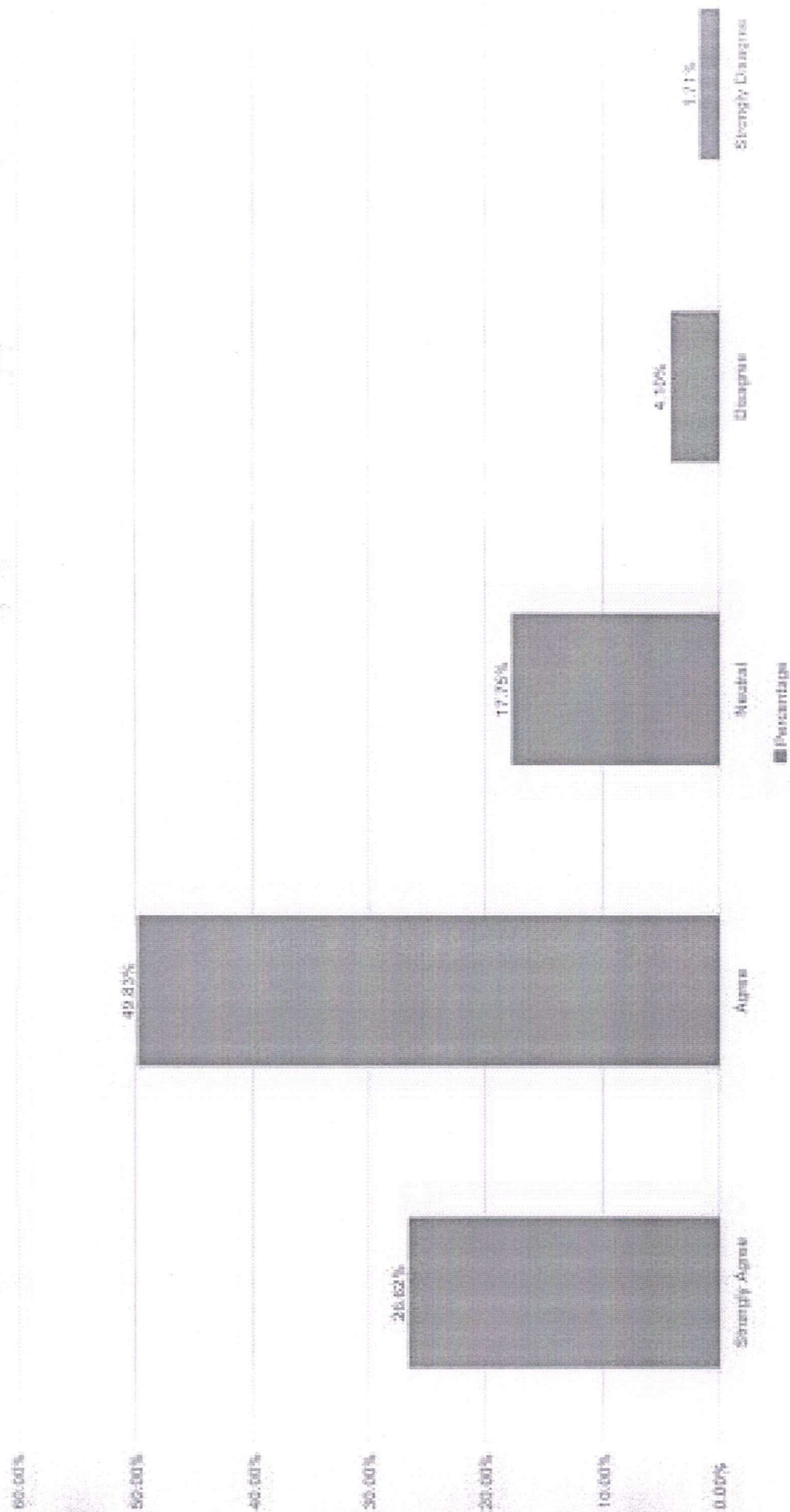
3.

ಸಂಸ್ಥೆಯು ಬಲವಾದ ಕುಂದುಕೊರತೆ ಪರಿಹಾರ ವ್ಯವಸ್ಥೆಯನ್ನು ಹೊಂದಿದೆ.
(I believe my organization has a strong grievance redressal system.)

Score: 3.96



3. Respondents were asked to rate the effectiveness of the grievance redressal system.

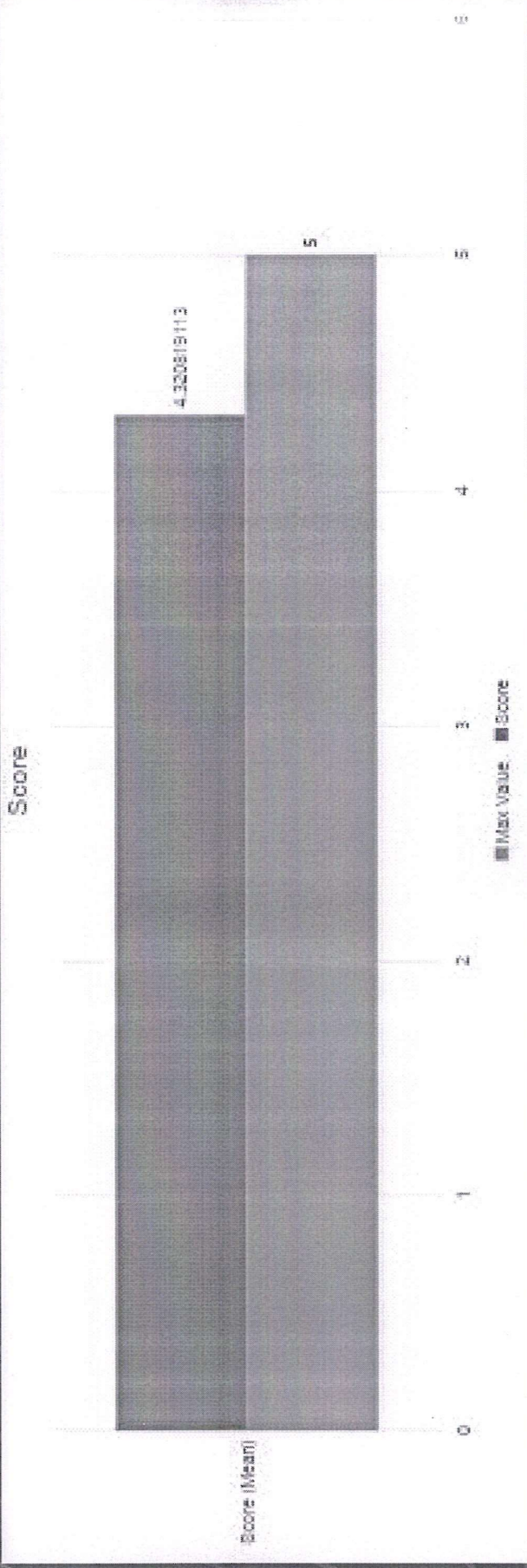


4.

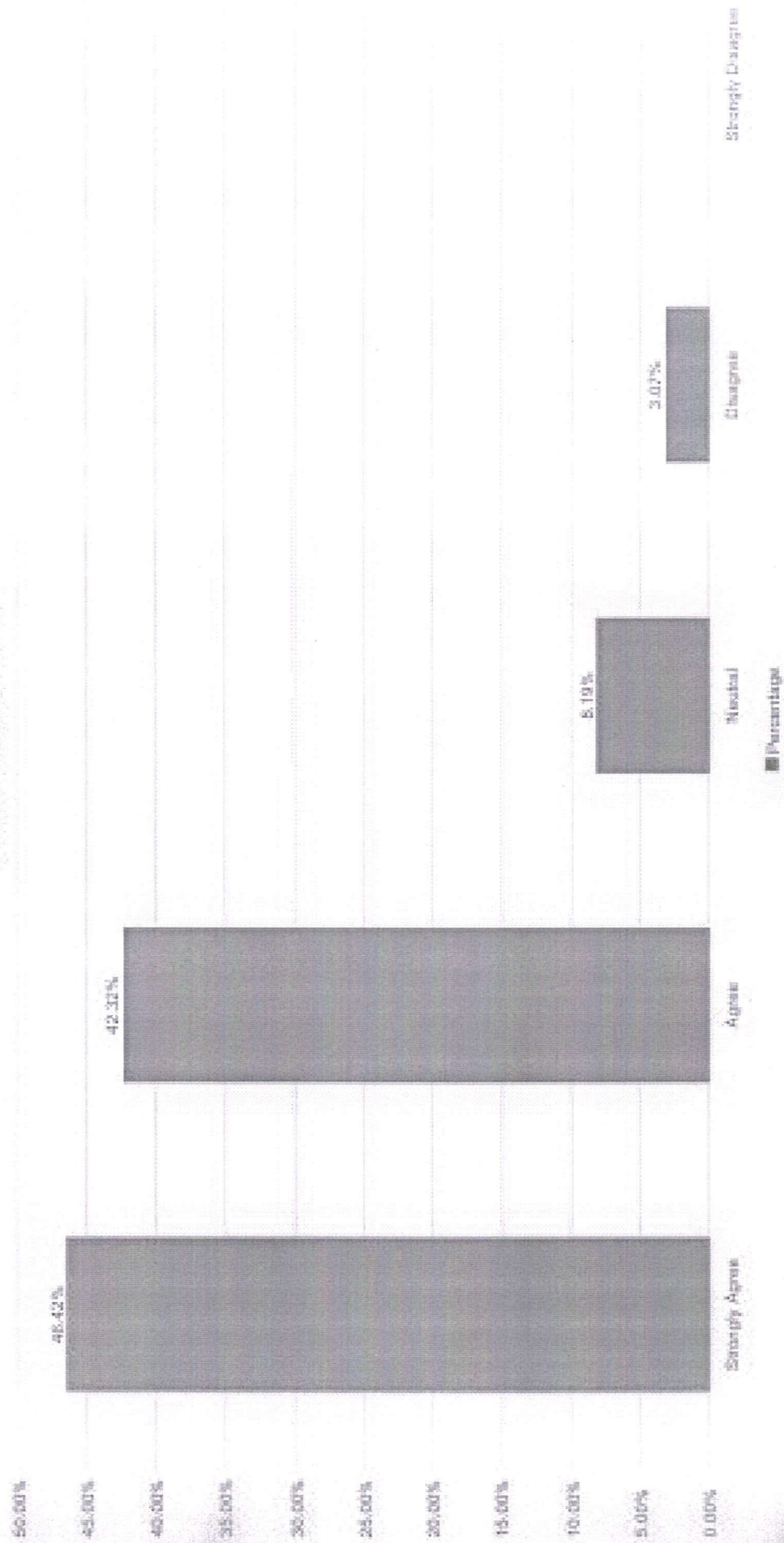
ಸಂಸ್ಥೆ ಸಾಮಾಜಿಕವಾಗಿ ಜವಾಬ್ದಾರಿಯುತ ರೀತಿಯಲ್ಲಿ ಕಾರ್ಯನಿರ್ವಹಿಸುತ್ತದೆ ಎಂದು ನನಗೆ ಹೆಮ್ಮೆ ಇದೆ.

(I am proud that my organization operates in a socially responsible manner.)

Score: 4.32

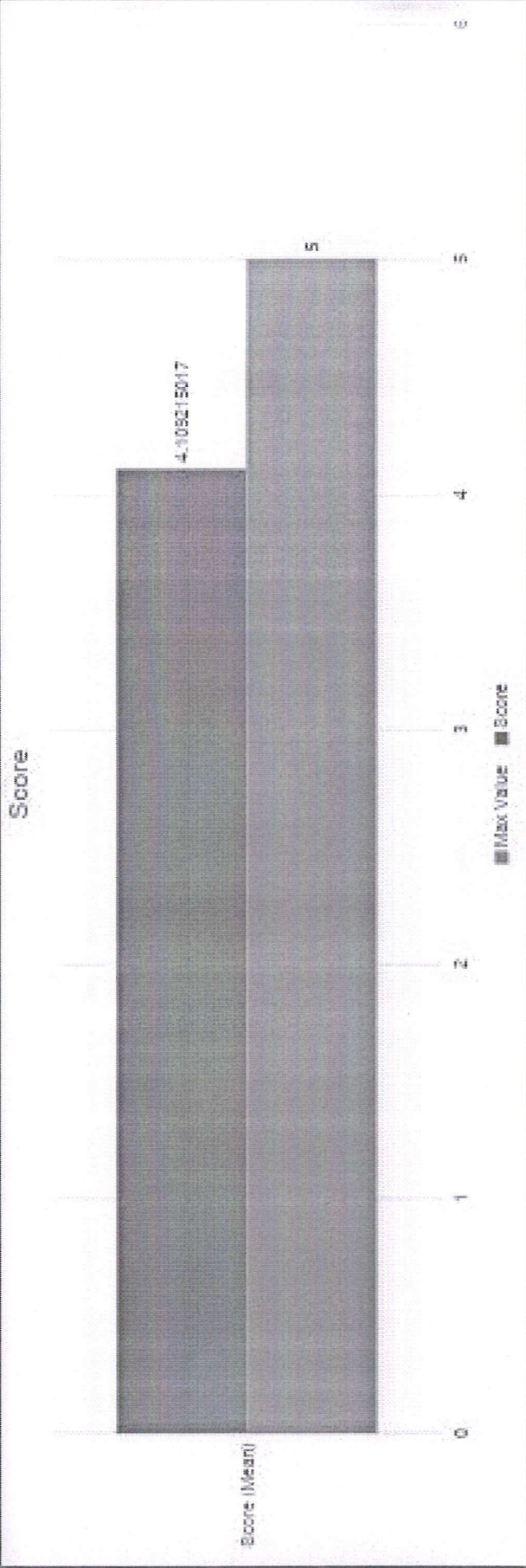


4. Would you agree or disagree that the organization operates in a socially responsible manner.

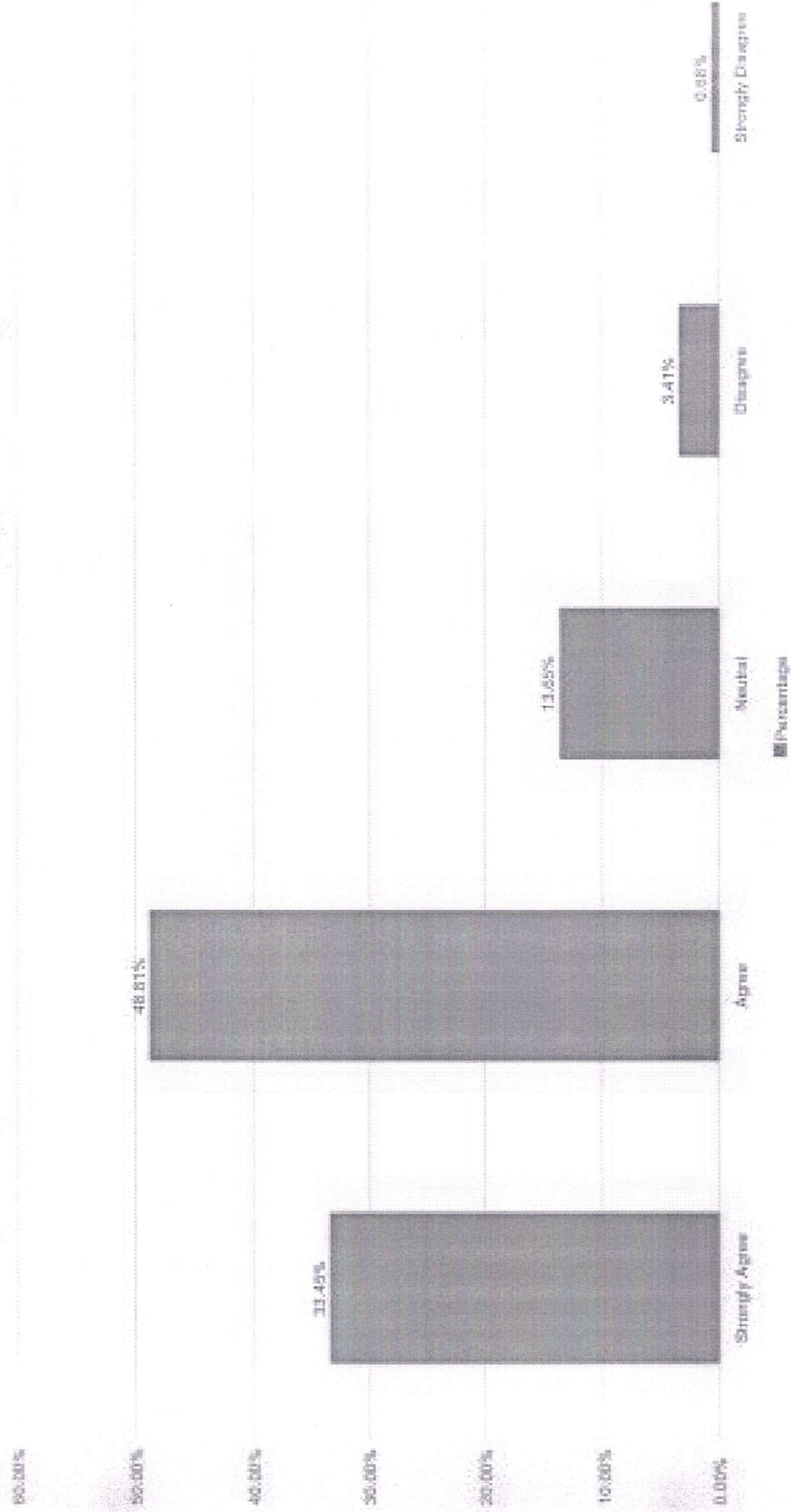


5.
ಸಂಸ್ಥೆ ಉತ್ತಮ ವೃತ್ತಿ ಮತ್ತು ಜೀವನ ಸಮತೋಲನವನ್ನು ಒದಗಿಸುತ್ತದೆ.
(I feel that my organization provides a good work-life balance.)

Score: 4.11

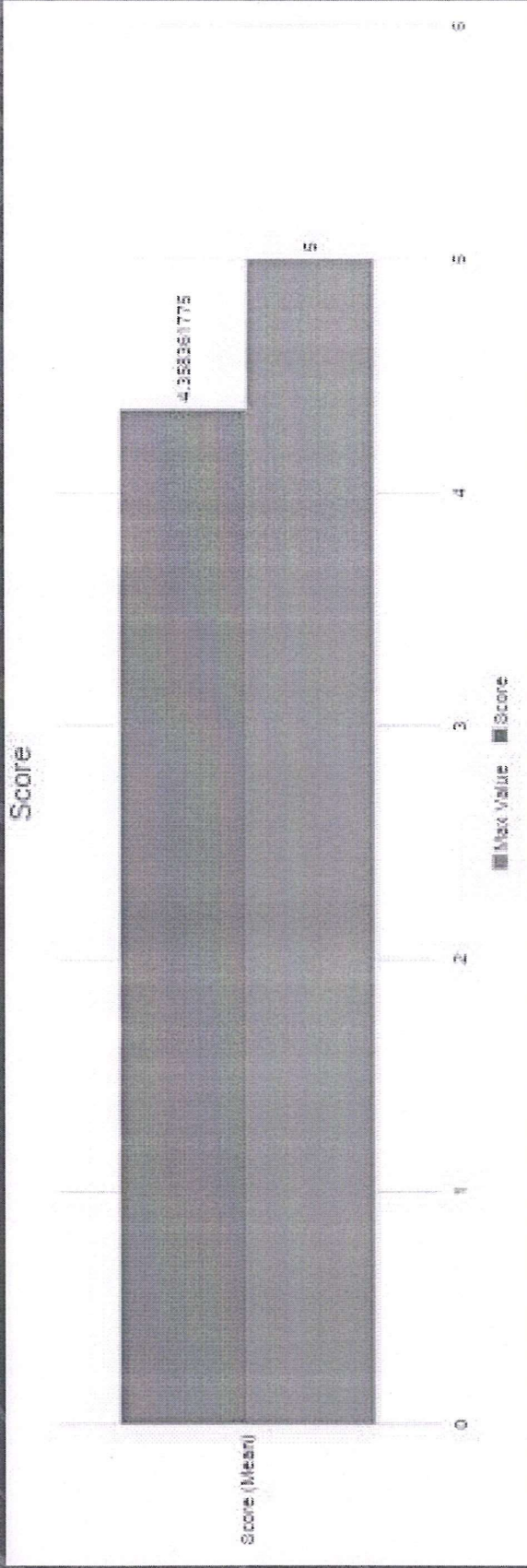


6. *Strongly agree to agree that my organization provides a good work-life balance.*

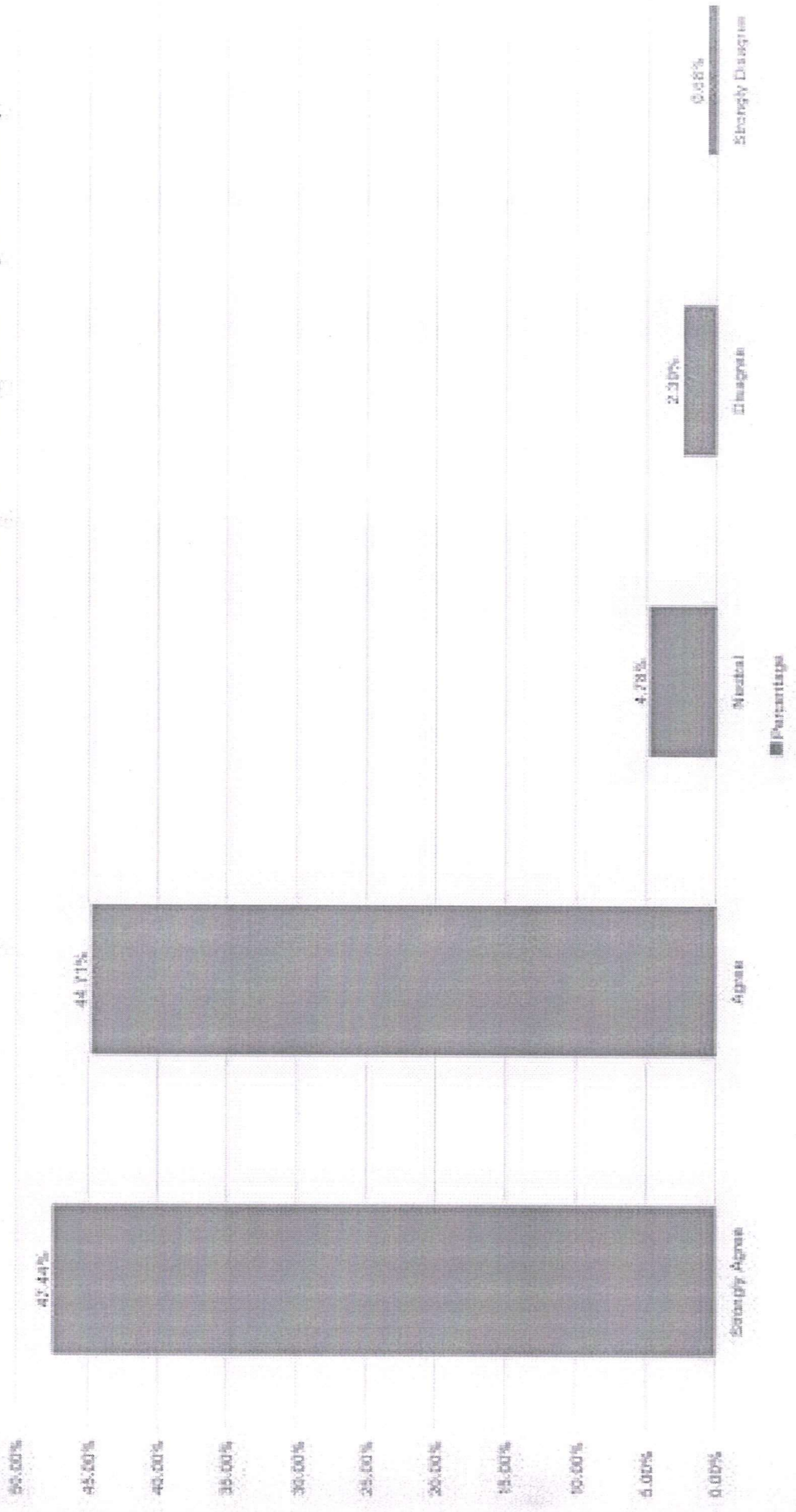


6.
ನನ್ನ ಕೆಲಸವು ನನ್ನ ಕೌಶಲ್ಯ ಮತ್ತು ಸಾಮರ್ಥ್ಯವನ್ನು ಚೆನ್ನಾಗಿ ಬಳಸಿಕೊಳ್ಳುತ್ತದೆ.
(I feel my work makes good use of my skills and ability.)

Score: 4.36



6. How often do you use the following methods of communication? / I feel my work makes good use of my skills and ability.

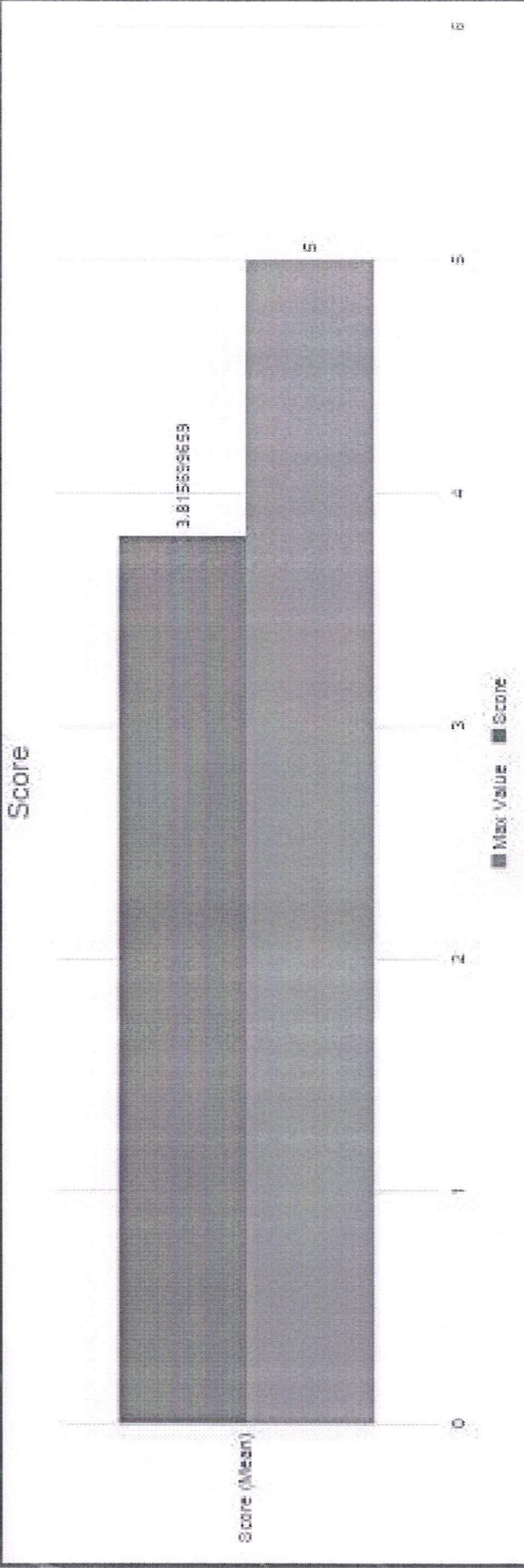


7.

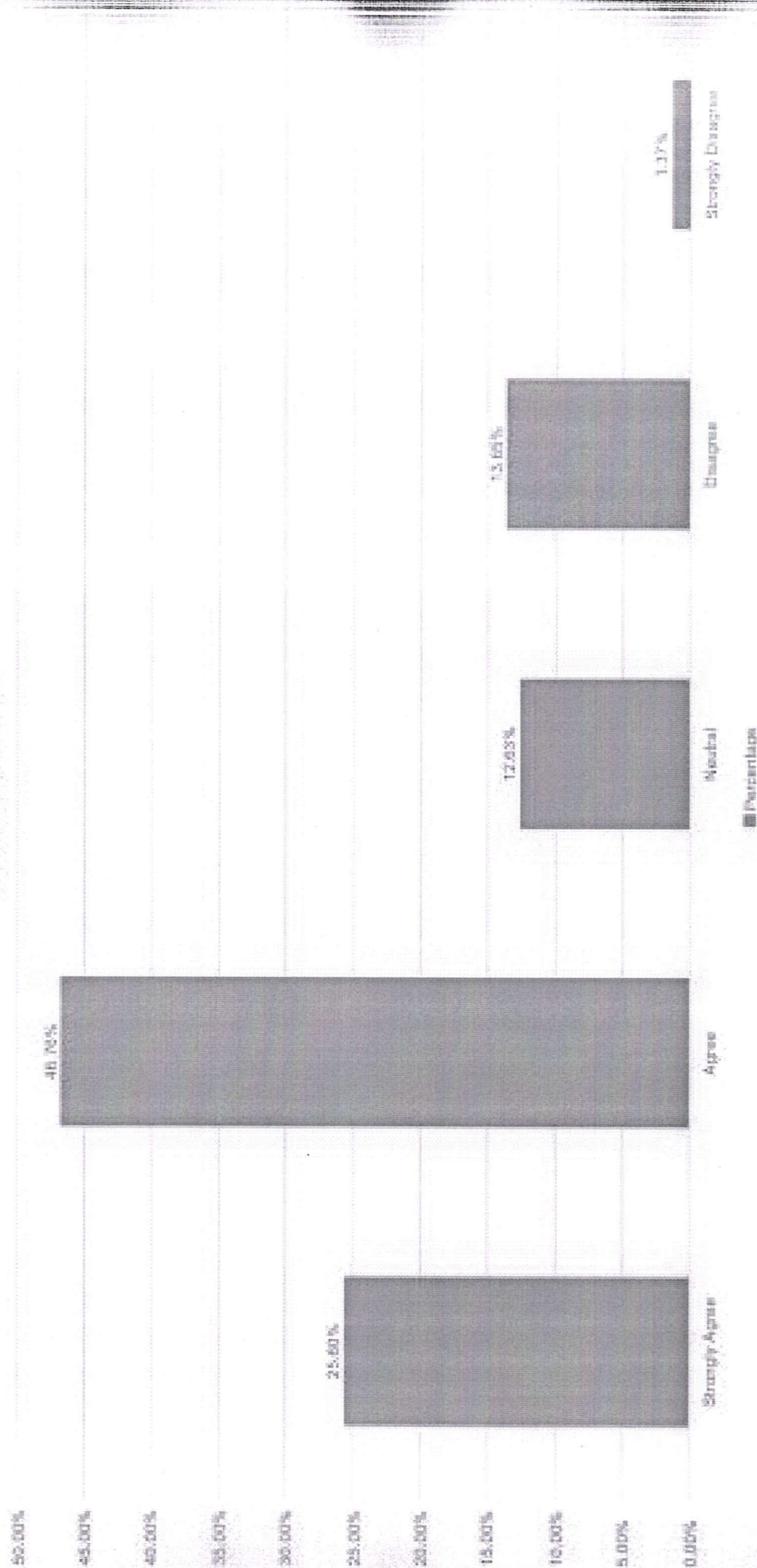
ನನ್ನ ಇಲಾಖೆಗೆ ಸಂಬಂಧಿಸಿದ ನಿರ್ಧಾರಗಳಲ್ಲಿ ಭಾಗವಹಿಸಲು ನನಗೆ ಸಮಾನ ಅವಕಾಶ
ಸಿಗುತ್ತದೆ.

(I believe I get an equal opportunity to participate in decisions
regarding my department.)

Score: 3.82



7. I believe I get equal opportunity to participate in decisions regarding my department.

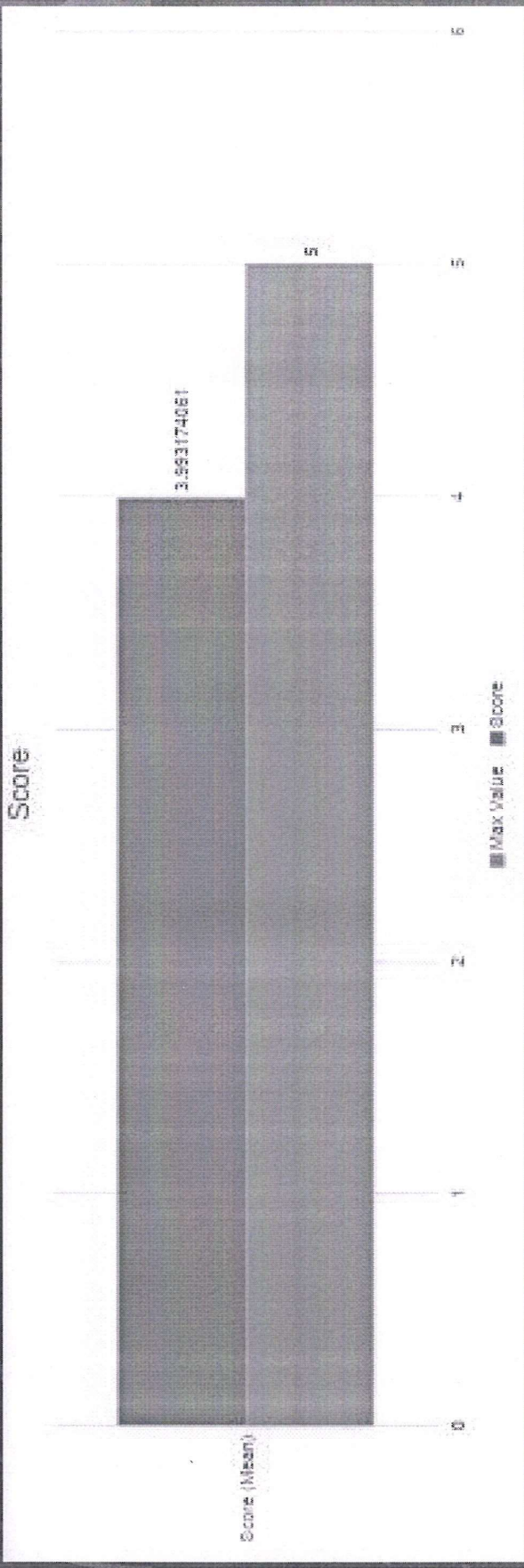


8.

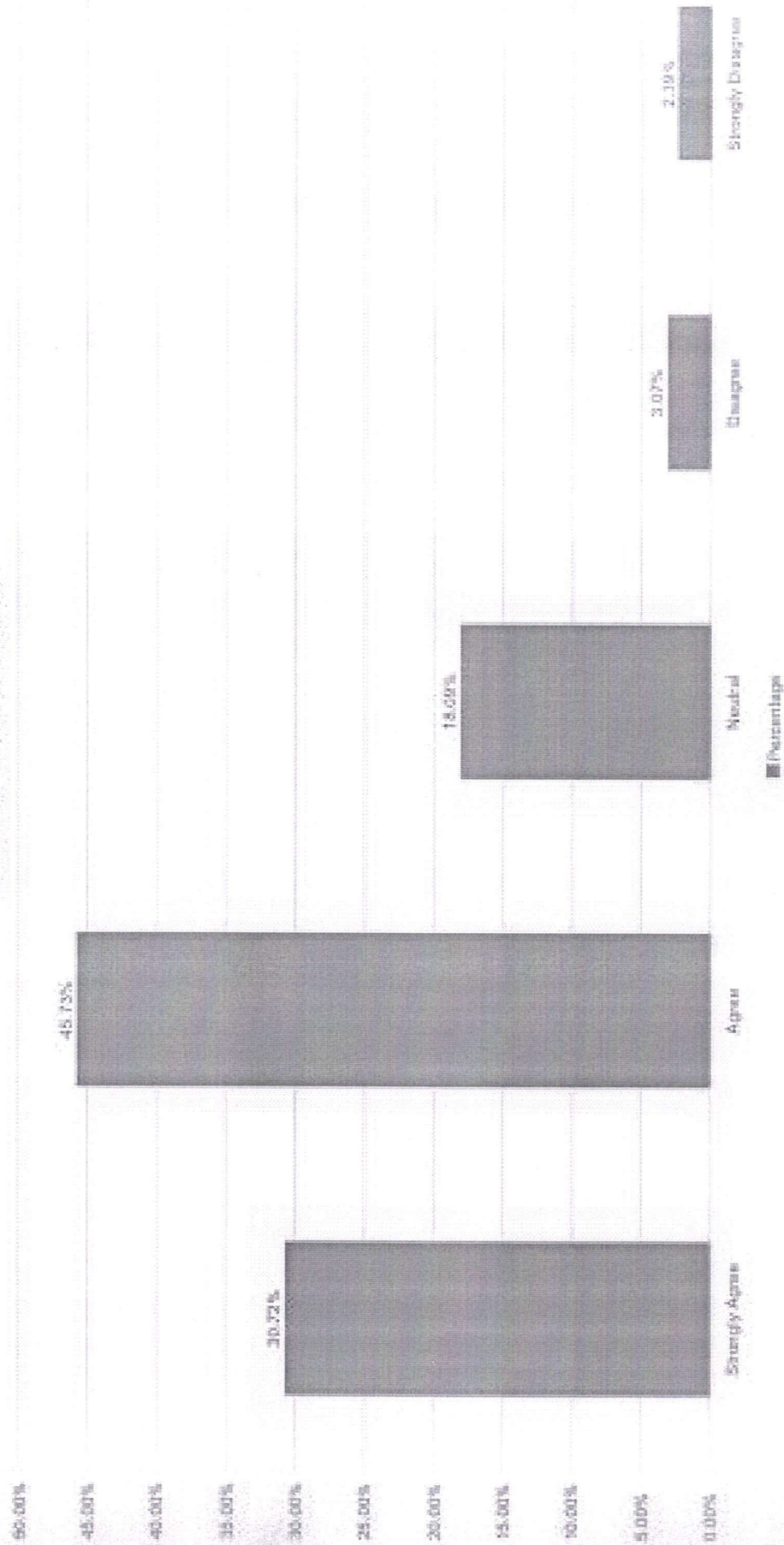
ಸಂಸ್ಥೆಯಲ್ಲಿ ಇತರರು ಕೆಲಸ ಮಾಡಲು ಉತ್ತಮ ಸ್ಥಳವೆಂದು ನಾನು ಸಂತೋಷದಿಂದ
ಶಿಫಾರಸ್ಸು ಮಾಡುತ್ತೇನೆ.

(I would happily recommend this organization as a good place to work
to others.)

Score: 3.99



8. How good a place to work would you recommend this organization as a good place to work to others.



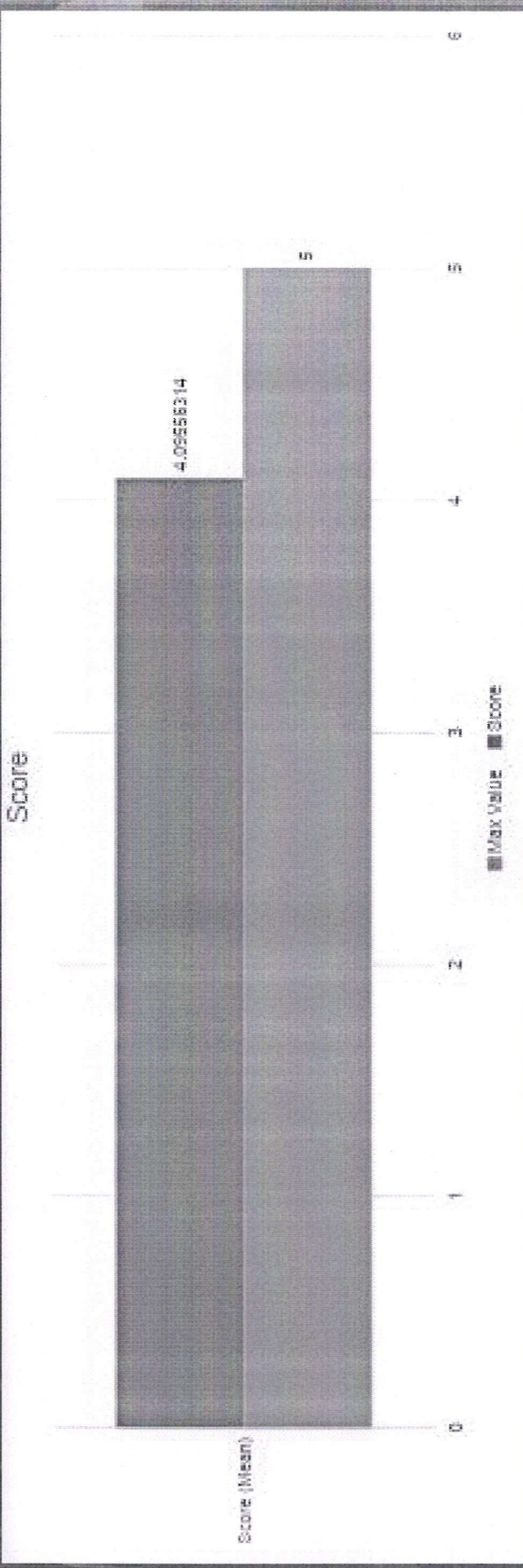
9.

ಕೆಲಸವನ್ನು ಉತ್ತಮವಾಗಿ ನಿರ್ವಹಿಸಲು ಅಗತ್ಯವಿರುವ ಎಲ್ಲಾ ಸಂಪನ್ಮೂಲಗಳು ನನಗೆ ದೊರೆಯುತ್ತದೆ.

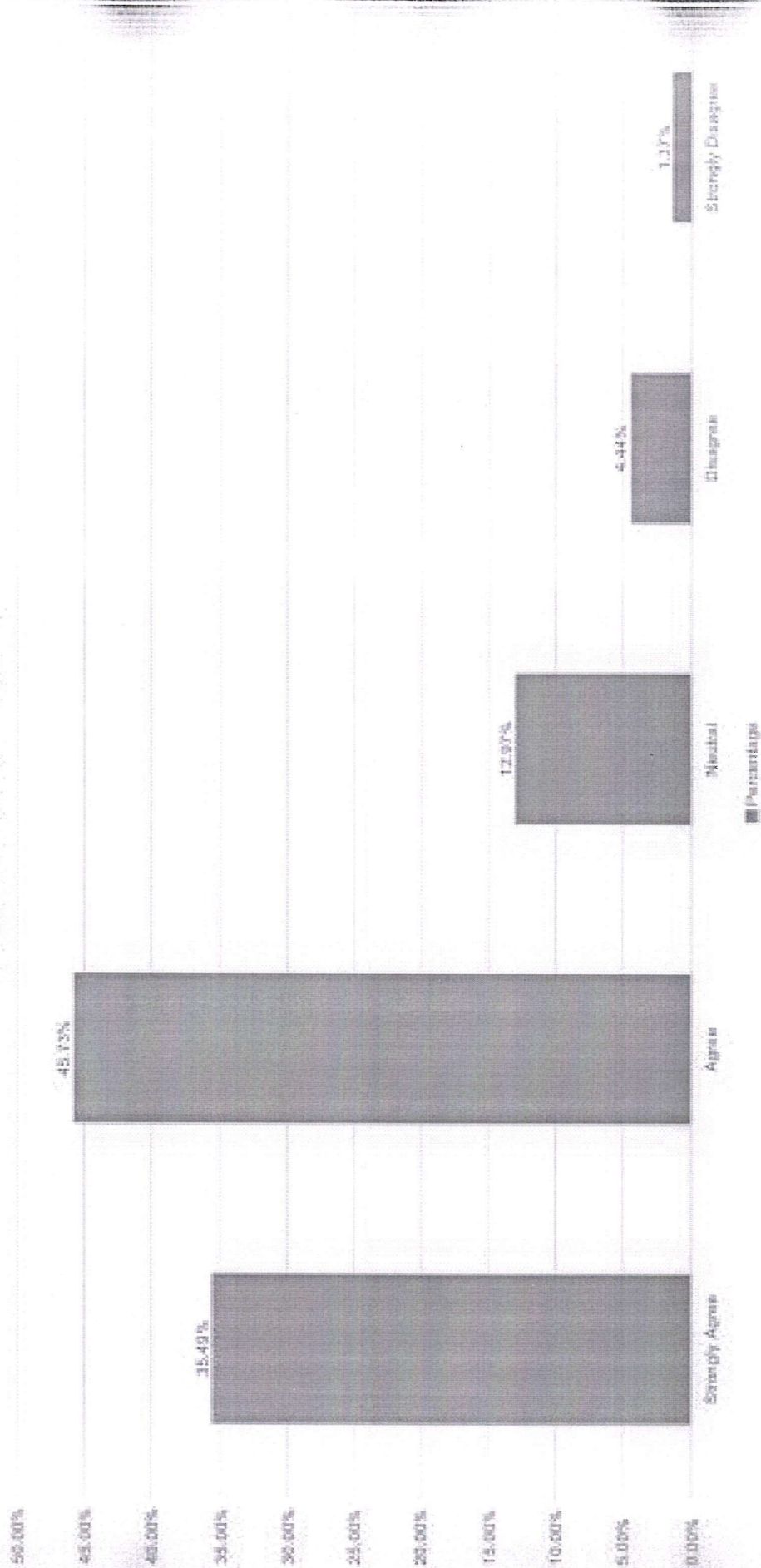
(I believe I have access to all the resources I need to perform my work well.)

Score: 4.10

Score



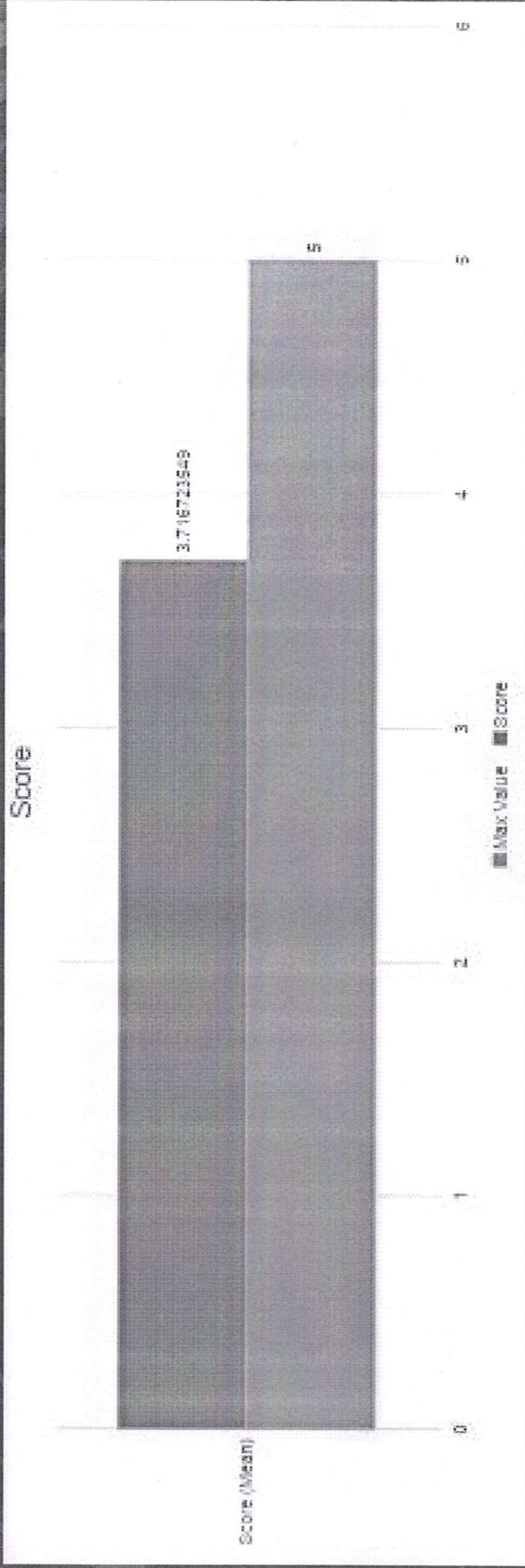
9. *With the current maintenance resources available, I believe I have access to all the resources I need to perform my work well.*



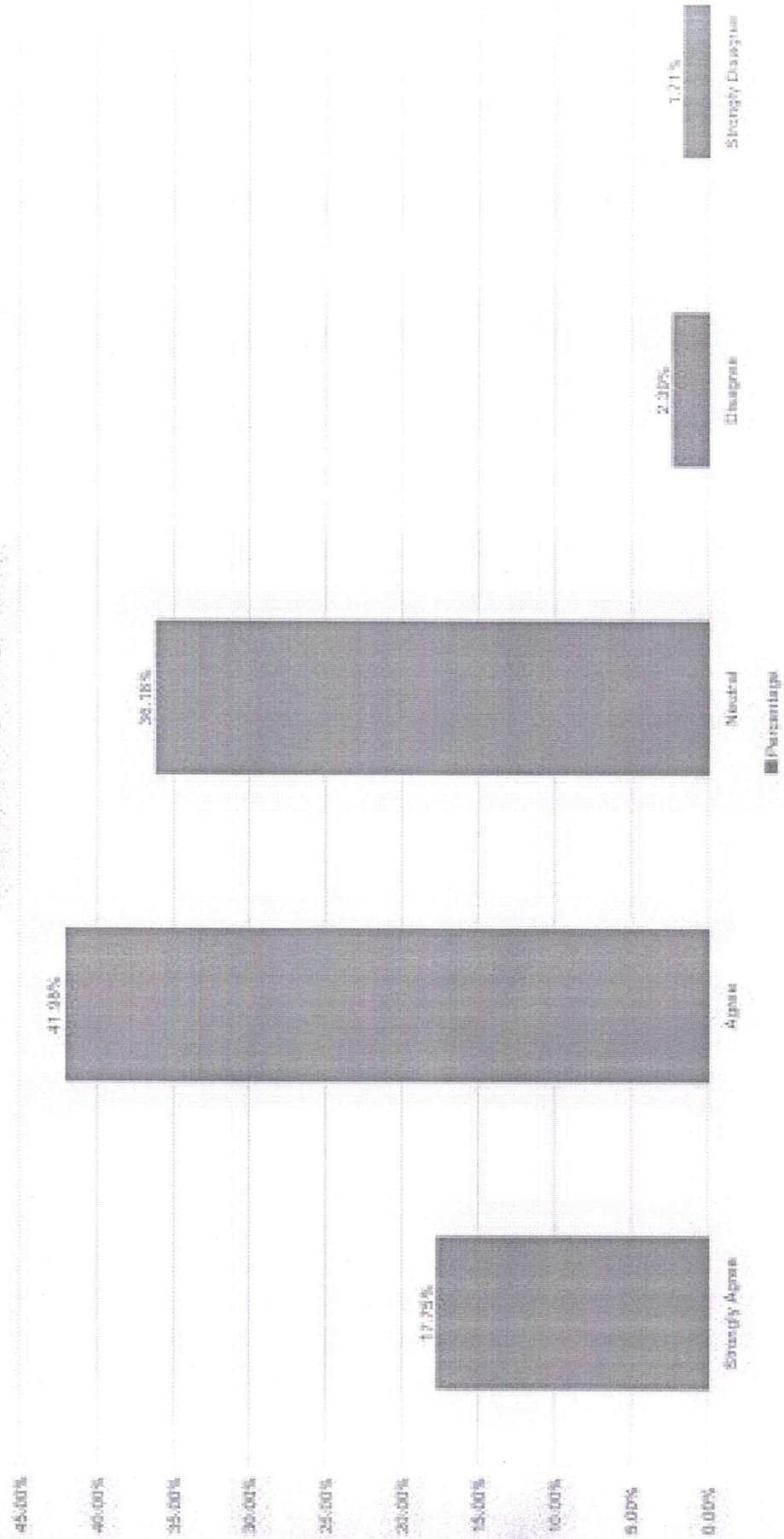
10.

ಸಂಸ್ಥೆ ಒದಗಿಸುವ ಇಆರ್‌ಪಿ (ERP) ವ್ಯವಸ್ಥೆಗಳನ್ನು ನಾನು ಉತ್ತಮವಾಗಿ
ಬಳಸಿಕೊಳ್ಳುತ್ತಿದ್ದೇನೆ.
(I am making good utilization of the ERP systems provided by the
organization.)

Score: 3.72



10. Respondents' reaction (ERP) related information and infrastructure development/ I am making good utilization of the ERP systems provided by the organization.



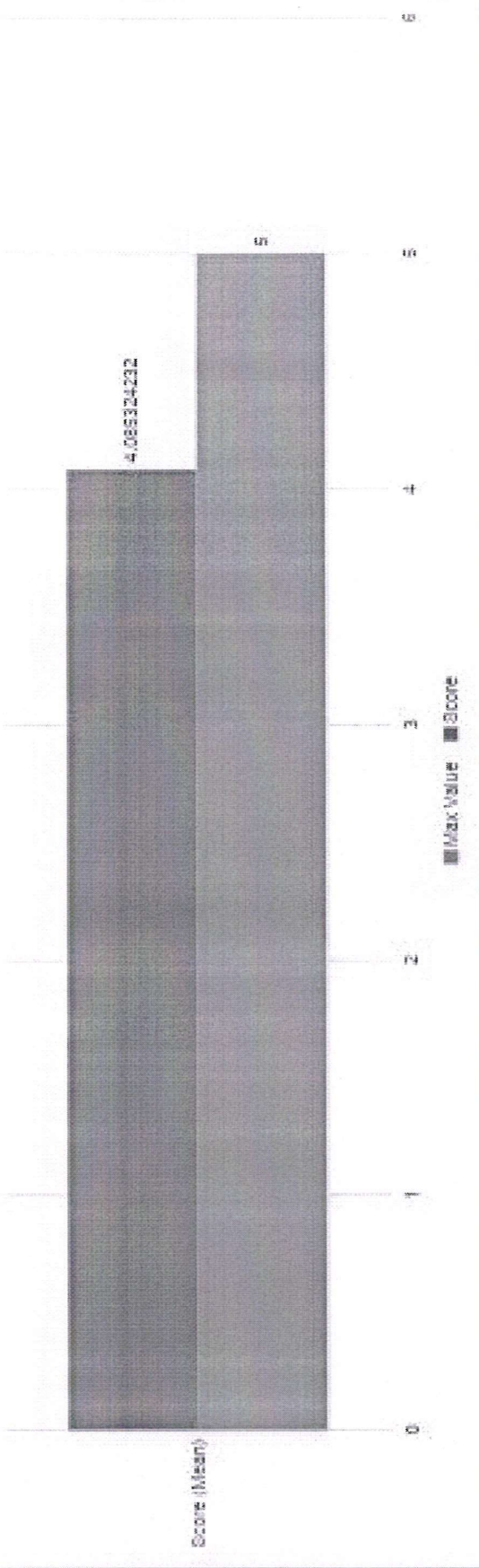
11.

ಕೆಲಸದಲ್ಲಿ ಯಾವುದೇ ಸಮಸ್ಯೆಯನ್ನು ಎದುರಿಸಲು ನನಗೆ ಸರಿಯಾದ ತರಬೇತಿ ಹಾಗೂ ಮಾರ್ಗದರ್ಶನ ನೀಡಲಾಗಿದೆ.

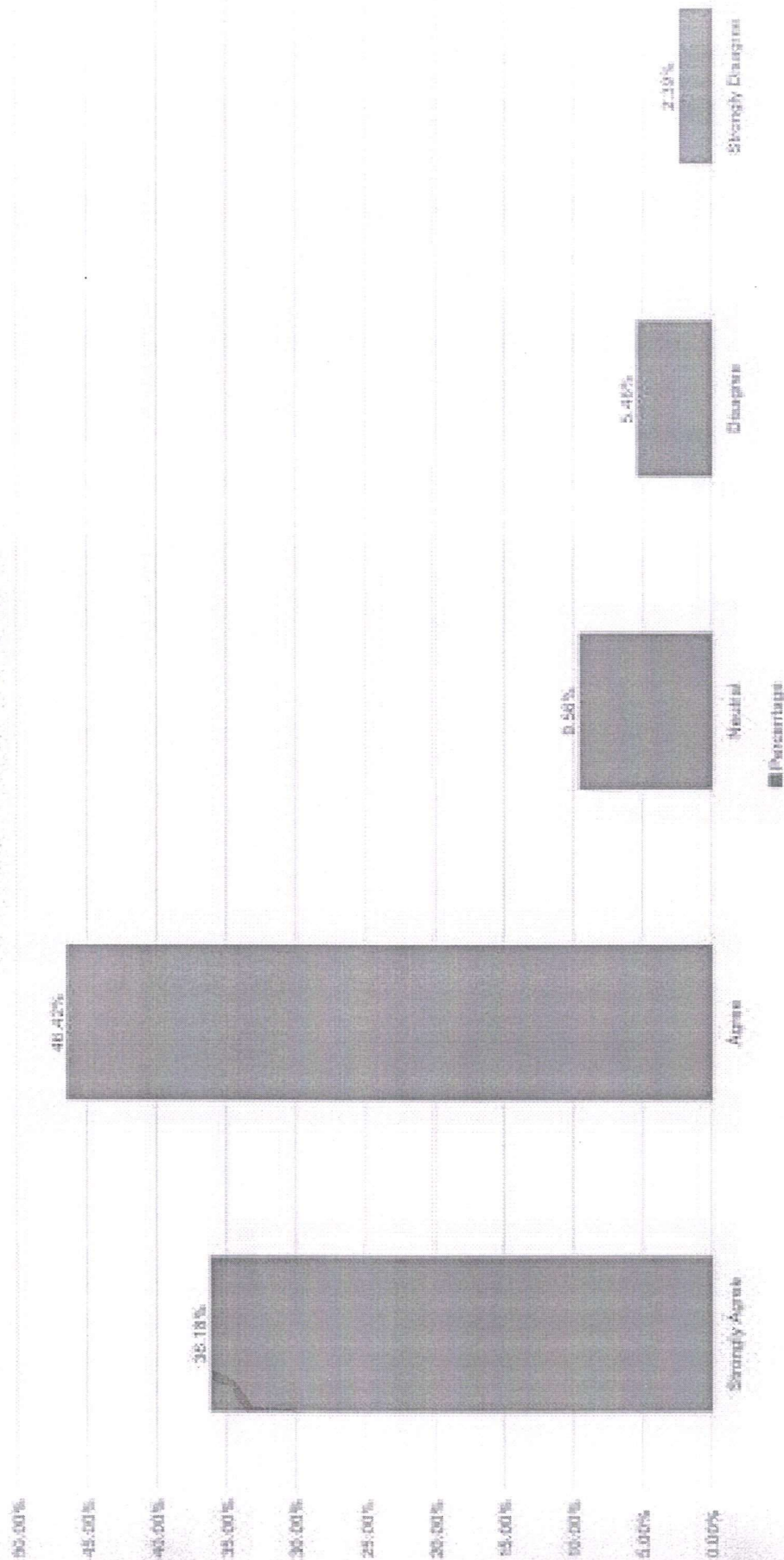
(I have been provided proper training or guidance to encounter any problem at work.)

Score: 4.09

Score



11. When you've completed the training, how do you feel about your ability to handle the situation? (I have been provided proper training or guidance to encounter any problem at work.)



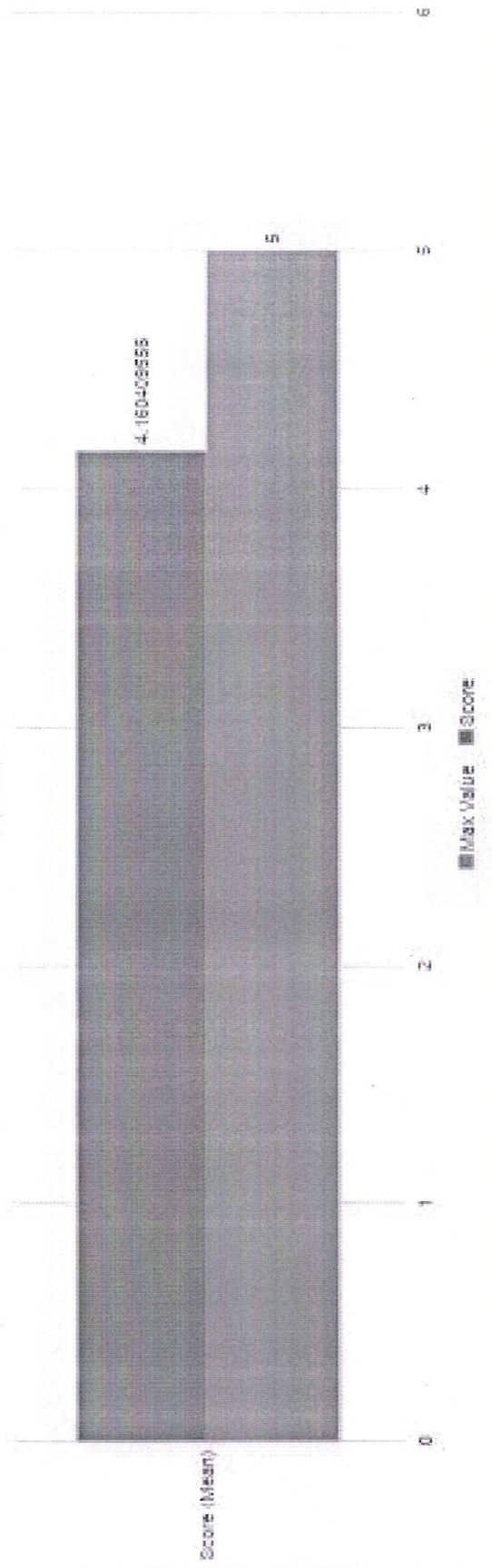
12.

ನನ್ನ ಸಮರ್ಥ ಸಹೋದ್ಯೋಗಿಗಳಿಂದ ಹೆಚ್ಚು ಕೆಲಸ ಮಾಡಲು ನಾನು
ಪ್ರೇರೇಪಿತನಾಗುತ್ತೇನೆ.

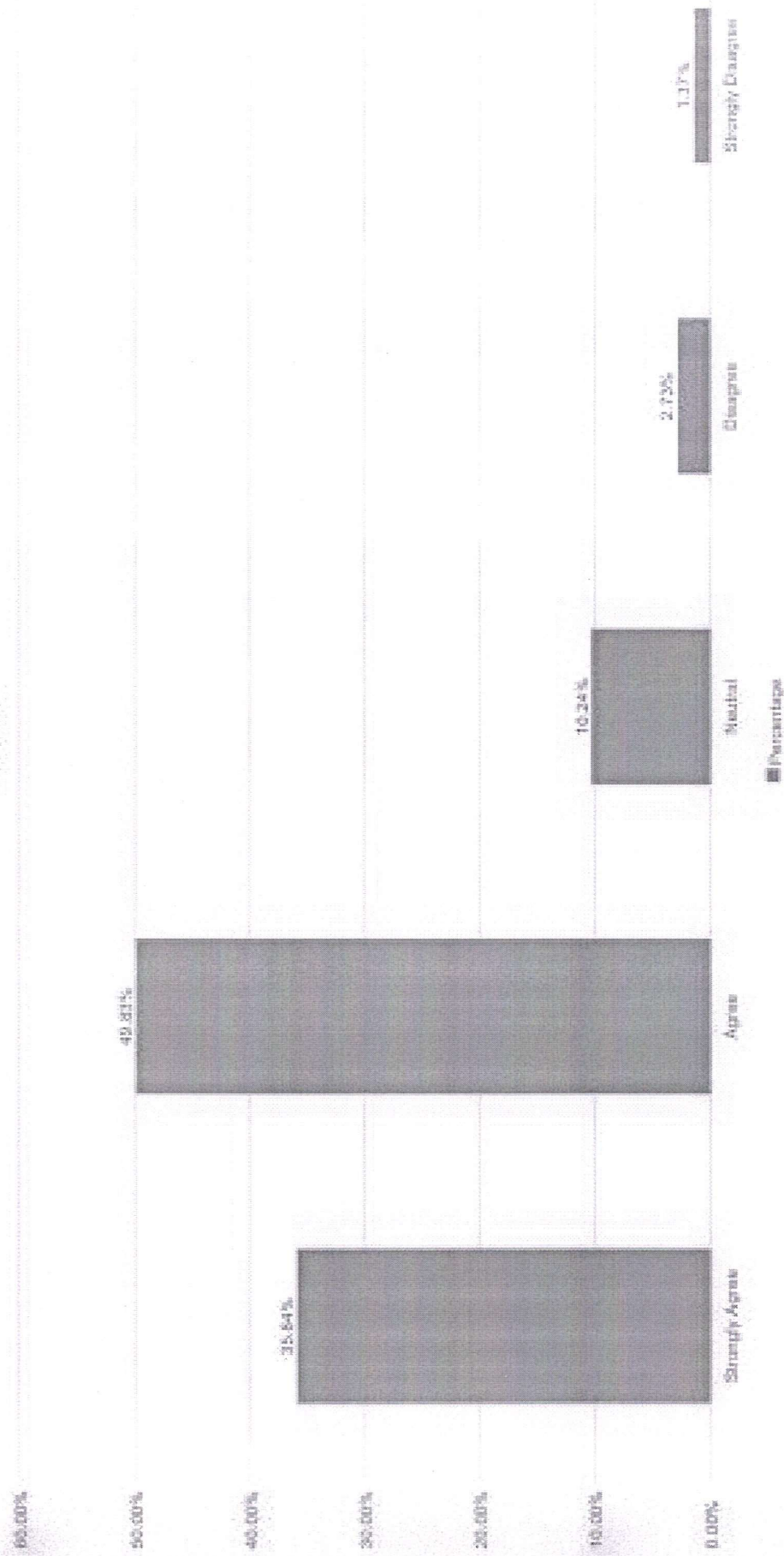
(I get motivated to work more by my competent co-workers.)

Score: 4.16

Score



12. *After reading information about the situation, I get motivated to work more by my competent co-workers.*



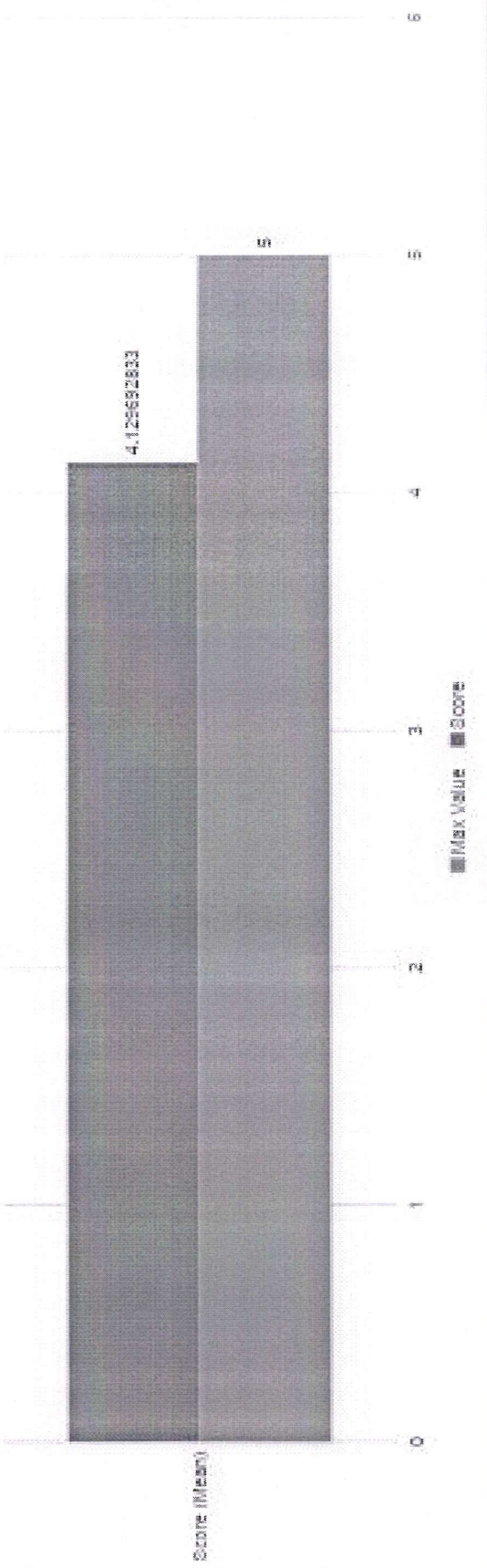
13.

ಸಂಸ್ಥೆಯಲ್ಲಿ ಅನೇಕ ಉದ್ಯೋಗ ಪಾತ್ರಗಳನ್ನು ತೆಗೆದುಕೊಳ್ಳಲು ನಾನು ಸಂತೋಷ ಪಡುತ್ತೇನೆ.

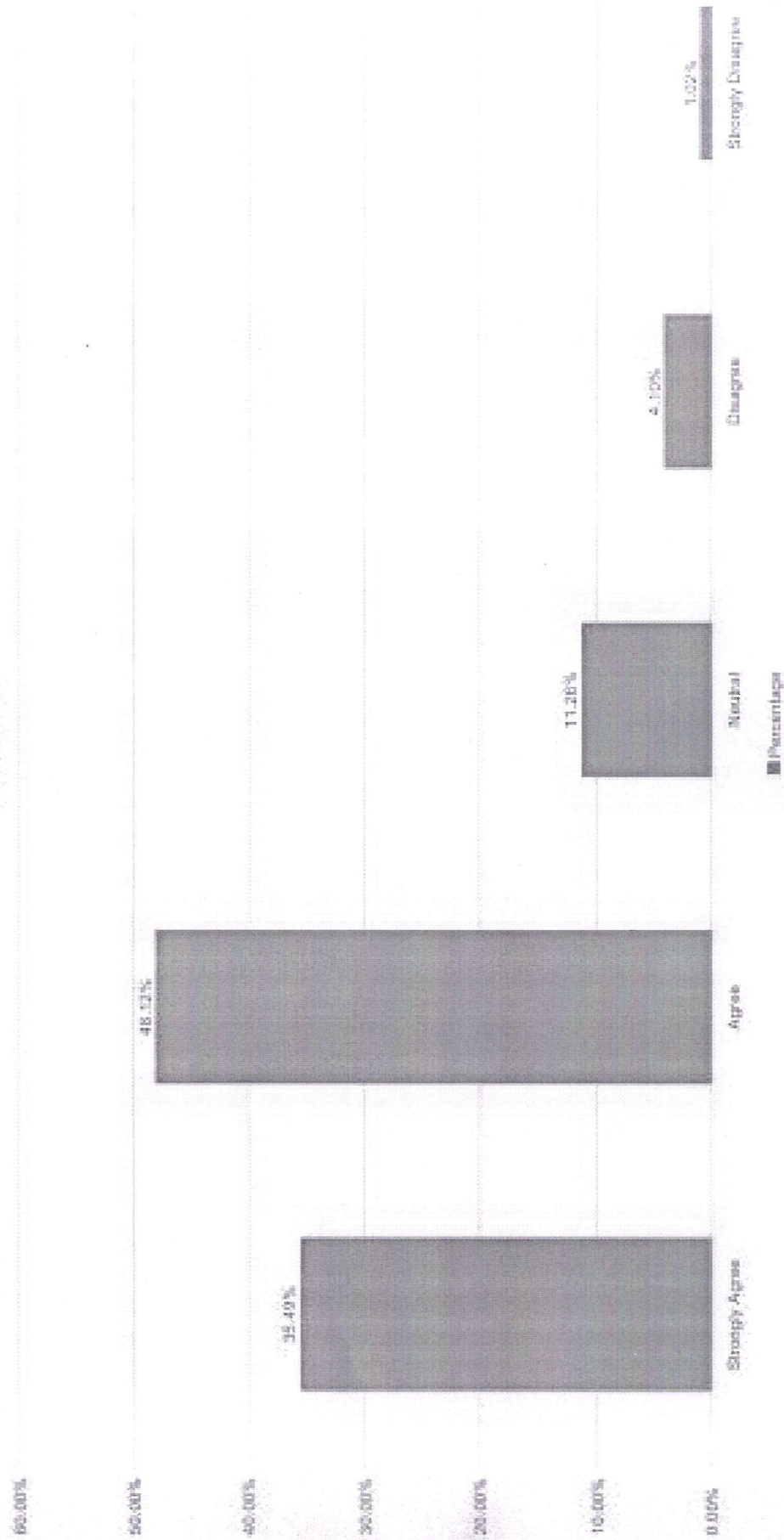
(I am happy to take-up multiple roles in the organization.)

Score: 4.13

Score



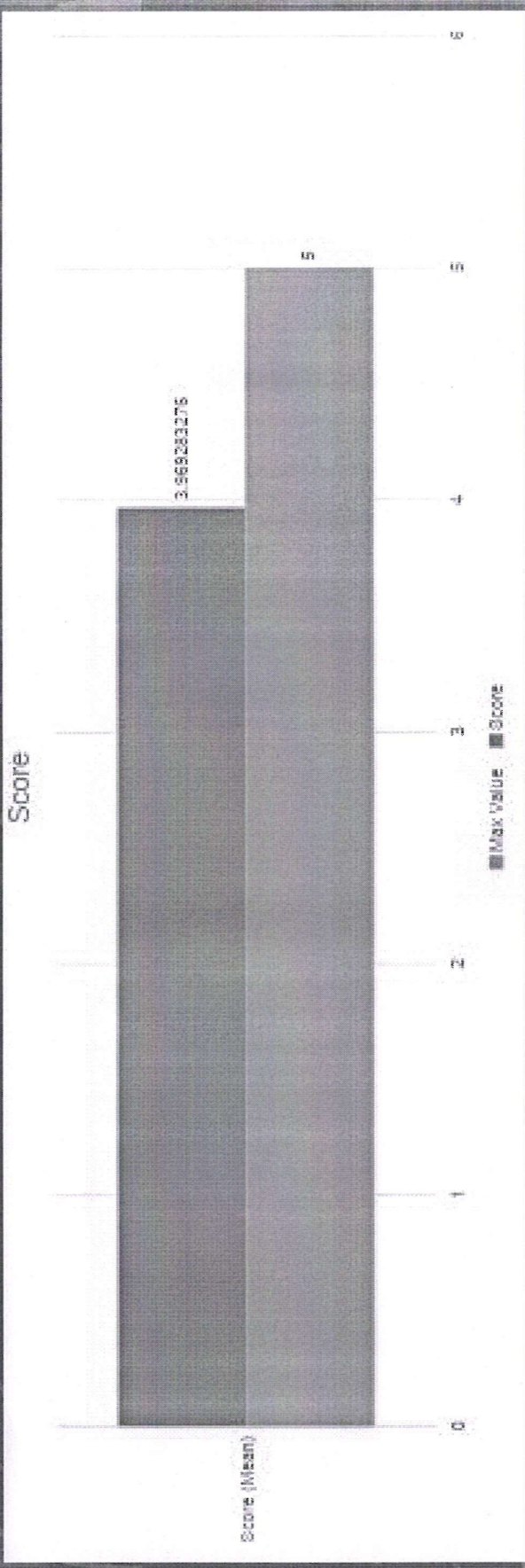
13. Relationships with customers are maintained and enhanced / I am happy to take-up multiple roles in the organization.



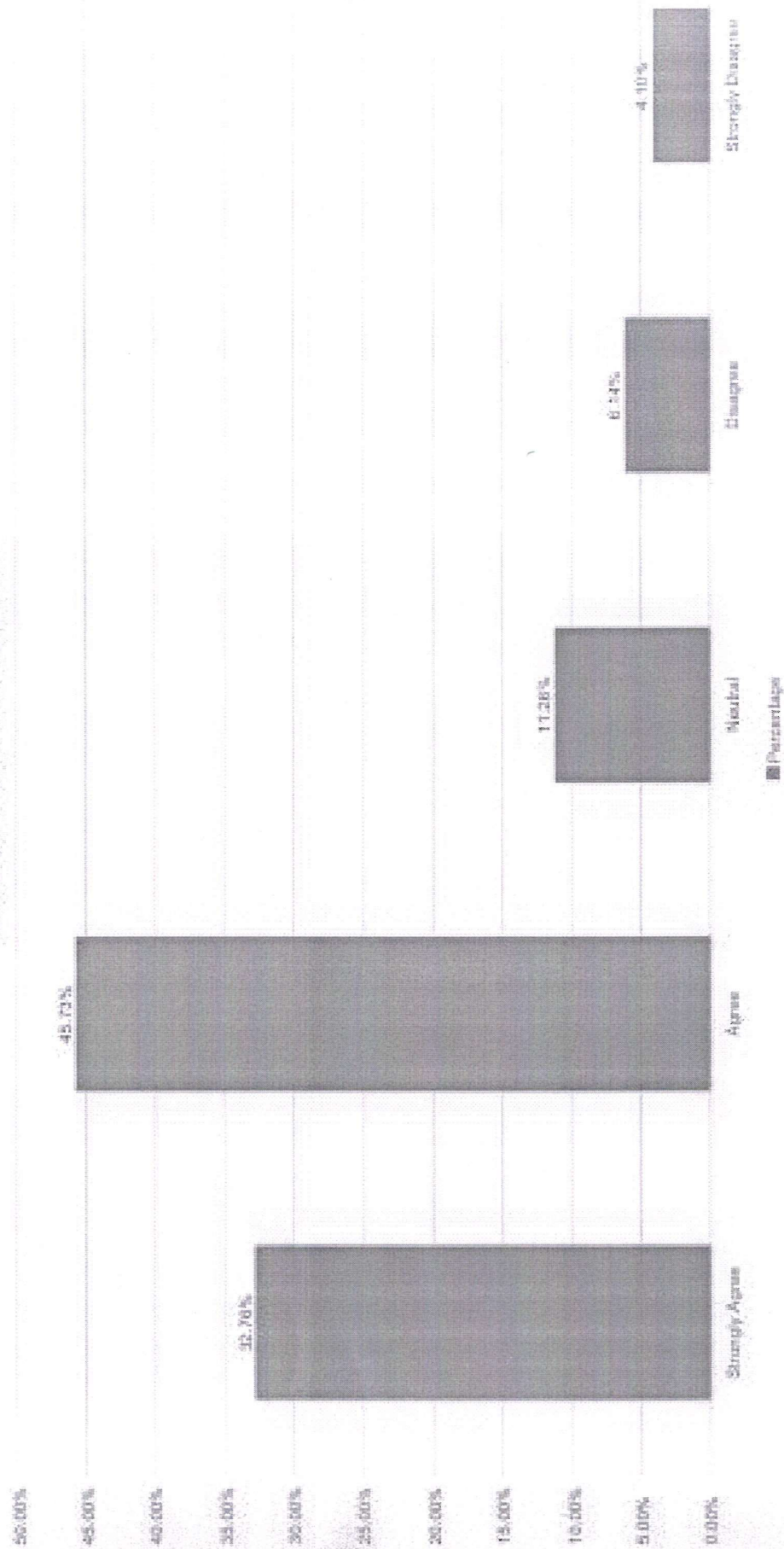
14.

ನನ್ನ ಮೇಲಾಧಿಕಾರಿ ನನ್ನ ವೃತ್ತಿಪರ ಅಭಿವೃದ್ಧಿಯನ್ನು ಬೆಂಬಲಿಸಿ ಪ್ರೋತ್ಸಾಹಿಸುತ್ತಾರೆ.
(I feel that my manager / superior / leader supports and encourages
my professional development.)

Score: 3.97



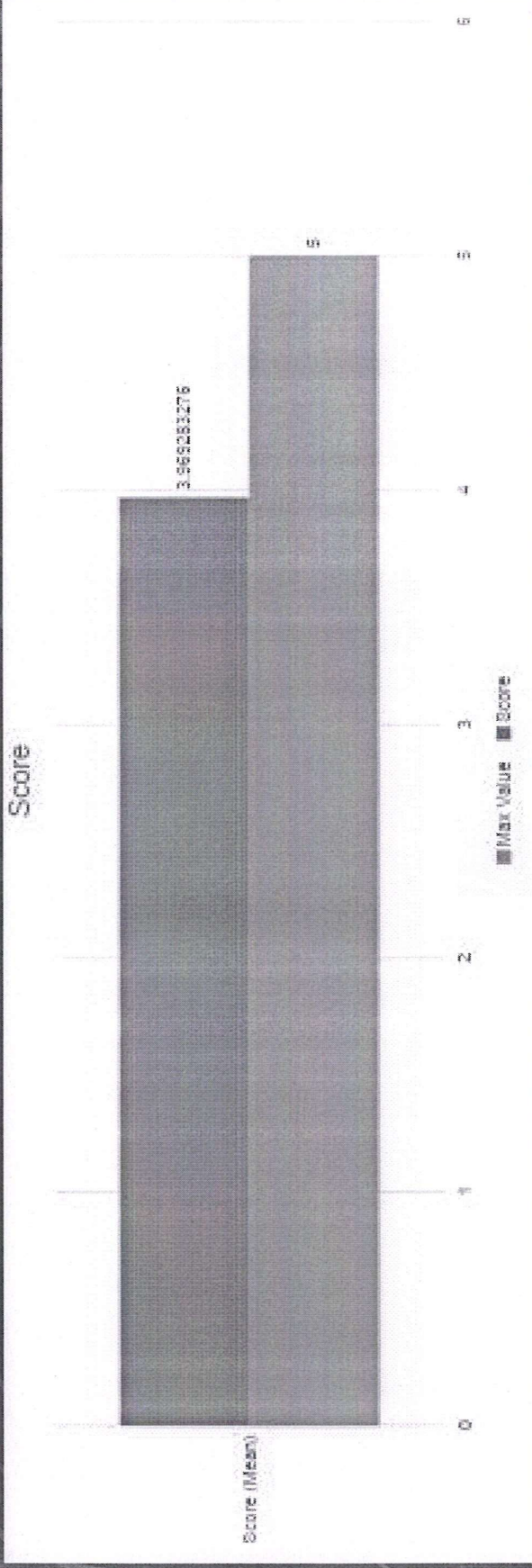
14. How often does your supervisor encourage your professional development?



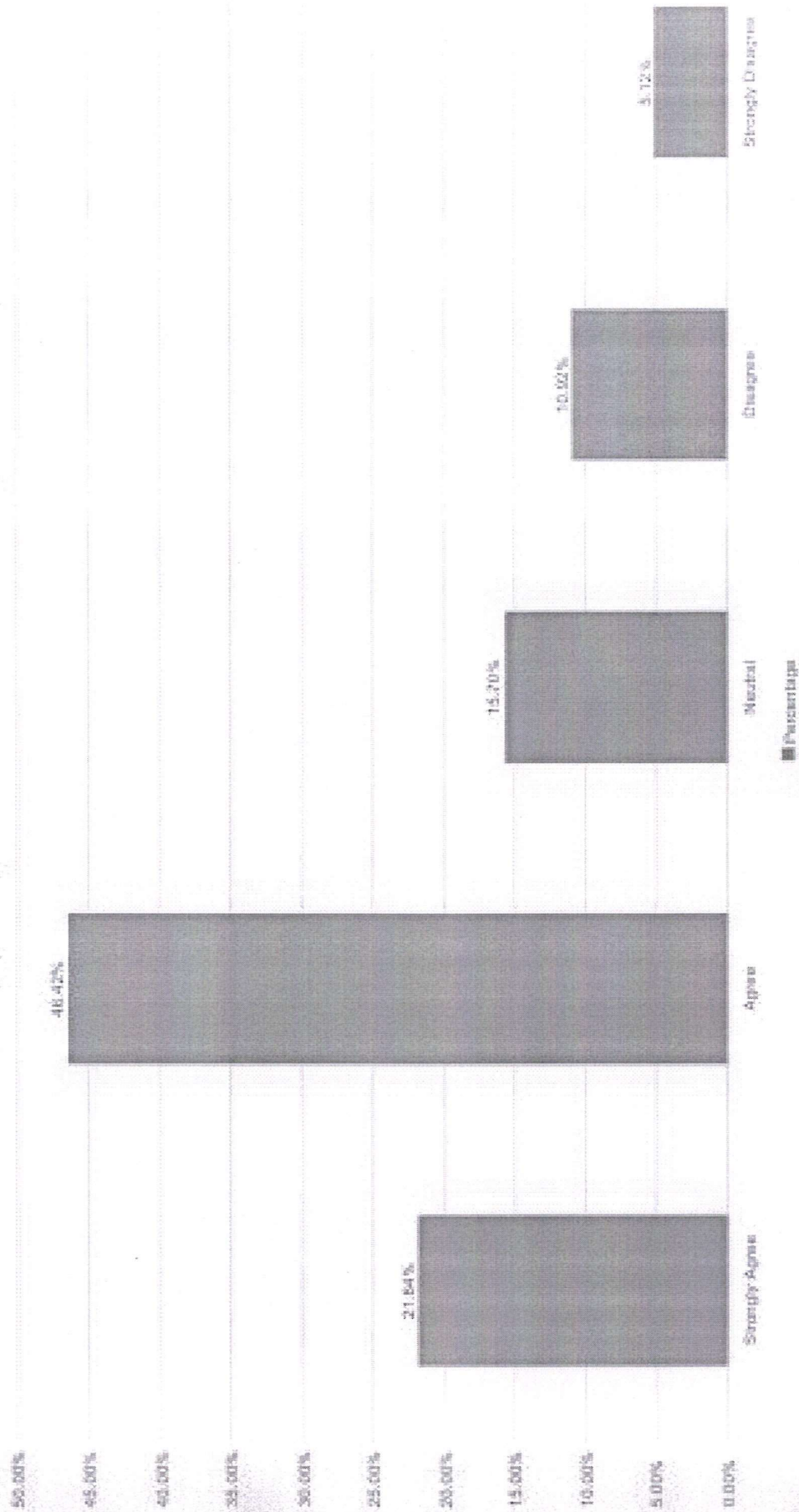
15.

ನಿರಂತರ ಮೇಲ್ವಿಚಾರಣೆ (Supervision) ನನಗೆ ಹಿತಕರವಾಗಿದೆ.
(I feel comfortable being under constant supervision.)

Score: 3.97



16. ~~excellent~~ ~~excellent~~ (Supervision) ~~not~~ ~~assured~~ / I feel comfortable being under constant supervision.

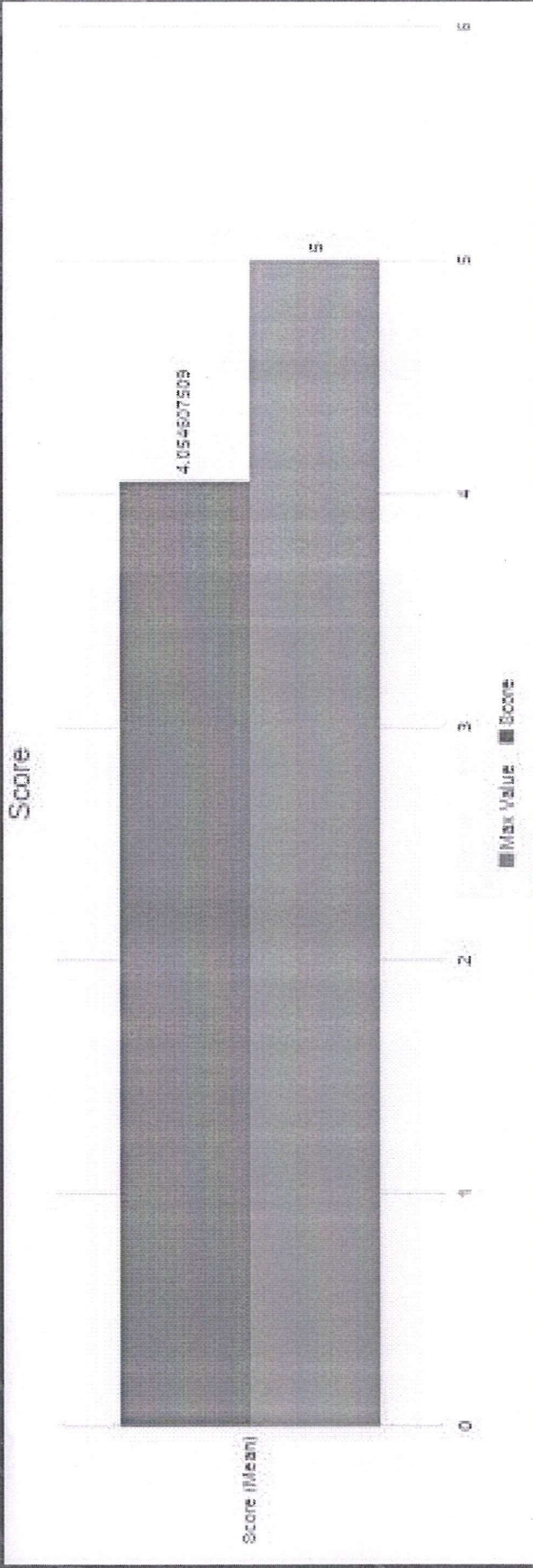


16.

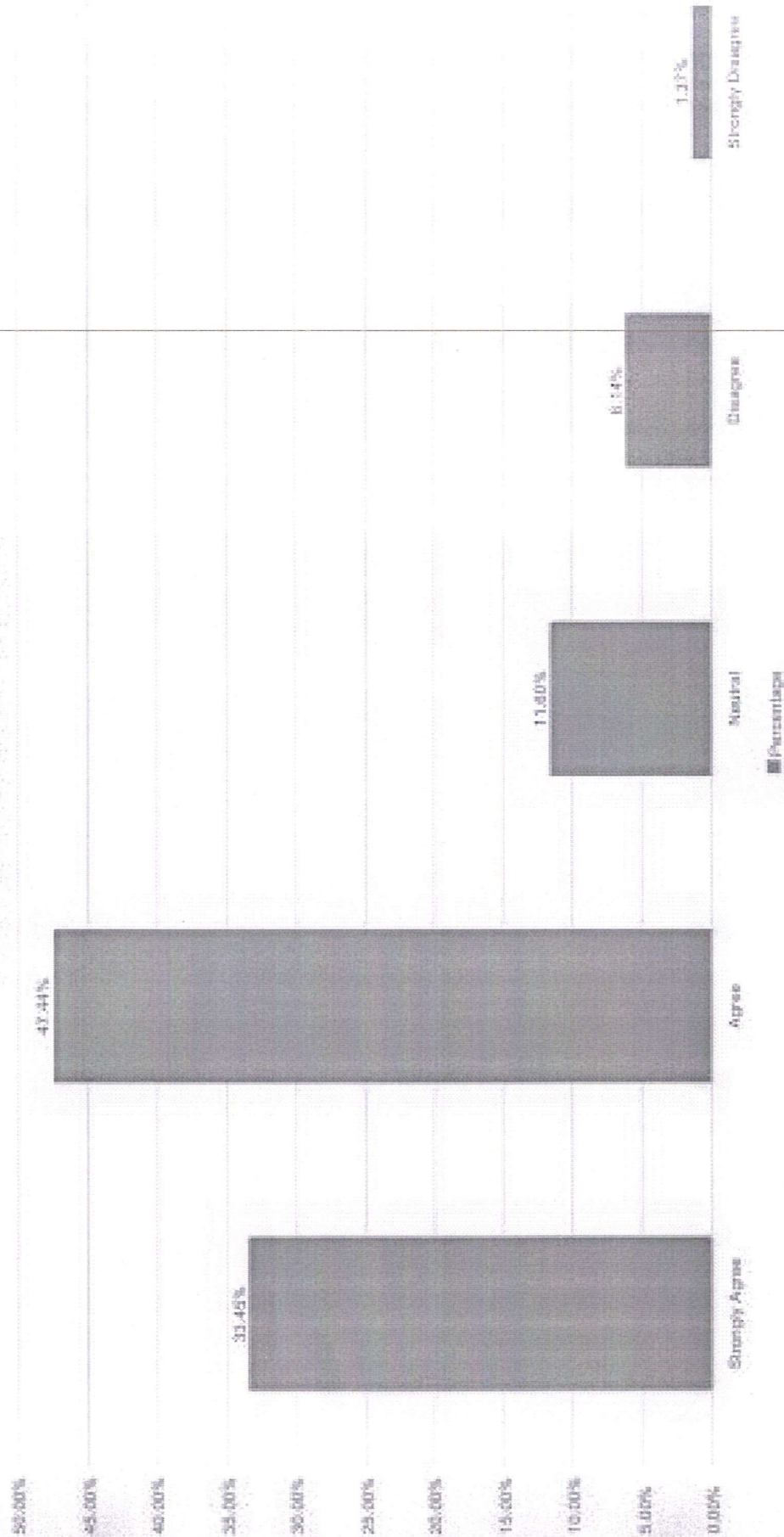
ಅಗತ್ಯವಿದ್ದಾಗ ನನ್ನ ಮೇಲಾಧಿಕಾರಿಗಳೊಂದಿಗೆ ನಾನು ಸುಲಭವಾಗಿ ಮತ್ತು ತ್ವರಿತವಾಗಿ ಸಂವಹನ ಮಾಡಬಹುದಾಗಿದೆ.

(I can easily and quickly communicate with my superiors when the need arises.)

Score: 4.06



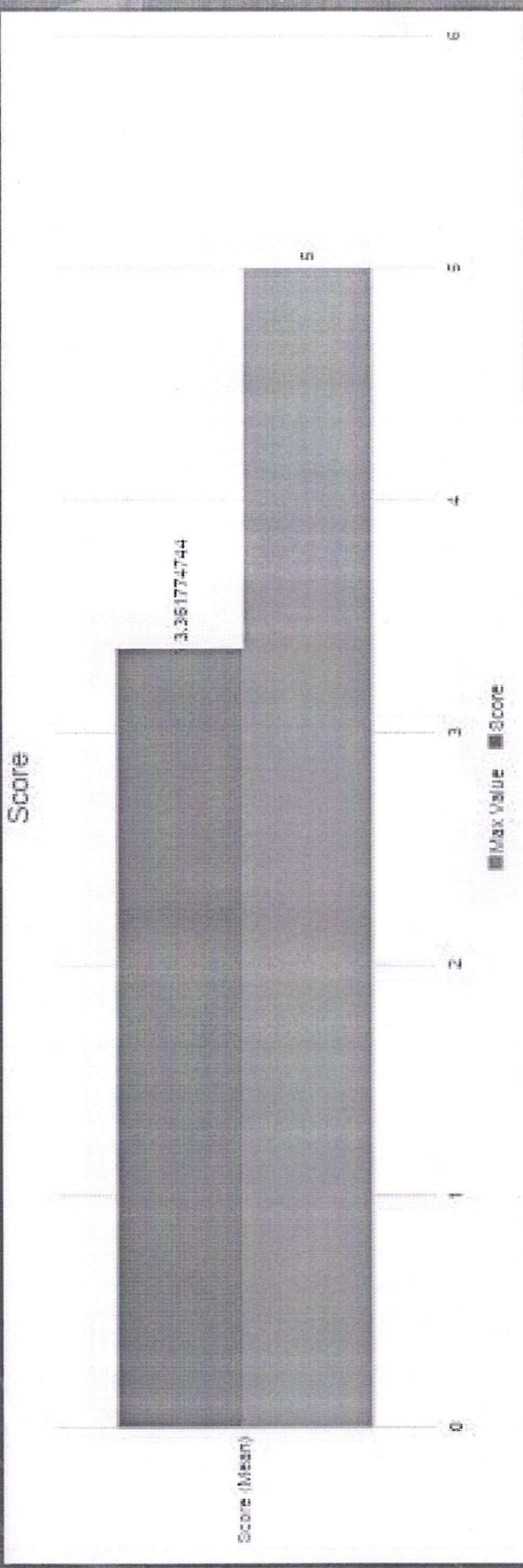
16. *emphatically* *with* *advice* *and* *encouragement* *the* *supervisor* *should* *allocate* *tasks* *as* *appropriate* *to* *the* *need* *arises*.
communicate with my superiors when the need arises.



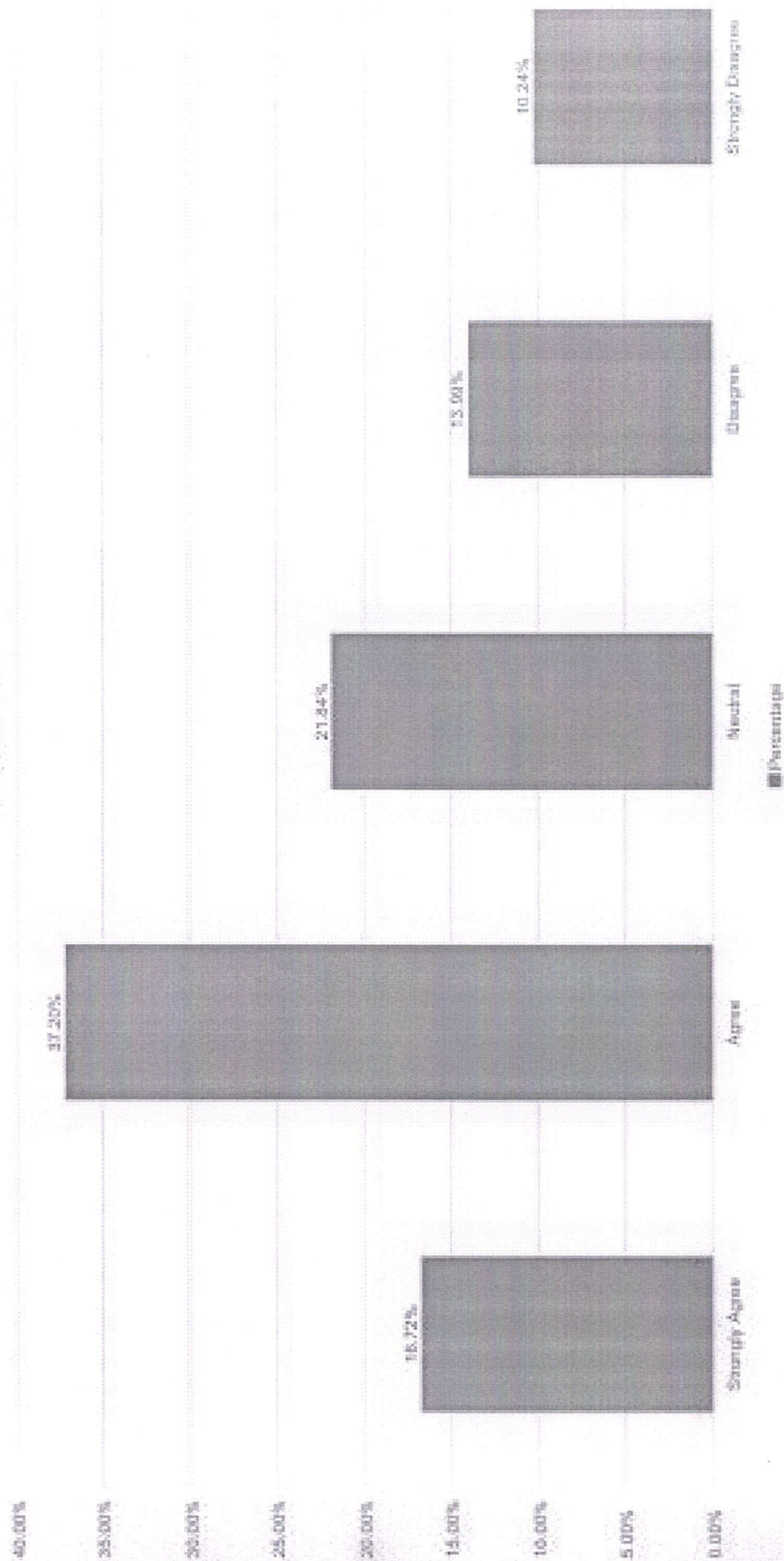
17.

ನನ್ನ ಕೆಲಸಕ್ಕಾಗಿ ನನಗೆ ಒದಗಿಸಲಾದ ವೇತನವು ನ್ಯಾಯಯುತ ಮತ್ತು ಸಮಂಜಸವಾಗಿದೆ.
(I believe, the compensation provided to me for my work is fair and reasonable.)

Score: 3.36



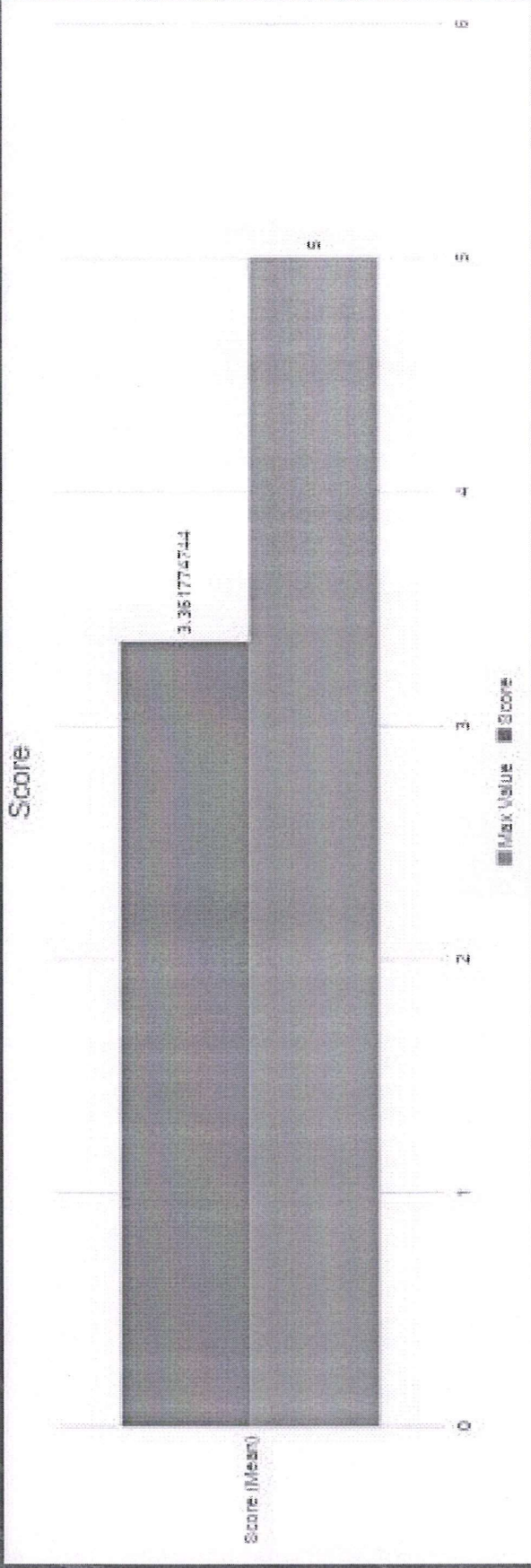
17. How effective were compensation efforts to encourage better retention? / I believe, the compensation provided to me for my work is fair and reasonable.



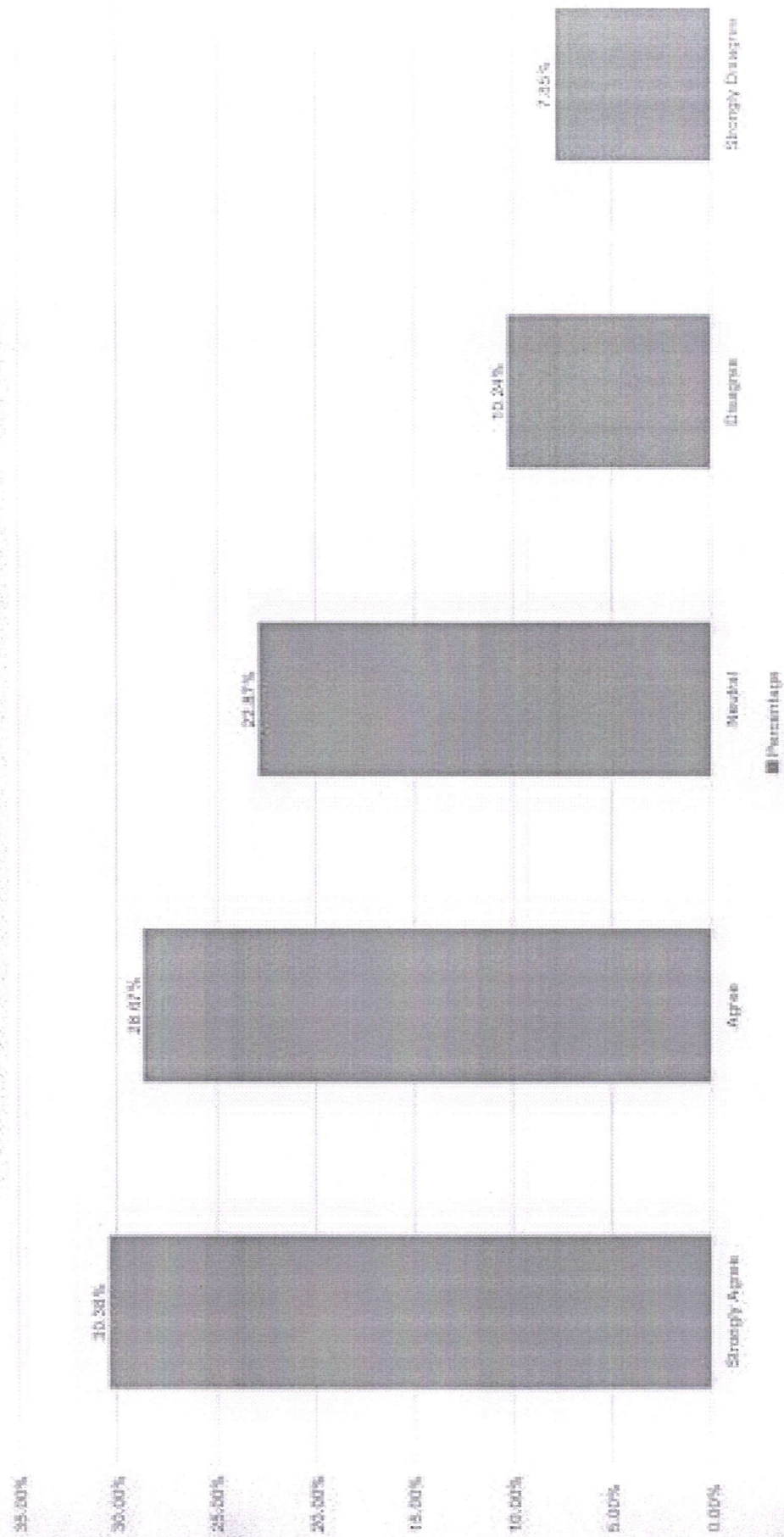
18.

ಬೇರೆ ಸಂಸ್ಥೆಯಲ್ಲಿ ನನಗೆ ಉತ್ತಮ ವೇತನ, ಪ್ರೋತ್ಸಾಹ ಮತ್ತು ಬಹುಮಾನಗಳನ್ನು ನೀಡಿದ್ದರೂ ನಾನು ಪ್ರಸ್ತುತ ಕೆಲಸ ಬದಲಾಯಿಸುವುದಿಲ್ಲ.
(I would not switch to a different company even if I am offered better compensation, incentives and rewards.)

Score: 3.36



18. what compensation most motivates you, what additional offers would you like to see available to you if you did not switch to a different company even if I am offered better compensation, incentives and rewards.



List of Improvements

List of Improvements (19Q) – Part 1

SL.No	WORD	PERCENTAGE
1	Salary	17.21%
2	Canteen	7.47%
3	Need relaxation in rules (Rules and regulations)	7.47%
4	Bonus	5.52%
5	Equality / Discrimination	3.90%
6	Food	2.27%
7	Dress code / Uniform	1.95%
8	Equality to all workers/labors	1.95%
9	Increment	1.95%
10	Management	1.95%
11	HRD	1.62%
12	Time Provision	1.62%
13	Trainers Experience	1.62%
14	Work	1.62%
15	Good Management	1.30%

List of Improvements (19Q) – Part 2

Sl.No	Words	Percentage
16	Relaxation in night duty	1.30%
17	Discipline	0.97%
18	Earned Leave Pay (EL Pay)	0.97%
19	Encourage people with work interest	0.97%
20	HR Replacement	0.97%
21	Night Duty	0.97%
22	Partiality	0.97%
23	Reward for Hardwork	0.97%
24	Supervisor	0.97%
25	Basic needs	0.65%
26	Changes	0.65%
27	Cleaning	0.65%
28	Decentralisation	0.65%
29	Department Communication	0.65%
30	Dust	0.65%

List of Improvements (19Q) – Part 3

Sl.No	Words	Percentage
31	Favourism in certain people	0.65%
32	Focus on developments	0.65%
33	Food Price	0.65%
34	Governance / Administration System	0.65%
35	Groupism	0.65%
36	Information	0.65%
37	Lunch / Tiffen Timming	0.65%
38	Parking	0.65%
39	Partiality in Working days(Sunday / holiday)	0.65%
40	Politics	0.65%
41	Supporting	0.65%
42	Toilet Hygiene	0.65%
43	Training	0.65%
44	Safety & Security	0.65%
45	Action	0.32%

List of Improvements (19Q) – Part 4

Sl.No	Words	Percentage
46	Beaviour of Personality	0.32%
47	Change Makers should know the workings of the company	0.32%
48	Commission	0.32%
49	Confidential Information limitation for each department	0.32%
50	Domination	0.32%
51	Drinking water	0.32%
52	Drivers attitude	0.32%
53	Employee State Insurance (E.S.I)	0.32%
54	Everyone should be made to work.	0.32%
55	Familiarity	0.32%
56	Guidance	0.32%
57	Help from co-workers	0.32%
58	Hierarchy	0.32%
59	Honesty	0.32%
60	HRD policies	0.32%

List of Improvements (19Q) – Part 5

Sl.No	Words	Percentage
61	hydraulic equipment	0.32%
62	Include workers during organisational meetings.	0.32%
63	Increase the ratio of workers in respect to the management personnel.	0.32%
64	Individual Responsibility	0.32%
65	Irresponsibility	0.32%
66	Labor leader	0.32%
67	Loyalty	0.32%
68	Manager Behaviour	0.32%
69	Material waste management (SSFMS or SSPMS)	0.32%
70	Monitoring	0.32%
71	More work with few people	0.32%
72	Need AC in "Panel Board"	0.32%
73	Need help for difficulties	0.32%
74	Need labour	0.32%
75	Need of right general manager for the whole company	0.32%

List of Improvements (19Q) – Part 6

Sl.No	Words	Percentage
76	Need right people with right education for the job	0.32%
77	No permanent system	0.32%
78	On time Bonus	0.32%
79	On time decision making	0.32%
80	Organisation should listen employees feedback	0.32%
81	Policy and protocols	0.32%
82	Position given just depending on experience	0.32%
83	Recognition	0.32%
84	Reducing over time	0.32%
85	Relaxation for entry / exit time	0.32%
86	Requires Influence to work	0.32%
87	Rest	0.32%
88	Selfish Manager	0.32%
89	Single time set for everyone	0.32%
90	Sports	0.32%

List of Improvements (19Q) – Part 7

Sl.No	Words	Percentage
91	Standard operating procedure	0.32%
92	Storage (to maintain freshness of fish)	0.32%
93	System Development	0.32%
94	Too much Authority in "Section Writer".	0.32%
95	Tools improvement	0.32%
96	Transfer of work	0.32%
97	Transport Facility for far places	0.32%
98	Unity	0.32%
99	Unnecessary "Righter" and "Mestri".	0.32%
100	Work opportunity with existing workers for new new joiners	0.32%
101	Work guidance when asked about work-related things	0.32%

List of Best Things About Organization

List of Best Things About Organization (20Q) – Part 1

SLNO	WORDS	PERCENTAGE
1	Social Responsibility	7.23%
2	Salary	5.20%
3	Helping Nature	4.34%
4	Owner	4.34%
5	Salary during Lockdown / Covid Time	4.05%
6	Management	4.05%
7	Hygiene	3.47%
8	Discipline	2.89%
9	Good Environment	2.89%
10	Supervisor	2.60%

List of Best Things About Organization (20Q) – Part 2

Sl.No	Words	Percentage
11	MD	2.60%
12	Happy to work in the company	2.31%
13	Environment Conscious	2.31%
14	Scholarship	2.31%
15	Bonus	2.31%
16	Good Organisation	2.31%
17	Employment Opportunity	2.02%
18	Health Conscious	1.73%
19	Good & Inspirational Promoters/ Founders	1.45%
20	Water	1.45%

List of Best Things About Organization (20Q) – Part 3

Sl.No	Words	Percentage
21	Supportive	1.45%
22	Time Sense	1.45%
23	Helps Poor People	1.16%
24	Drinking Water	1.16%
25	Management Trust and Care	1.16%
26	Encouragement	1.16%
27	Support to worker welfare	1.16%
28	Helps Labour in need	0.87%
29	Friendly Nature	0.87%
30	Good Water Facility	0.87%

List of Best Things About Organization (20Q) – Part 4

Sl.No	Words	Percentage
31	Love towards workers	0.87%
32	Safety	0.87%
33	Equality	0.87%
34	New Technologies	0.87%
35	Good reputation	0.87%
36	Sports and Games	0.87%
37	Good relationship	0.87%
38	Guidance	0.58%
39	Helps during any difficult times	0.58%
40	Training	0.58%

List of Best Things About Organization (20Q) – Part 5

Sl.No	Words	Percentage
41	Employee Facilities	0.58%
42	Education	0.58%
43	Uniform	0.58%
44	Canteen	0.58%
45	Courageous	0.58%
46	Respect	0.58%
47	Humanity	0.58%
48	Family Like Work Environment	0.58%
49	Work	0.58%
50	SOP System	0.58%

List of Best Things About Organization (20Q) – Part 6

Sl.No	Words	Percentage
51	Learning / Knowledge	0.58%
52	Immediate response	0.58%
53	Activation	0.58%
54	Production	0.29%
55	Sale	0.29%
56	Out Batch endu hesaru ba....(3)	0.29%
57	Healthy Environment	0.29%
58	Provided security in right time	0.29%
59	Rules and Regulation	0.29%
60	Good Food	0.29%

List of Best Things About Organization (20Q) – Part 7

Sl.No	Words	Percentage
61	Optimistic	0.29%
62	Investor	0.29%
63	Work Exposure	0.29%
64	Decision Making Freedom	0.29%
65	Bio Filter	0.29%
66	Effluent Treatment Plant (ETP)	0.29%
67	Fertilizer and Potash	0.29%
68	Good Assistance	0.29%
69	Good Communication	0.29%
70	Coordination	0.29%

List of Best Things About Organization (20Q) – Part 8

Sl.No	Words	Percentage
71	Loyalty	0.29%
72	Good organisation programmes	0.29%
73	Prashanth sir	0.29%
74	Timely payment of salary and bonus	0.29%
75	Good Notice Board Quotes	0.29%
76	Facilities	0.29%
77	Agriculture	0.29%
78	Cultural events	0.29%
79	Garden	0.29%
80	Work satisfaction	0.29%

List of Best Things About Organization (20Q) – Part 9

Sl.No	Words	Percentage
81	Shifts	0.29%
82	Maintenance	0.29%
83	Accommodation	0.29%
84	Sophisticated lab	0.29%
85	Value for talent	0.29%
86	Reward	0.29%
87	Job responsibility	0.29%
88	Opportunities	0.29%
89	Good workers	0.29%
90	Recognition	0.29%
91	Development / Improvement (Organisation and Works)	0.29%
92	Goal oriented	0.29%
93	Kindness	0.29%

The background is a dark, textured surface. It features several concentric circles in a lighter shade of gray. One circle is in the upper left, another in the lower right, and a third in the lower center. The lower center circle is filled with a pattern of small, light-colored squares. The overall effect is a subtle, artistic design.

Thank you.