

# **A STUDY ON EMPLOYEES GRIEVANCE AT INDIA CEMENT LTD. TIRUNELVELI**

## **A PROJECT REPORT**

Submitted to the

In partial fulfillment of the requirements for the award of the degree  
Of

**MASTER OF BUSINESS ADMINISTRATION of ANNA UNIVERSITY**

**CHENNAI**



by

**K.MAHALAKSHMI**

**(952321631019)**

Under the guidance of **Ms . P.VINOTHINI. AP/MBA** Assistant professor



**DEPARTMENT OF MANAGEMENT STUDIES**

**Melathediyoore**

**MAY 2023**



# SANKAR CEMENT PVT.Ltd

Date:25-04-2023

To :

The Head Of The Department  
Master Of Business Administration  
PSN Engineering Collage  
Melathediyoor – 627152.

Dear Sir,

This is to Certify That Ms.K.Mahalakshmi 2 nd Year MBA at PSN Engineering Collage, Tirunelveli Has Done her Project On Employee Opinion towards Safety Measures in our Orginzation Form Jan 23 to Apr 26 2023 She has completed,her Project Successfully and our wishes for bright Future.

Thanking You,

For Sankar Cement Pvt.Ltd

Maneger / Incharge

A handwritten signature in black ink, appearing to be the name of the manager/incharge.

Registered Office

No. 522/1 A, Madurai Road,  
Sankar Nagar - Tirunelveli,  
Tamilnadu, India - 627357.

**Student Name :K.Mahalakshmi**

**Reg. No : 952321631019**

**Department of Management Studies**

**PSN Engineering College.**

### **DECLARATION**

I hereby declare that this project work entitled ". Submitted to the Anna University, **A Study on Employees Grivance At India Cement Ltd.Tirunelveli.** Chennai in partial fulfillment to requirements of MBA programmed is a bonafide work carried out by **K.Mahalakshmi** under the guidance of **Ms. P.Vinothini.AP/MBA** This has not been submitted earlier to any other university of institution for the award of any degree/diploma/certificate or published any time before.

Date: 12/7/23

*K. Mahalakshmi*  
Signature of the student

Place: Melathediyoor

## **ABSTRACT**

This report is the outcome of the study conducted on the topic **“A STUDY ON EMPLOYEE JOB STRESSES OF THE SANKAR CEMENT PVT LTD, SANKAR NAGAR”**. The main objective of this project is to study, measure and analyze the employee opinion towards safety measures to sriramaiha spinners public., ltd.

The study has been conducted in the area of human resources. The purpose of the survey process is to provide a more accurate measurement of the employee opinion towards safety measures to the employees. The research design adopted for this study is descriptive Research. Primary data is used for the study. The primary data was collected by interview schedule method with close ended questions.

Analysis is done through simple percentage analysis, weighted average method. These are methods used to derive the appropriate statistics on opinion of the employees. The researcher concentrates on some of the key factors that mainly influence employee opinion towards safety measure. Factors are working hours, work stress, work and family, managing stress, employee relationship.

This study concludes that to reduce attrition industries should create some opportunities for the growth of their employees within the organization by adopting new Innovative Technologies and Effective training programs. The company should also think of recruiting people who are in the vicinity of the industry, so that the family related problems will not lead to opinion towards safety measures.



**PSN ENGINEERING COLLEGE**

**DEPARTMENT OF MANGEMENT**

**STUDIES MELATHEDIYOOR-627152**

**Ms. P.VINOTHINI. AP/MBA**

Assistant professor & the Guide

**MRS. A. THANGA POO**

Head of the Department

**BONAFIED CERTIFICATE**

This is to certify that the project work entitled "SANKAR CEMENT SANKAR NAGAR This has been submitted in partial fulfillment for the award of MBA degree of Anna university was carried out by **K.MAHALAKSHMI** under the guidance of **Ms. P.VINOTHINI.AP/MBA** This has not been submitted to any other university of institution for the award of any degree/diploma/certificate.

Date: 12/7/23

Place: Melathediyoor .

*[Handwritten Signature]*  
12/7/23

Signature of the Guide

*[Handwritten Signature]*  
12/7/23

Signature of the NOD

Submitted for the project examination held on...12/7/23

*[Handwritten Signature]*  
12/7/23

Signature of the internal Examiner

*[Handwritten Signature]*  
12/7/23

Signature of the External Examiner