

A
PROJECT REPORT ON
"A STUDY OF EMPLOYEE EMPOWERMENT AND ITS EFFECTS ON
ORGANIZATIONAL PERFORMANCE"
WITH REFERENCE TO
"SANTKRUPA MILK AND MILK PRODUCTS PVT. LTD, ALJAPUR.
SUBMITTED BY
SHIVAJI UNIVERSITY, KOLHAPUR
FOR THE PARTIAL FULFILMENT OF THE REQUIREMENT FOR
THE AWARD OF THE MASTER OF BUSSINESS ADMINISTRATION
SUBMITTED BY
MISS. BANKAR AMRUTA RAMCHANDRA
UNDER THE GUIDANCE
ASST.PROF.ATOLE S.N
B.SC. (AGRI) MBA.(HR)
THROUGH
THE DIRECTOR
KRISHNA FOUNDATION'S
SHRIMANT JAYSHREEMALADEVI NAIK- NIMBALKAR
INSTITUTE OF MANAGEMENT STUDIES
PHALTAN
(2021- 2022)

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संतकृपा मिल्क अँण्ड मिल्क प्रॉडक्ट्स , आळजापूर

ता. फलटण, जि. सातारा

फोन नं. (०२१६०) २४३२१९ मो. ९४२२४०३५०५, ९०११०७५२२१, ७७२२०७२५९७

दिनांक : / / २०

TO WHOM SO EVER IT MAY CONCERN



This is to certify that Miss. Amruta Ramchandra Bankar student of MBA (HR)Shrimant Jayshreemaladevi Naik Nimbalkar institute of management Studies Phaltan has successfully completed his/her Summer Internship Project titled **Employee Empowerment And its Effect On Organisational Performance** at santkrupa milk & milk products Ltd Aljapur tal .phaltan Dist: satara period from 04 oct 2021 To 02 Dec 2021 successfully.

We found that his observation & suggestion s were beneficial for organization & we would be implementing them in stages.

We wish his/her grand success in his/her future endeavor.

for

Sign and Designation of the Company Authority

Seal of the company



Krishna Foundation Malkapur-Karad's

**SHRIMANT JAYSHRIMALADEVI NAIK-NIMBALKAR
INSTITUTE OF MANAGEMENT STUDIES, PHALTAN**

(AICTE Approved Affiliated to Shivaji University, Kolhapur)

Gat. No. 94/1B, Pune Road, PHALTAN, Tal. Phaltan, Dist. Satara.
Tel. Fax No. 02166 - 223811

Ref. No. : KFM / SJNNM / 333 / 2021-22
16

Date : 11 / 2 / 2022

TO WHOM IT MAY CONCERN

This is to certify that, **Miss. BANKAR AMRUTA RAMCHANDRA** completed her project report on "**A STUDY OF EMPLOYEE EMPOWERMENT AND ITS EFFECTS ON ORGANIZATIONAL PERFORMANCE**". With reference to, "**SANTKRUPA MILK AND MILK PRODUCTS PVT. LTD. ALJAPUR**" in partial fulfillment of MBA program during the academic year **2021-22**. The project work is of original nature and not copied from any other earlier project work and further no part has been submitted to any university for partial fulfillment conditions for passing any examination.

Her observations and conclusions are based on data collected by her during in plant.

Place: - Phaltan

Date : - 11/02/2022



B.N.
Director
Shrimant Jayashrimaladevi Naik-Nimbalkar
Institute of Management Studies Phaltan

GUIDE CERTIFICATE

This is to certify that, **Amruta Ramchandra Bankar** has been completed his project Report on "**EMPLOYEE EMPOWERMENT AND ITS EFFECTS ON ORGANIZATIONAL PERFORMANCE**" with the reference to "**Santakrupa milk and milk products Pvt Ltd. Aljapur**" Under my guidance satisfactorily. The project work further no part. Have been submitted to any university for partial fulfilment condition for passing any examination. Her observations and conclusions are based on data collected by her during implant training.

Place: Phaltan


Prof. Savita Atole.

Date: 18/02/2022

(Project Guide)

ACKNOWLEDGEMENT

This report is an outstanding prospect to convey my gratefulness to those many people whose Timely help and guidance went a long way in finishing this project work from commencement to achievement. I would like to express my sincere thanks to **Mr. Rushi Nalawade** for giving me an Opportunity to explore the practical knowledge practiced by the company.

This project could not have been completed without the able guidance and support of **Mrs. Savita Atole** and the faculty member. I am very glad to work with the organization as a trainee. I am grateful to **Mr. Rushi Nalawade**. For helping me to get the information and an invaluable experience.

Last but not list would like to thank **my Parent's, Family members, Friends** and all those people who helped me for the completion and deeper understanding of the concept of performance appraisal. Working on this project has proved to be an enlightening experience for me.

Place : Phaltan

Date: 18/02/2022



Yours Sincerely,

(Amruta Ramchandra Bankar)

DECLARATION

To,

The Director,

Shrimant Jayshreemaladevi Naik -Nimbalakar,
Institute of management Studies, phaltan,

Respected sir,

I under sign **Amruta .R. Bankar** hereby declare that the project report entities. "**EMPLOYEE EMPOWERMENT AND ITS EFFECTS ON ORGANIZATIONAL PERFORMANCE**" with the reference to Santkrupa milk and milk products Pvt Ltd. Phaltan. under the guidance of Mrs. Savita Atole and submitted to **Shivaji University Kolhapur** for in the partial fulfilment of the requirement for the award of business administration, Written and submitted by me under the guidance of **Mrs. Savita Atole** is my original work. The empirical finding in reports are based on data collected by myself while preparing in project report. I have not copied from any reports.

Place : Phaltan



Your sincerely ,

Date: 18/02/2022

(Amruta Ramchandra Bankar)

EXECUTIVE SUMMARY

Teamwork is a activity or a set of inter related activity done by more than one person in order to achieve a common objective. Teamwork is not followed only in the corporate world today rather than it is a one thing of known to man.

Chapter 1: Introduction to study & methodology

It provide the information about objective, importance and scope of the study. In this chapter include the sources of the data and at the last the sampling plan which include sample size i.e. 50 sampling method and sampling data.

Chapter 2: Theoretical background

In this chapter include a brief team based work system of the topic ., introduction and definition. Difference between team and group, stages of teamwork, factors affecting on a advantages and disadvantages of teamwork.

Chapter 3: Introduction of organization

In this chapter give information about the address, history and organization chart, vision, mission, product profile of the organization. This chapter also include manpower planning, organizational chart and financial position of organization.

Chapter 4: Data interpretation and analysis

It include the detailed analysis of the data while the help of tabular representation, percentage analysis, bar diagram, data, was collected by questionnaire with the appropriate interpretation.

Chapter 5: Findings, Suggestions, and Conclusion

The research is conducted in SWARAJ INDIA INDUSTRIES PVT. LTD NIMBHORE the researcher found that the various findings which are one the basis of the data analysis and interpretation.

This chapter including based on the observation findings provides suggestion to the organization justifying its practibility and benefits to the organization.

Conclude that project enumerating the result and interpretation summary. Also specifying learning experiences with the company and corporate exposure as a fresher. The researcher actually suggested some important things with this view point and lastly researcher conclude the study.

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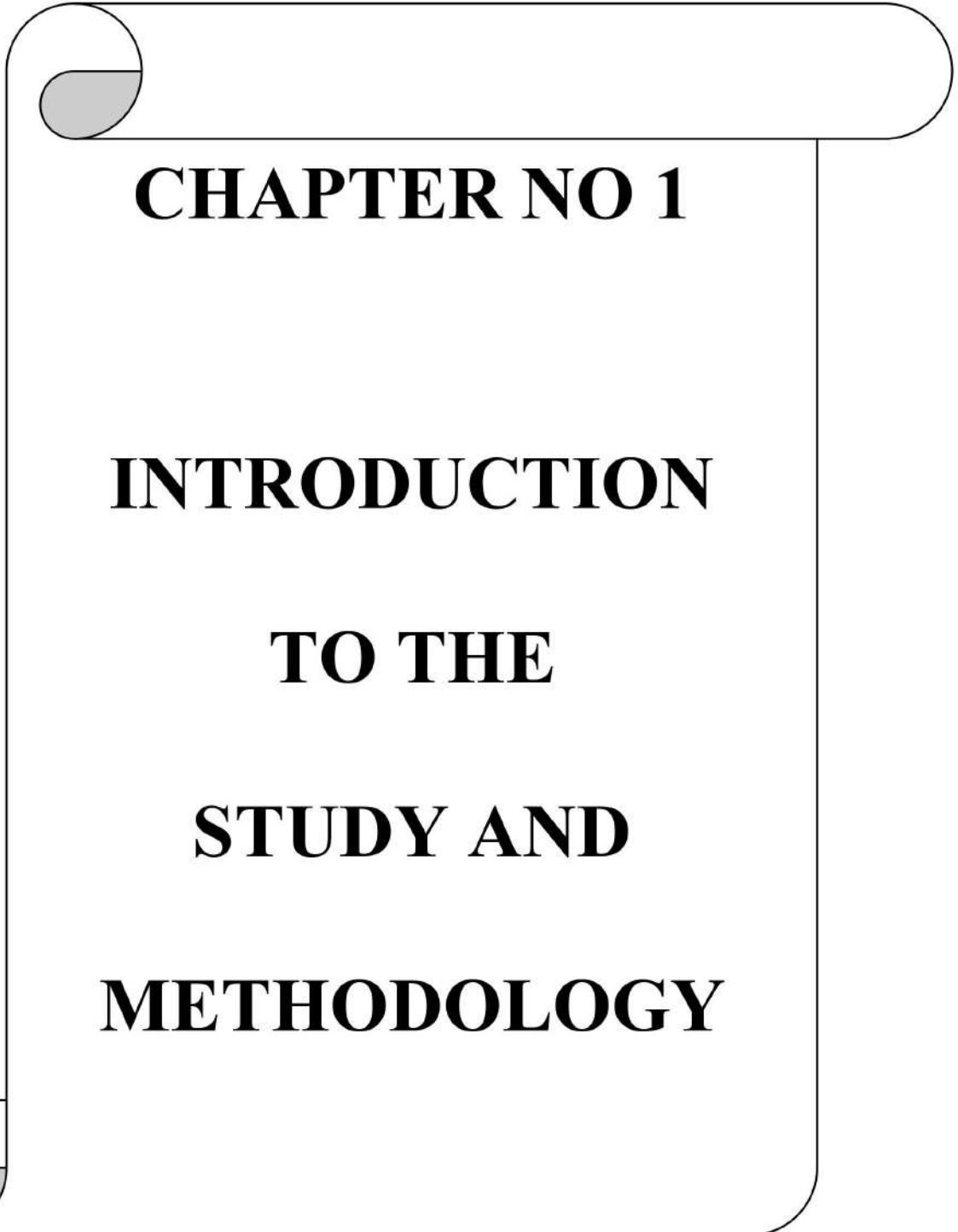
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CHAPTER NO 1

INTRODUCTION TO THE STUDY AND METHODOLOGY

CHAPTER NO-1

INTRODUCTION TO THE STUDY AND METHODOLOGY

1.1 INTRODUCTION OF STUDY:

Employee empowerment is giving a certain degree of employee Autonomy and responsibilities for taking decision regarding their specific organization goals. The main purpose of this study is to determining the effect of employee empowerment strategy which is Implemented by organization. Being description research study, survey method was adopted for data collection to find out the factor.

1.2 MANAGEMENT PROBLEM :

- 1) The problem faced by management.
 - a) Inactive the employees in decision making process.
 - b) lack of clear empowerment goal.
 - c) lack of challenging work .

1.3 STATEMENT OF RESEARCH PROBLEM :

The research is done by keeping in mind. To Study of Employee Empoerment & its Effects On Organizational Performance To understand the factors of employee empowerment in the organization

1.4 OBJECTIVE OF STUDY:

- 1.To study the employee empowerment and it's performance.
- 2.To identify the variable and investigable the relationship between these variables and employee empowerment.
- 3.To examine the influence of empowerment on employee performance.
- 4.To give recommend and suggestion to the organization.
5. To determine the impact of employee empowerment on effectiveness and efficiency.

1.5 IMPORTANCE OF STUDY:

- 1 The investment of employee can improve productivity, which can reduce the costs.
- 2 The individual employee experience a feeling of self- esteem , self – efficacy and confidence.
- 3 Employee empowerment also helps in making employee more self-reliant.
- 4 It allows independent decision making by the employee.
- 5 Empowerment of employee helps a firm to assign different projects to hone the competence of employee.
- 6 More freedom given to employee can be utilized for taking judicious decision.
- 7 Assigning proper authority can improve the organisational effectiveness.
- 8 It can boost up the morale of the employees.

1.6 SCOPE OF STUDY

- 1 In any organization human resource is the most important assets.In today current scenario SANTAKRUPA MILK AND MILK PRODUCTS PVT. LTD. Is a very large manufacturer and marketer of milk and milk products.
- 2 As most of the companies overall performance depends on its employee performance which depends largely on the EMPLOYEE EMPOWERMENT OF the organization.
- 3 So the project has wide scope to help the company to perform well in today's global competition.

1.7 LIMITATIONS-

1. The investigation access to the workers was limited due to the shift System
2. since the organizations has strict control ,it has another barrier for getting data.

1.8 RESEARCH METHODOLOGY:

The fact information is systematically collected and presented for purpose of drawing inferences called as data.

TYPES OF DATA:

1. Primary data:

The data collected originally by the researcher or investigators, for his investigator of research study is called as primary data.

2. Secondary data:

Secondary data consist information the already exist, somebody has collected it for specific purpose

• SOURCES OF DATA:

Methodology of the study conversion of the used to collect the required data for research purpose. Necessary data was collected through primary and secondary data sources.

SOURCES OF PRIMARY DATA

1. Variable-

1 Empowerment is the independent variable.

2 Performance is the dependent variable.

Primary data further also divided in three groups such as-

Observation –

This was one of the main source of the data collection. I got acquired with the various processes by thoroughly observing the activities followed in the Human Resource Department

Interview –

In this method employees workers or technical person given data by meeting the operation were asked to the operator and executive regarding training and development system.

Questionnaires- In this method filling questionnaires from respondent.

Sources of secondary data:

Record of the company.

Annual Reports

Internet & Intranet

SAMPLING PLAN:

Sample size:

Sample size is determined on the population of company as well as nature of population proposed classes, nature of the study and type of sampling. The sample size of project is about 50 respondents. Sample size is calculated in the simple random sampling method.

Sampling Method:

Data sampling include selection of appropriate method for sampling selection for research study hence sampling method selected is random sampling 50 sampling are selected from operational level of Santkrupa Milk & Milk Product, Phaltan.

Sampling Media:

The respondent in the sample will be contacted through personal interviews with the help of questionnaires. The respondent are selected randomly from each group and then questionnaires are distributer to fill it completely and collected for analysis.

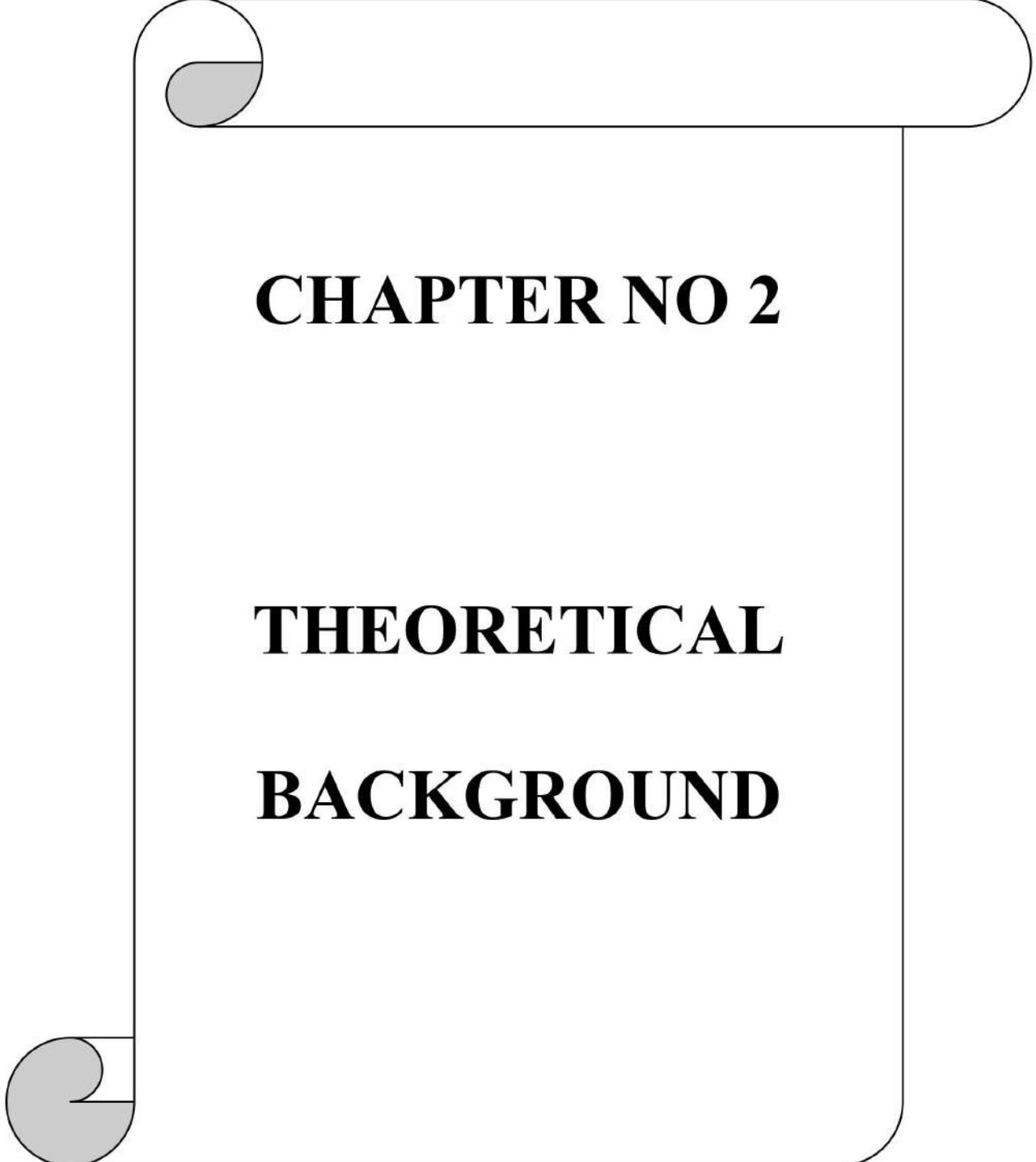
Sampling Design:

Department	Size	Method
Production	14	Random Sampaling
Marketing	20	Random Sampaling
HR	10	Random Sampaling
Maintenance	06	Random Sampaling

Care & caution has been taken to check the collection data through the process of editing .

The data was collected & presented in following form:

- 1 Pie Chart
- 2 Bar Chart
- 3 Tabular Representation
- 4 Percentage Analysis



CHAPTER NO 2

THEORETICAL BACKGROUND

CHAPTER NO 2

THEORETICAL BACKGROUND

An Overview of Human resource Management

Human Resource Management

Definition:

According to **Richard Kathnelson**, "Empowerment is the process coming to feel and behave as if one is in power and to feel as if they owned the firm."

2.1) INTRODUCTION

Maintaining healthy employee relation in an organization is a prerequisite for organizational success. One way of maintaining good and Healthy employee relation in an organization is by attaching lucrative benefits to every job and task carried out by every employee in that organization. Employee benefits which are the various non-wage compensation provided to employees in addition to their normal wages or salaries cannot be overlooked by the management of an organization, since the human resource of an organization is the most valued resource. This current era is highly competitive and organizations regardless of size, technology and market focus are facing employee retention challenges. To overcome these restraints a strong and positive relationship and bonding should be created and maintained between employees and their organizations.

• BACKGROUND OF THE STUDY AND ORGANIZATIONAL PROFILE

Employee benefits had its roots in the industrial revolution which created the modern employment relationship by spawning free labour markets and large-scale industrial organizations with thousands of wage workers. As society wrestled with these massive economic and social changes, labour problems arose. Low wages, long working hours, monotonous and dangerous work, and abusive supervisory practices led to high employee turnover, violent strikes, and the threat of social instability. These lead to various labour unions calling for organizations to compensate employees accordingly.

2.2) Employee empowerment concept

In the USA, the first formal study of empowerment dates back to Mary Parker Follett's management ideas. She distinguished between "power-over" and suggested the process of integration to increase power-with decreasing power-over. The human relations movement had a great impact on employee empowerment. The Hawthorne studies concluded that the workers were more responsive to social situations than to management controls. Nowadays, empowerment is the centre of attention in 21 century's organization. It says. If employee's empowerment is managed correctly, can cause organizational commitment and reduction of employee's replacement. Empowerment with confidence making, participation in decision making, and elimination of the border line between management and employee, cause increase of productivity, performance and job satisfaction. Meaning of empowerment as to release improved,, power and authority " along with the relevant duties and expertise to employees. Empowerment seems to be a powerful management tool, which is used to exchange the shared vision that the organization expects to materialize into common goals.

- 1) Control over the job to be performed,
- 2) Awareness of the context in which the work is performed,
- 3) Accountability for personal work output,
- 4) Shared responsibility for unite and organizational performance, and
- 5) Equity in the rewards based on individual and collective performance.

Rodwell (1996), Hage and Lorensen (2005) label empowerment as an "enabling process" or an object occurs from a joint allocation of possessions and prospects which boost "decision making" to accomplish change.

[6]Luke, Rapp port, and Sideman suggested that empowerment is more than a mere process, solution, or exemplar as id, for instance, prevention. Instead, they posit that empowerment is the process to which the primary energies of psychologists, counsellors, workers, and others should be directed and through which most of the goals for social and individual change will be most appropriately accomplished.

2.3) SIGNIFICANCE OF THE STUDY

1. This study seeks to highlight and recommend best employee benefit practices that can be adopted in an organization, by bringing out the various employee benefit practices which this sugar industry has undertaken to increase its productivity and contribute its quota in the economic development of the communities which it operates, and the country at large.

2 This study will therefore help enlighten management of various organizations of the various effects of employee benefit plans and packages on the performance of an organization.

3 The importance of this study is therefore to highlight the various employee benefits and how it affects the productivity of employees' in an organization.

4 This study will go a long way to illustrate how organizations should treat employees' in-order to increase productivit

- **Reasons why empowerments of employees are more important:**

Empowerment has become necessary due to the follo0wing reasons.

1. Time to respond has become much shorter.
2. First-line employees must make many decisions.
3. An employee feels much more control in their life since authority is given to individual decision-making.
4. There is great untapped potential among employees, which can be revealed through empowerment.

SCOPE OF EMPLOYEES EMPOWERMENT:

The research study has the following scope at "Santakrupa Milk and Milk Products Pvt Ltd. determine the effects on performance of employees in an organization. is must to study on the employee empowerment.

- **Benefits of Employee Empowerment:**

There are many benefits of empowerment applications to the Employees and organization. Thanks to empowerment, employees feel as if they owned their own job, their trust their organization, personal development and job satisfaction increase. In addition, their motivation, creativity, organizational loyalty and willingness to take over some work and result them increase Employment decrease work stress and increase hope and optimism.

Factors are necessary for a successful employee empowerment:

- Being important of understanding, knowledge and abilities An expert from on educational foundation once said that employee usually have great ideas when it comes to boost productivity and reducing cost
- The necessity of expectations being realistic .Another expert who was written several blogs once mentioned that empowered employees are those who can provide exceptional service
- Failure's being an opportunity for learning. When you can empower your employees you more them feel like they have been participating in the organisation and helping it growth.
- Requiring patience of employee empowerment process it has been understood over the years that people will leave their bases and not the company they are working.

2.4) EMPLOYEE EMPOWERMENT AND ITS EFFECTS ON ORGANIZATIONAL PERFORMANCE

- 1) Employee empowerment has significant effect on service quality and market orientation.
- 2) Employee empowerments assesses managers awareness of total quality management.
- 3) Employee empowerment has crucial in total quality management practices that positively linked and effects the level job insolvent.
- 4) Empowered employee plays significant role on organization performance.
- 5) Employee empowerment has a positive impact on job satisfaction and performance " Santakrupa India Industries Pvt Ltd Aljapur.
- 6) Employee empowerment is one of the important factors that have critical role in success of total management and implementation that in Santakrupa India Industries Pvt Ltd Aljapur.

2.5) Advantages of Employee Empowerment

1. Boost productivity and reduces costs:

An expert from an educational foundation once said that foundation once said that employees usually have great ideas when it comes to boosting productivity & reducing costs.

2. Having better services :

Another expert who has written several blogs once mentioned that empowered employees are those who can provide exceptional services.

3. Improves the quality of work:

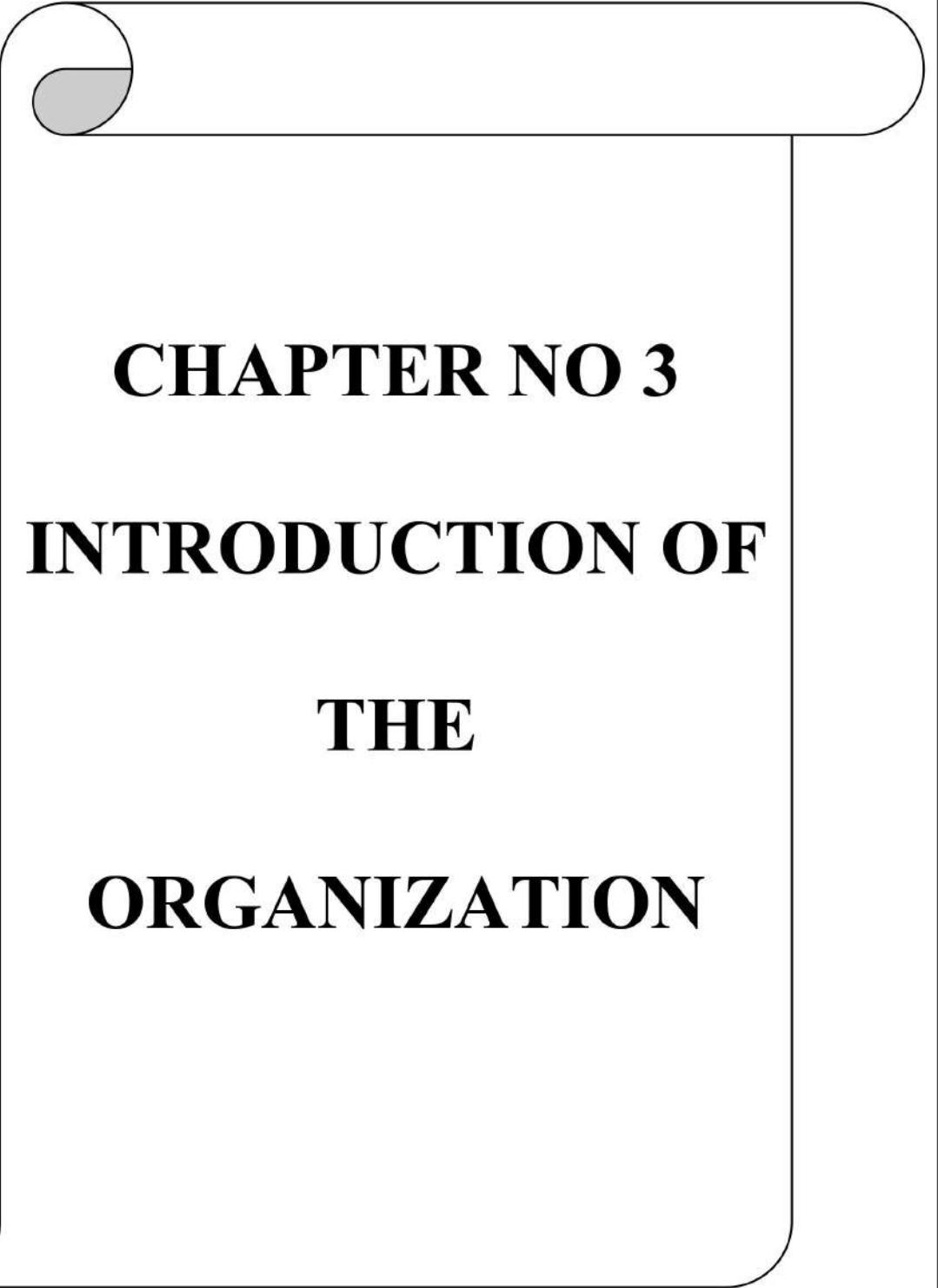
when you empower your employees you make them feel like they have been participating in the organization & helping it grow

4. Turnover that is reduced :

It has been understood over the years that people will leave their bosses & not the company they are working .

2.6) Disadvantages of employee empowerment

1. Additional costs of training.
2. Poor knowledge and understanding.
3. Risk o security and confidential



CHAPTER NO 3

INTRODUCTION OF

THE

ORGANIZATION

CHAPTER 3

INTRODUCTION OF ORGANIZATION

3.1 Introduction of the company

a.Name of the unit

Name : Santkrupa Milk and Milk Products Pvt.Ltd.

3.2 Location or address of unit

Address : SANTKRUPA MILK AND MILK PRODUCTS PVT LTD.

Aljapur Tal- phaltan Dist – satara (Maharashtra)-415523

City : phaltan

State : Maharashtra

Tel no : 07722072597

Fax no : 91-2166-262164

3.3 Historical background

The company of SANTKRUPA MILK AND MILK PRODUCTS PVT LTD. Was registering year 2009with the intension of procuring milk for its member societies and paying remunerative price was the developed by late Vilas Namdeo Nalawade. he had tremendous consciousness for poor people and he thought that milk production needs less capital, less manpower and it is very much subsidiary of agriculture of this idea in mind Vilas Namdeo Nalawade organized milk union and network at dairy scientist in almost every village of Phaltan Taluka.

Presently sang is progressing under the dynamic leadership of the honourable ,Shree Vilas Namdeo Nalawade and Alka Vilas Nalawade . they thought that sangha must tell it milk

urban market and only than we can pay competitive price to milk product accordingly under their guidance and help sang is creating facilities for processing and packaging of milk. The study was carried out at Santakrupa Milk and Milk Products. Ltd Aljapur. Tal- phaltan, Dist- satara . it includes the various activities of the processing units, during the period of two months, studying the processing management.

Laboratory testing and various activity are carried out in the phaltan taluka Santakrupa Milk and Milk Products Pvt Ltd like collection of milk sampling. Pasteurization, homogenization& storage etc. while studying processing management in reference to the agriculture product of milk related product in an essential element of study in Maharashtra there is various milk processing units are present . It big rang of milk produced product is available in the market

To take information all activity in dairy. I visited all department in dairy during training. I learn processing milk and milk product and other activity in Maharashtra consideration district wise study. Satara district has remarkable milk production and effective contribution. in milk brand available in satara market Santakrupa milk has a remarkable place in satara district near about 24milk processing brand Product are available in the competition of santakrupa dairy product has important market share.

Marketing development

The company was incorporated in 2009ss with the main objective of making ready market available for the milk produced in the area. a modest milk pasteurization plant was set up. year capacity was enhanced to fulfil the requirement.

In order to further strengthen the back word integration farmers are being provided technical inputs by way of medical facility and as well as financial support for purchase of milk animal.

In the mean Time emphasis was laid down on quality improvisation by keeping milk at low temperatures, and doing so bulk milk coolers are put in operation to handle 100000

Litre milk per day for production of various Value Added products.

Bactofuse of 25 KL Hr. has been put in place to make the product safe.

Second phase also shall include some more Value Added product as well as mega cattle farm.

Vision and mission of company

Vision of company:

- Company's vision is to create the position & image of company products in all over Maharashtra & to give quality & affordable price milk and milk products to the customers .
- To provide milk and milk products to the customers allover the Maharashtra.

Mission of company:

- "we will endeavor to improve living standard of Indian cattle farmer, by reducing the cost of production through efficient use of technologies and system. we will provide quality products at a reasonable price to end customer".

3.4 Financial position:

Following points indicate the present financial condition of santakrupa milk and milk products Pvt Ltd.

1. Shares: Authorized Capital Shares 5 cr.

Paid-up Capital Shares 3.75 cr.

2.Turnover: At 31/03/2021 (2020-21)

The Turnover Of This Company Is 95cr.

3.Profit: Profit before Tax – 1cr. 14lc.

Profit after Tax – 1cr.12lc.

Depreciation – 6cr. 72c.

4.Company total assets value

Company is always in profit, there is minimum loss.

Loans are taken from BANK OF BARODA & STATE BANK OF INDIA

Turn over – At 31/03/2020-21

The turnover of these company is 146 cr. Mainly depends on the sales.

3.5 Departments of Company:

Sr no.	Name of department	Head of departments
1.	Finance	Mr. Amol Raskar
2.	Human resource	Mr. Rushi Nalawade
3.	Production	Mr. Vijay Hake
4.	Process	Mr. Ganesh Gore
5.	Procurement	Mr. Vijay Hake
6.	Quality assurance and packing	Mr. Rushi Nalawade
7.	Storage	Mr. Ganesh Gore
8.	Maintenance and engineering	Mr. Nilesh Nalawade
9.	Purchase	Mr. Patil saheb
10.	Marketing	Mr. Nilesh Nalawade
11.	Security	Mr. Rushi Nalawade

FACILITIES OF COMPANY:

Details of facility provided by company to worker and employees

- 1.Ambulance
- 2.Insurance
- 3.Medical

Core purpose

"Improve life through innovative science"

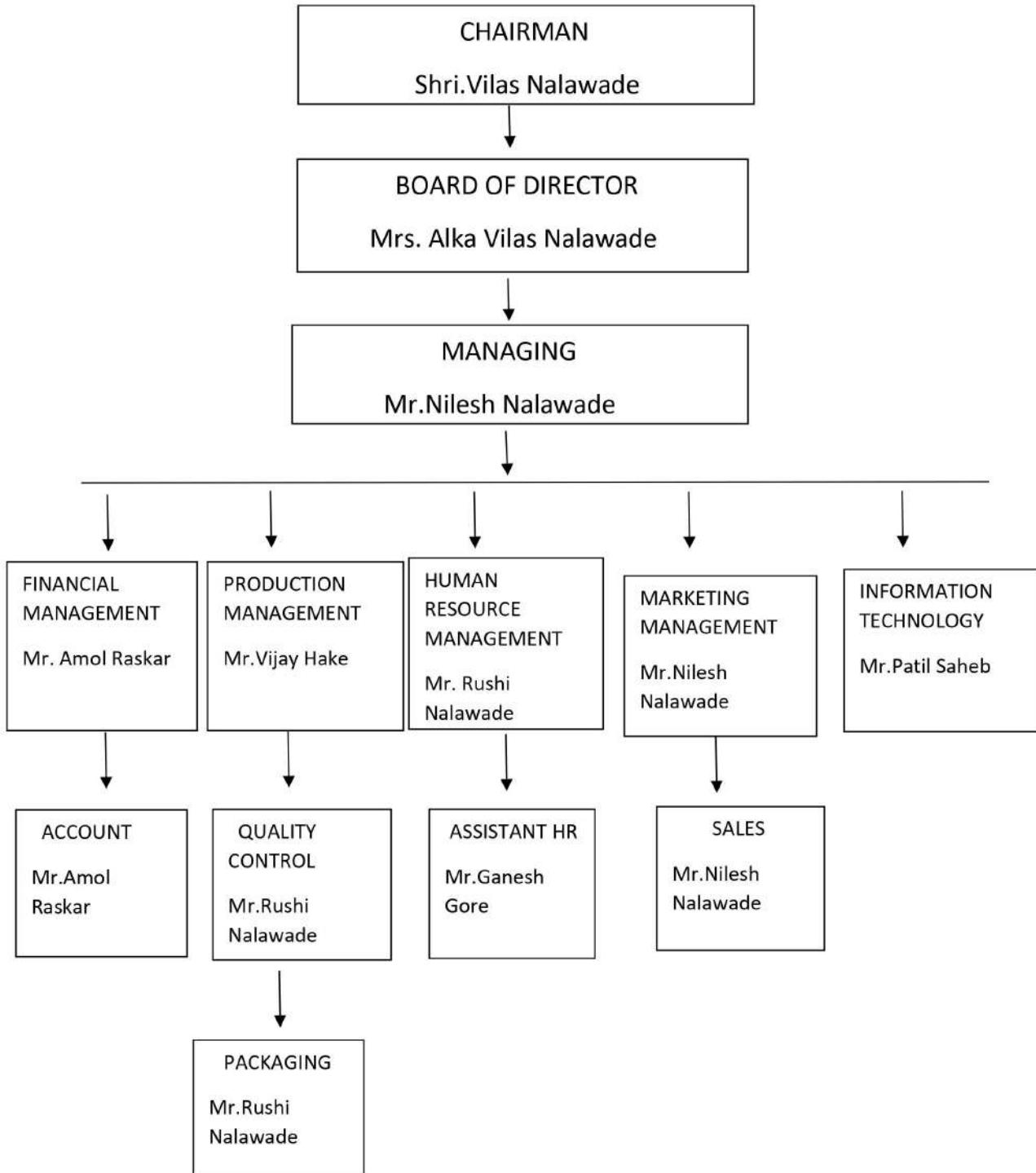
ACHIEVEMENTS

Santakrupa Milk and Milk Products has many first to its credit and these have been earned through its constants for identification of product that are required by the end- user industry.Santakrupa Milk and Milk Products aims to provide specialized products that add value and enhance every aspect of life.

Manpower f Santkrupa Milk and Milk Products Pvt Ltd. Aljapur

Sr no.	DEPARTMENT NAME	TOTAL WORKERS
1.	ADMIN	12
2.	ACCOUNT	12
3.	OFFICER	15
4.	PROCUREMENT	10
5.	QUALITY	17
6.	PROCESS	25
7.	POWDER	15
8.	PRODUCTION	20
9.	GHEE SELECTION	05
10.	PURCHASE	05
11.	DISPATCH	08
12.	CLANING	10
13.	MAINTAINCE	08
14.	MARKETING	10
15.	VETARNERY	02
16.	SECURITY	08
17.	TANKER DRIVES	70
	TOTAL MANPOWER	252

3.6 Organization chart:



3.7 Product profile:

Santkrupa milk

Milk is a complete food the most primary source of nutrition from babies to elder, milk contain saturated fat, protein calcium and vitamin C. for millennia, cow's milk has been processed into dairy product such as a cream, butter, yogurt, lassi, ice – cream and specially more durable and easily transportable product cheese. Industrial science has brought us casein, whey protein, lactose, condensed milk, powdered milk and any other food additives and industrial product. india is a largest producer and consumer of cattle's milk in the world.

1. Santkrupa ghee

Ghee is a pure, clarified, fat derived solely from milk or from desi butter or from cream to which no colouring matter is added. ghee Contain a minimum of 99.7% fat and not more than 0.3% moisture. santakrupa ghee is made from pure cow milk without adulteration and easily digestible. the colour of ghee is golden yellow due to carotene pigment present in cow's milk. granulation of ghee is due to melting content of glycerides of higher melting saturated fatty acids, especially palmitic and stearic.

Santakrupa ghee is famous for taste and flavor and is made from cow's milk maintaining its natural aroma and flavor it is rich in natural vitamins and antioxidants available in milk fat. It Provide good health to you and your family.

'Ayurveda '- the ancient Indian medical science recommends daily consumption of ghee made from cow's milk.

2. Santkrupa paneer

At santakrupa, paneer is prepared by acid – coagulation of standardization buffalo milk. it is a type of soft cheese. its shelf – life 3 months when stored below -10C. It contains moisture in the range of 50 – 60 % and fat in the range of 15-25 %. it is an unaged, acid set, non -melting farmer cheese prepared from standardization buffalo milk by heat and acid coagulation of the casein component of milk. in india paneer is commonly served chopped into cubes in spicy gravy santakrupa paneer is a famous for its softness and pure white appearance.

3. Santkrupa shrikhand

Shrikhand is a semi soft, sweetish sour, whole milk product prepared from lactic fermented curd, the curd is partially stained through a muslin cloth to remove whey and thus produce is solid mass called 'Chakka' which is the basic ingredient for shrikhand. it is mixed with required amount of sugar and dry fruits to yield the shrikhand. Santakrupa shrikhand is famous for smooth texture taste it is made by traditional method.

It is a traditional Maharashtra sweet which is served during ceremonies and festivals accompanied by Puris. It is mostly consumed in Maharashtra, Karnataka, Gujarat, some parts of Madhya Pradesh.

4. Santkrupa Amrakhand

It is a semi soft, sweetish sour, whole milk, product prepared from lactic fermented curd. This is stained through muslin cloth to get 'chakka'. This is mixed with same amount of Sugar and mango pulp. it contains 5-6 % fat. Santakrupa amrakhand is famous for its taste and

mango colour. it is prepared and placed in strict hygienic conditions. its shelf life is 3 months, when stored below -10% C

5. Santkrupa Lassi

It is a fermented liquid milk product with sweet sour taste. Santakrupa lassi is famous for its taste and thickness. it is the best alternative for aerated drinks as it is beneficial to our health due to presence of lactic acid bacteria in it. is a very Refreshing drinks

6. Santkrupa Dahi

It is a semi soft, slightly sour, acid fermentation product of milk. it is made under strict hygienic conditions and always maintains consistency in taste. our curd is famous for body texture, smoothness, and taste.

It Contain fat in range of 4 – 4.5 % and its shelf life is 15 days. It is very stored as 0-4C It is advisable not to keep curd in deep – freeze or else it loses its texture. curd contain bacteria, which help us to increase our immune system.

Employees empowered in santakrupa milk and milk products pvt ltd aljapur.

1.Offer authority and ownership by handing out responsibility:

Let an employee take on a new project and run with it. When you delegate different task to an employee. it empower to get the job done and done well.

2.Make guidelines and best policies clear:

When employee understand the guideline they should work within and which boundaries they can push, they are able to do their job more effectively and feel more supported.

1 Communication:

To increase levels of trust and show that all ideas are welcome and valued.

2 Allow opportunities for growth:

Faster internal development and growth across department with cross- department job shadows and transition.

3 Management support:

To create and drive their own development plans with their managers.

4 Ongoing training:

Employees need to be trained to take on this new customer focused responsibilities.

5 Acess to data:

Data are more equipped to influence those critical success factors empower employees by giving them access to information and data that can be used in their decision making process.

6 Managers trust employees:

Manager need to have trust and confidence that their employees will make the right decision.

7 plan for empowerment:

creating an environment to empower employees require focus and planning organization with strong empowerment models show that productivity and customer satisfaction improves as a result of an empowered culture.



CHAPTER NO 4

DATA

INTERPRETATION

AND

DATA ANALYSIS



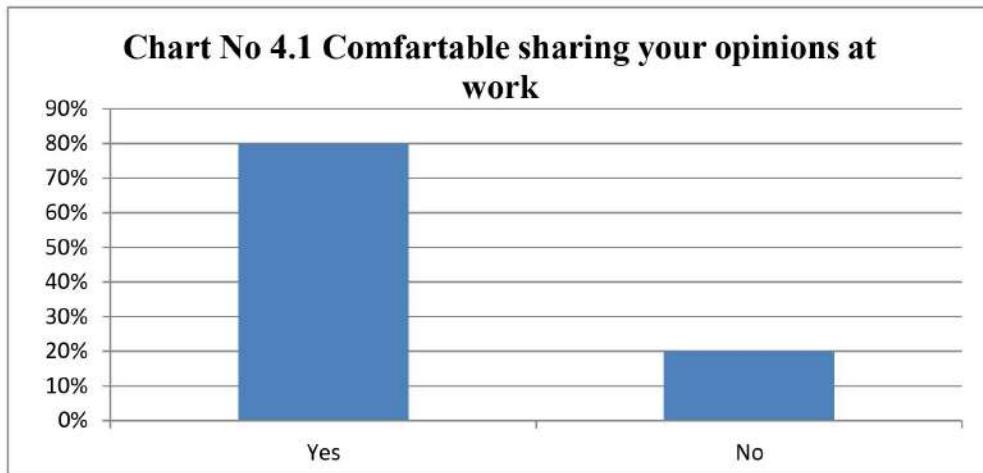
Chapter 4

DATA ANALYSIS AND INTERPRETATION

Q 4.1) Comfortable sharing your opinions at work.

Sr. No.	Particular	No. of Employee	Percentage
1	Yes	35	80%
2	No	15	20%
	Total	50	100

Table No. 4.1) Comfortable sharing your opinions at work.

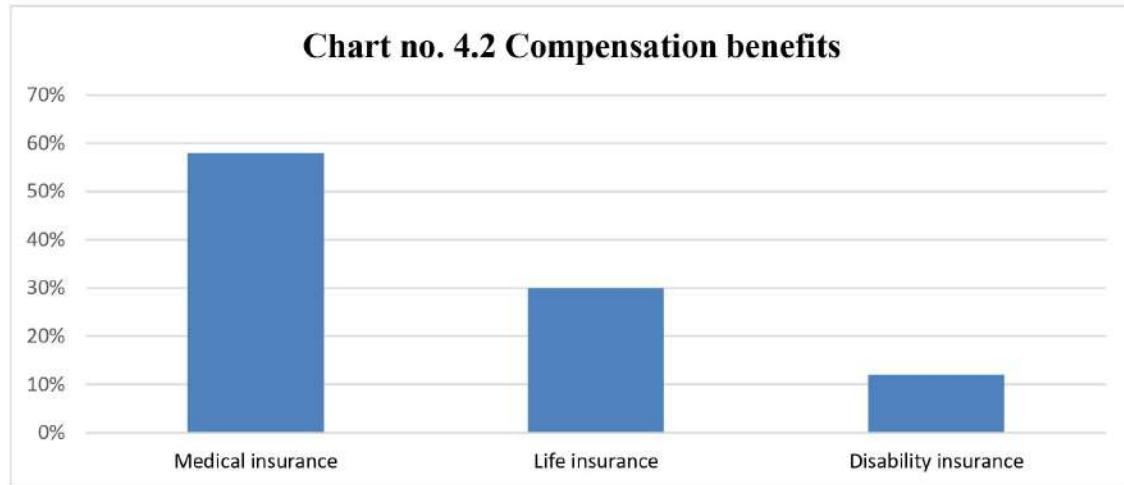


Interpretation :From the above graph it has been interpreted that, 80% employees says that Comfortable sharing opinions at work and 20% employees says that not Comfortable sharing opinions at work.

4.2) Compensation benefits

Table No. 4.2) Compensation benefits

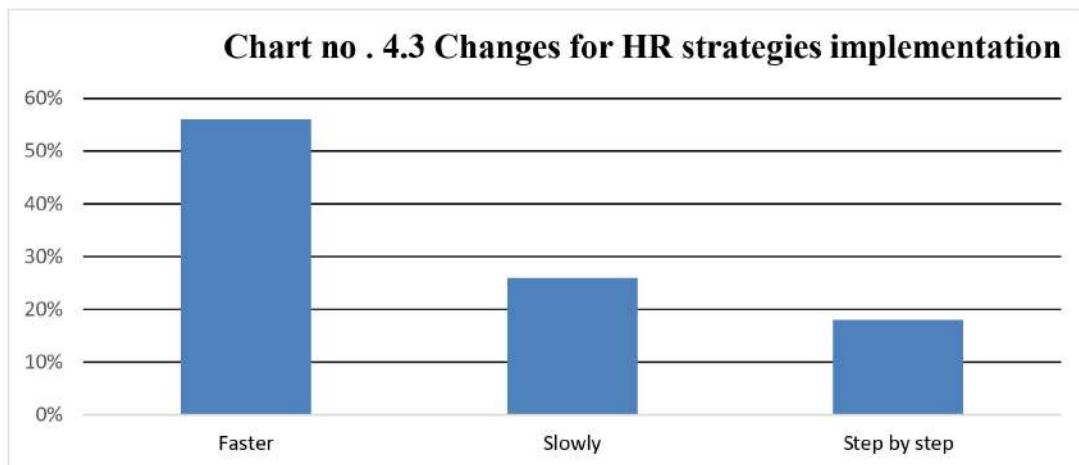
Sr. No.	Particular	No. of employee	Percentage
1	Medical insurance	29	58%
2	Life insurance	15	30%
3	Disability insurance	6	12%
4	Total	50	100



Interpretation :From the above graph it has been interpreted that ,58% employees says that company provided medical insurance ,30% employees says that company provided life insurance and 12% employees says that company provided disability insurance.

Q.4.3) Changes for HR strategies can implemented by employees in the organisation**Table No. 4.3) Changes for HR strategies can implemented by employees in the organisation**

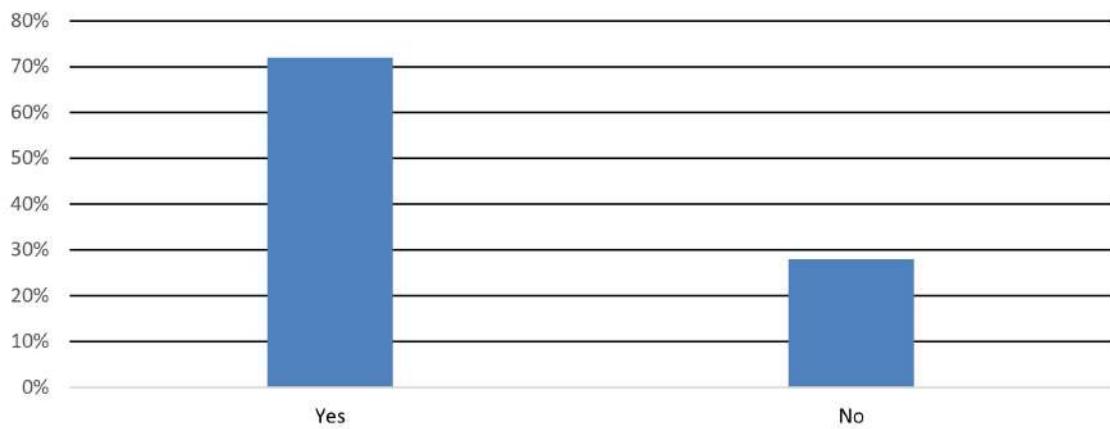
Sr. No.	Particular	No. of employee	Percentage
1	Faster	28	56%
2	Slowly	13	26%
3	Step by step	9	18%
	Total	50	100



Interpretation: From the above graph it has been interpreted that ,56% employees says that HR strategies can implemented faster, 26% employees says that HR strategy can implemented slowly and 18% employees says that HR strategies can implemented step.

Q 4.4) Goals achieving through effective planning and organization**Table No. 4.4) Goals achieving through effective planning and organization**

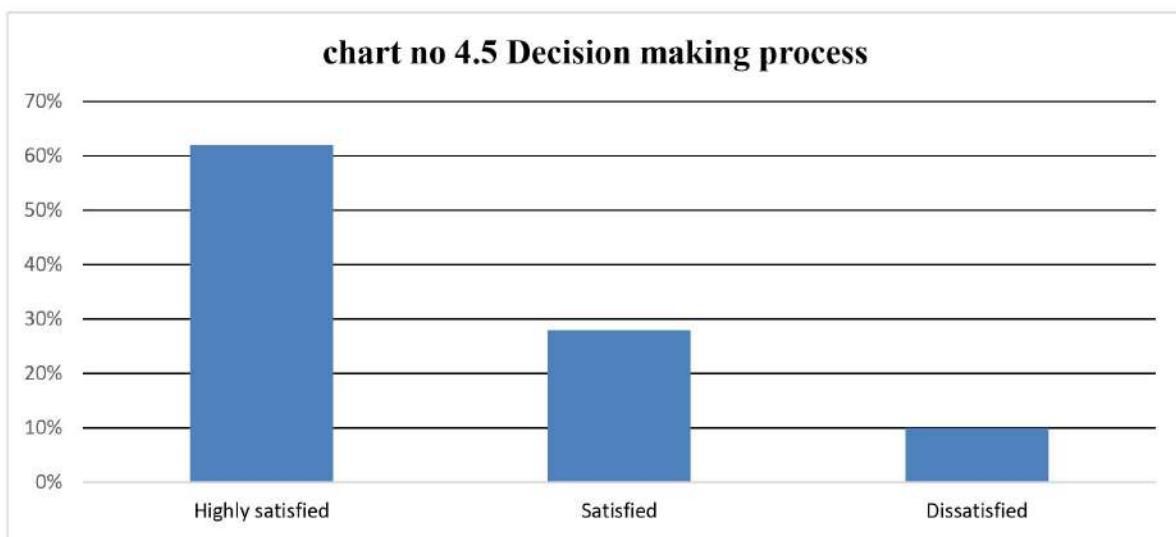
Sr. No.	Particular	No. of Employee	Percentage
1	Yes	36	72%
2	No	14	28%
	Total	50	100

chart no.4.4 Goals achieving through effective planning and organisation**Interpretation**

From the above graph it has been interpreted that, 72% employees says that goal achieving through effective planning and organization and 28%employees says that goal achieving through effective planning and organization

Q. 4.5) Decision making process of the organization.**Table No. 4.5) Decision making process of the organization.**

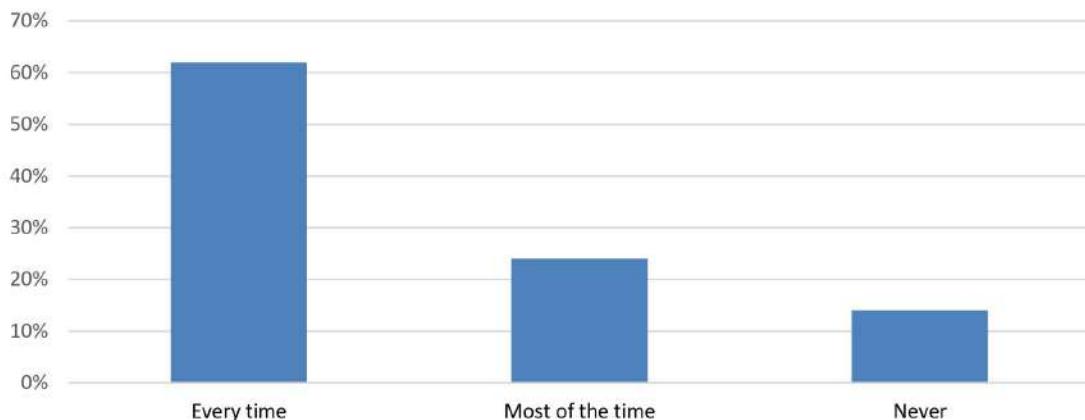
Sr. No.	Particular	No. of employee	Percentage
1	Highly satisfied	31	62%
2	Satisfied	14	28%
3	Dissatisfied	5	10%
4	Total	50	100

**Interpretation**

From the above graph it has been interpreted that, 62% employees are highly satisfied with decision making process , 28% employees are satisfied with decision making process and 10% employees are dissatisfied with decision making process

Q 4.6)Problem regarding the empowerment of employees quickly and satisfactorily**Table No. 4.6) Problem regarding the empowerment of employees quickly and satisfactorily**

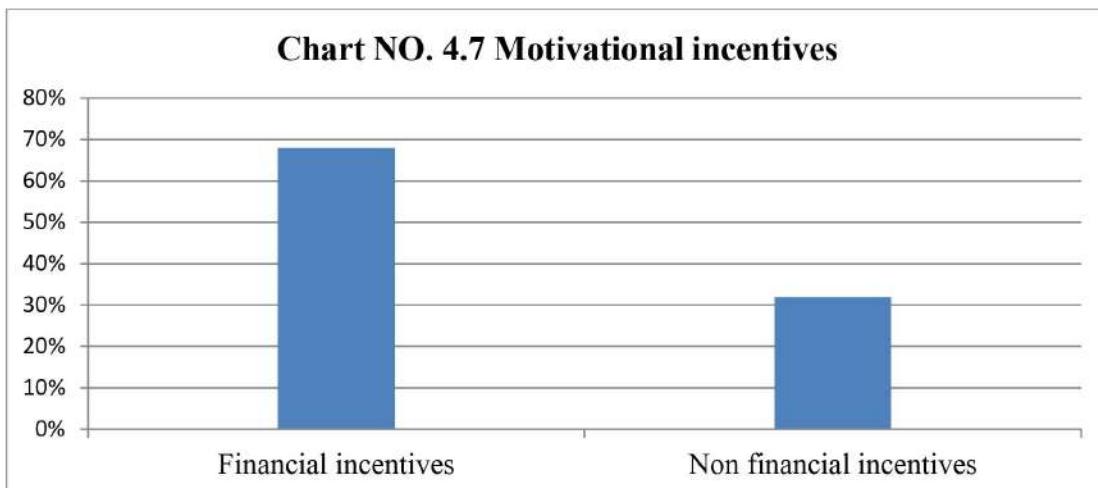
Sr. No.	Particular	No. of employee	Percentage
1	Every time	31	62%
2	Most of the time	12	24%
3	Never	7	14%
4	Total	50	100

Chart no 4.6 Problem regaarding the empowerment of employees quickly and satisfactorily

Interpretation From the above graph it has been interpreted that , 62% employees satisfied with every time Problem regarding the empowerment of employees quickly and satisfactorily , 24%employees satisfied with most of the time Problem regarding the empowerment of employees quickly and satisfactorily and 14%employees satisfied with never Problem regarding the empowerment of employees quickly and satisfactorily .

Q 4.7) Types of motivational incentives**Table No. 4.7) Types of motivational incentives**

Sr. No.	Particular	No. of employee	Percentage
1	Financial incentives	34	68%
2	Non financial incentives	16	32%
	Total	50	100

**Interpretation**

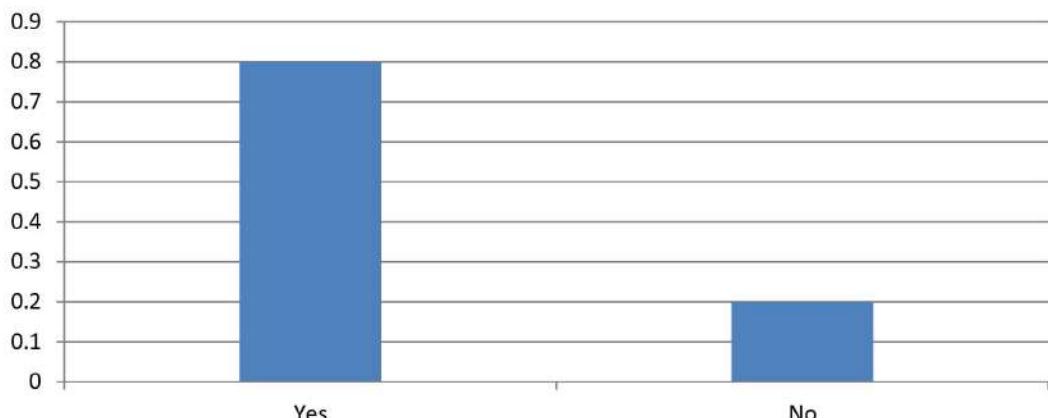
From the above graph it has been interpreted that, 68% employees satisfied with financial insurance motivational incentives, 32% employees satisfied with non financial insurance motivational incentives.

Q 4.8) Good relationship with co-ordinates.

Table No. 4.8 Good relationship with co-ordinates

Sr. No.	Particular	No. of Employee	Percentage
1	Yes	35	80%
2	No	15	20%
	Total	50	100

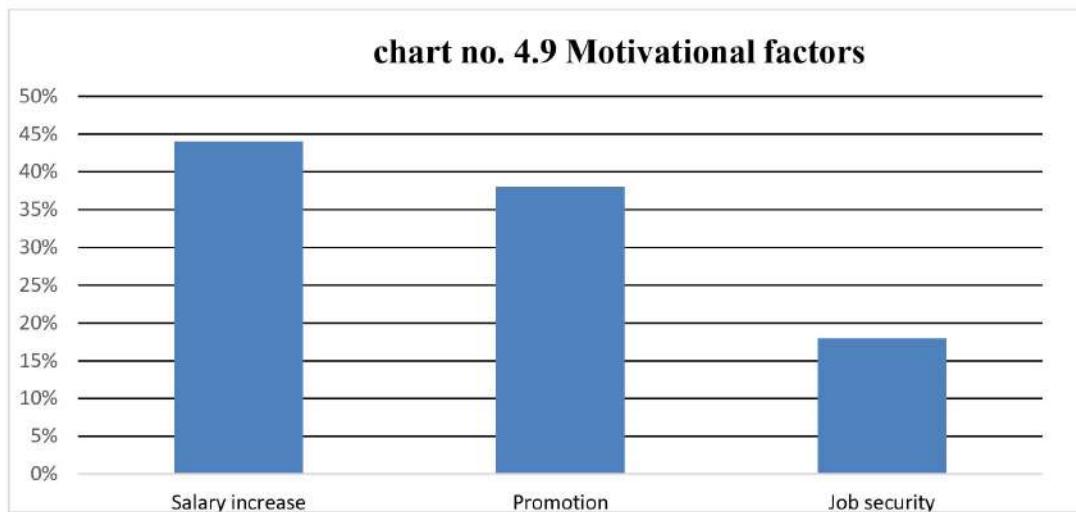
Chart No 4.8 Good relationship with co-ordinates



Interpretation From the above graph it has been interpreted that ,80 % employees good relationship with co- ordinates and 20%employees does not good relationship with co-ordinates.

Q 4.9) Motivational factors**Table No. 4.9 Motivational factors**

Sr. No.	Particular	No. of employee	Percentage
1	Salary increase	22	44%
2	Promotion	19	38%
3	Job security	9	18%
	Total	50	100



Interpretation :

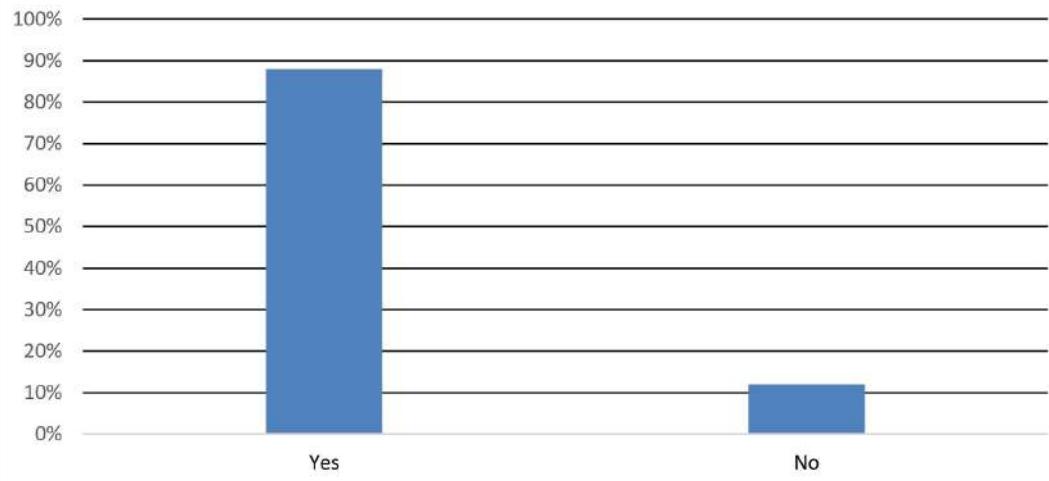
From the above graph it has been interpreted that ,44% employees are motivated by salary increase,38%employees are motivated by promotion and 18%employees are motivated by job security.

Q 4.10) Learning opportunities in career advancement

Table No. 4.10) Learning opportunities in career advancement

Sr. No.	Particular	No. of employee	Percentage
1	Yes	44	88%
2	No	6	12%
	Total	50	100

Chart no 4.10 Learning opportunities in career advancement

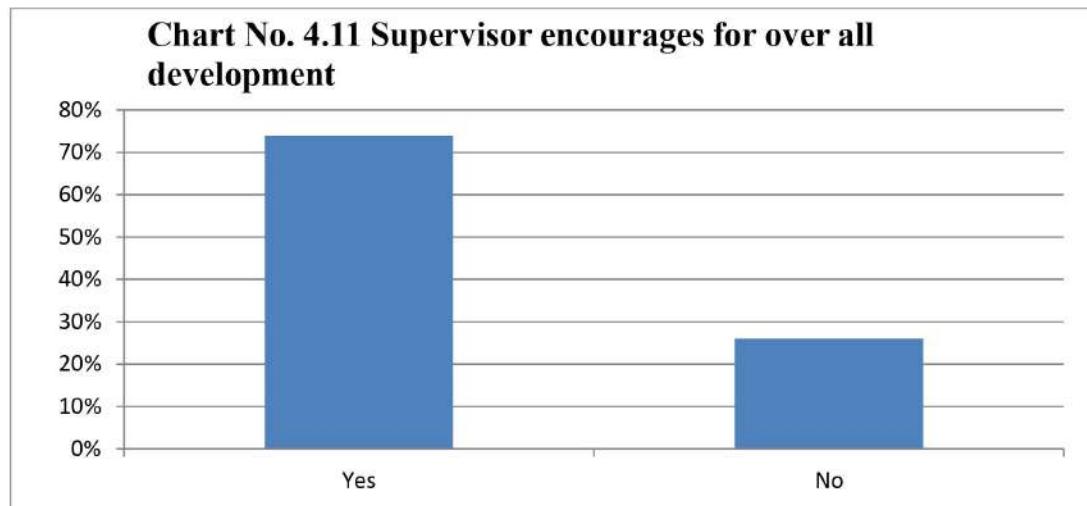


Interpretation: from the above graph it has been interpreted that, 88% employees are satisfied with learning opportunities in career advancement and 12%employees are dissatisfied with learning opportunities in career advancement.

Sr. No.	Particular	No. of Employee	Percentage
1	Yes	37	74%
2	No	13	26%
	Total	50	100

Q 4.11) Supervisor encourages for over all development

Table No. 4.11) Supervisor encourages for over all development

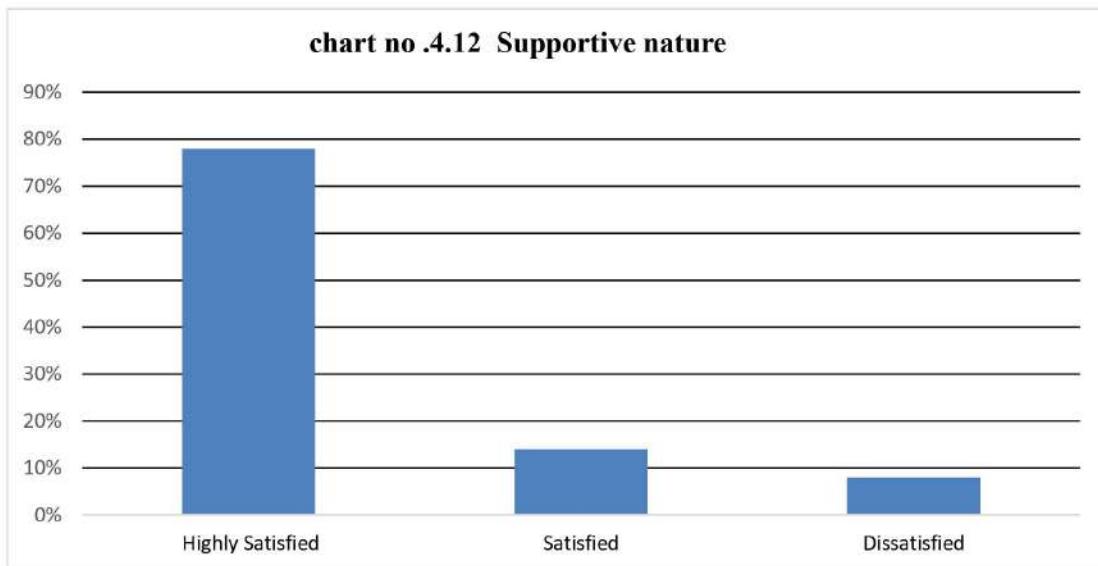


Interpretation:

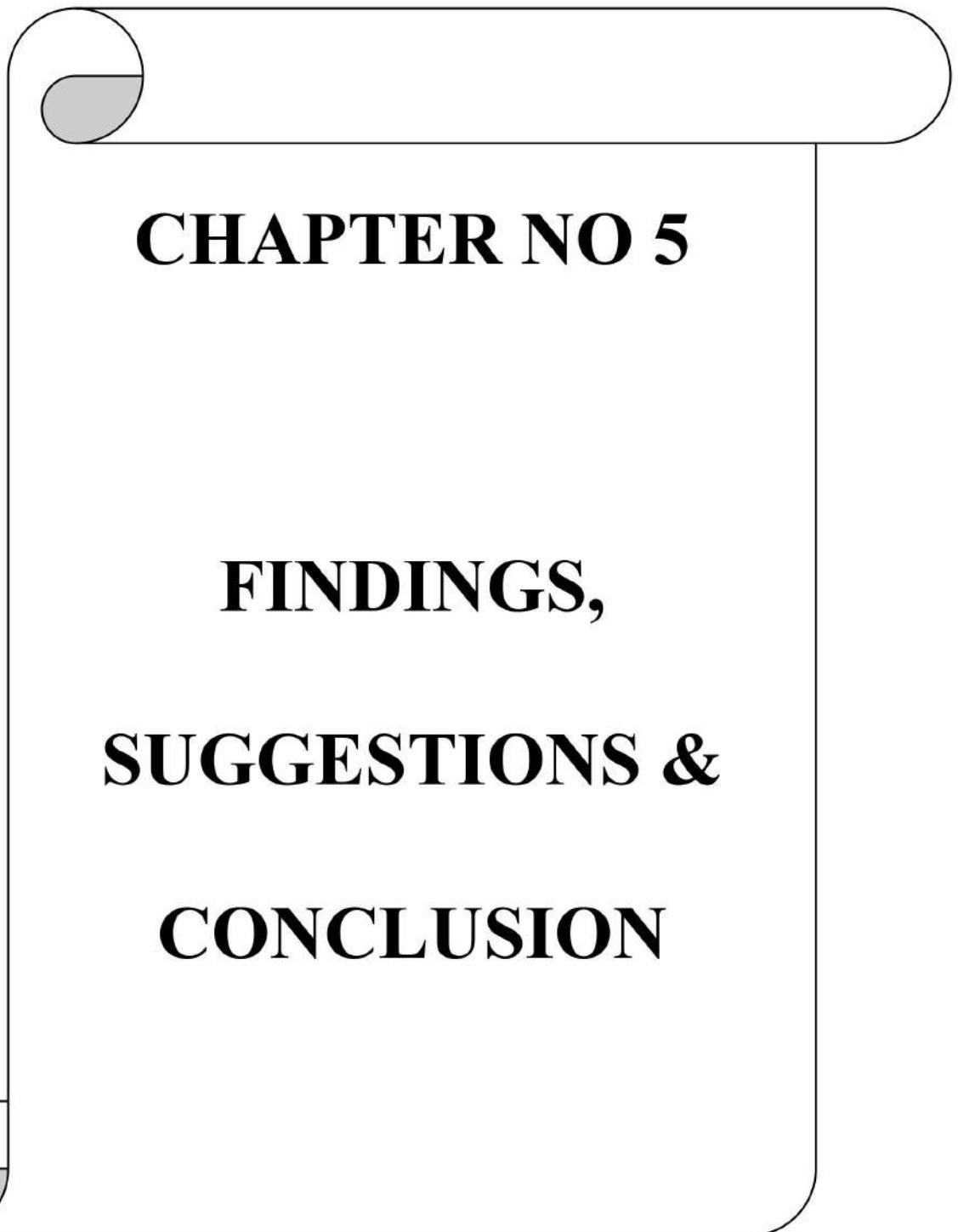
From the above graph it has been interpreted that, 74% employee are satisfied with supervisor encourage and remaining 26% are dissatisfied with supervisor encourage.

Q 4.12) Supportive nature from the HR department**Table No. 4.12) Supportive nature from the HR department**

Sr. No.	Particular	No. of employee	Percentage
1	Highly Satisfied	39	78%
2	Satisfied	7	14%
3	Dissatisfied	4	8%
	Total	50	100



Interpretation: From the above graph it has been interpreted that ,78% employee says highly satisfied with HR department provides ,14% employee says satisfied with HR department and 8% employee dissatisfied with HR department.



CHAPTER NO 5

FINDINGS,

SUGGESTIONS &

CONCLUSION

CHAPTER 5

FINDINGS SUGGESTIONS AND CONCLUSION

Findings:

1. Most of the employees are comfortable sharing opinions at work .(Table 4.1)
2. Majority of the employee are satisfied with the medical insurance and life insurance provided by the organization. .(Table 4.2)
3. It is found that changes of HR strategies can implemented fastly in the organization.(Table 4.3)
4. Majority of the employee are satisfied with the achieving goals through effective planning and organization.(Table 4.4)
5. Most of the employees are highly satisfied with the decision making process of the organization.(Table 4.5)
6. Employees in the organization satisfied there work and also they motivated by financial incentives and non-financial incentives.(Table 4.6)
7. The employees are highly influenced by the performance appraisal.(Table 4.7)
8. Most of employees are good relationship with co-ordinates.(Table 4.8)
9. Most of the employees are satisfied with sharing your experiences to other employees at work place.(Table 4.9)
10. Mostly employees are happy with free counselling program of the organization.(Table 4.10)
11. Majority of the employees are satisfied with his job & they have learning opportunities in career advancement.(Table 4.11)
12. It is found that the employees are highly satisfied with the supportive nature from HR department.(Table 4.12)

Suggestion

1. Motivation programs :

Management should have provided proper motivation programs. i.e. to increase employee motivation so employee can achieve their organisational and personal goal.

2. Decision making process :

Management should have involved the employees in decision making process so that they solve their problems and take most effective solution on that problem.

3. Freely consultation program with experts of company:

Management should provided Freely consult on critical issue in organisation. Management should have provided proper representative company handle to the employee problems regarding the empowerment of employees quickly and satisfactorily

Conclusion

According to research concluded that the result since delegation of authority as one of the empowerment dimension has the most effect on improvement of employees performance, it is suggested to organization . Employees are allowed to get involved in cession of activity, so that they play a role in choosing job and condition of its implementation There are some effect on empowerment of individual performance.

In delegation of every task, holding a justification meeting is useful and essential .Also the result should that after delegation of authority, encouragement and giving reward have the most effect and improvement of employees, performance, so for increasing employee empowerment and consequently their better performance.

APPENDICES

EMPLOYEE EMPOWERMENT SURVEY QUESTIONNAIRE

GENERAL INFORMATION

Employee name:

Employee no:

Position title:

Department:

Supervisor name:

Supervisor title:

Period of time in current position: Years ----- Months -----

QUESTIONNAIRE

1) Do you comfortable sharing your opinions at work ?

- a) Yes b) No

2) Which benefits are offered by company to employees can meet the need of employees ?

- a) Medical insurance
b) life insurance
c) disability insurance

3) How any changes of HR Strategies can implemented by employees in the organization ?

- a) faster b) slowly c) step by step

4) Is the leadership of company is able to achieve goals through effective planning & organization?

- a) Yes b) No

5) Are you satisfied with the decision making process of the organization ?

- a) Highly satisfied
b) satisfied
c) dissatisfied

6) Does the representative of company handle the employees problem regarding the empowerment of employees quickly and satisfactorily?

- a) Every time b) Most of the time c) Never

7) Which type of incentives motivates you more ?

- a) Financial incentives b) Non-financial c) both

8) Do you have good relationship with co- ordinates ?

- a) Yes b) No

9) which factors motivates you the most ?

- a) salary increase b) promotion C) Job security

10) you feel that your job has enough learning opportunities which will help you in career advancement ?

- a) Yes b) No

11) Is there any supervisor who encourages for overall development ?

- a) Yes b) No

12) Are you Satisfied with the supportive nature from the HR department ?

- a) Highly Satisfied b) Satisfied
c) Dissatisfied

JOINING REPORT

Date :

To,

The Director,

Shrimant Jayshreemaladevi Naik Nimbalkar

Institute of Management Studies, Phaltan.

Sub : Joining Report

Respected Sir,

I am Miss Amruta Ramchandra Bankar have joined Santakrupa milk and milk products Pvt. Ltd Aljapur for the summer implant training for the form 04/10/2021 for the Project Work to be carried out. I would be carrying out project work under the guidance & supervision of Mr. Rushi Nalawade HR Manager Santakrupa milk and milk products Pvt. Ltd Aljapur

The title of my project work is "Employee Empowerment And Its Effects On Organizational Performance" I shall join the college immediately after completion of my training .


Signature of Student

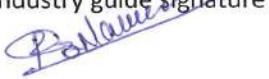

Signature of Industry Guide

PROGRESS REPORT

Progress report no. 1

Name of student:	Amruta Ramchandra Bankar
Title of study:	“EMPLOYEE EMPOWERMENT AND ITS EFFECT ON ORGANISATIONAL PERFORMANCE”
Name of guide:	Mr. Rushi Nalawade
Organization:	SANTAKRUPA MILK AND MILK PRODUCTS PVT LTD.
Date of joining Organization:	04/10/2021
Date of progress report:	18/10/2021
Period of progress report:	14 Days
Progress:	Aim, title of the project was finalized Title of the project: Employee empowerment and its effect on organizational performance Objectives are decided such that they should fulfil the title or aim, Objectives: <ol style="list-style-type: none">1. To determine whether positive relationship exist between empowerment and work performance2. To find the gap in empowerment expectations of the employees.3. To determine the impact of employee empowerment on effectiveness and efficiency.4. To determine the employee empowerment and its performance.


Student Signature

Industry guide signature


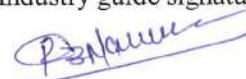
PROGRESS REPORT

Progress report no. 2

Name of student:	Amruta Ramchandra Bankar
Title of study:	EMPLOYEE EMPOWERMENT AND ITS EFFECT ON ORGANISATIONAL PERFORMANCE“
Name of guide:	Mr. Rushi Nalawade
Organization:	SANTAKRUPA MILK AND MILK PRODUCTS PVT LTD.
Date of joining Organization:	04/10/2021
Date of progress report:	02/11/2021
Period of progress report:	14 Days
Progress:	<p>Companies historical background, other aspects were studied.</p> <p>Name of company: santakrupa milk and milk productsPvt Ltd Aljapur.</p> <p>Various company manual were referred for data collection.</p> <p>Data collection Source: 1. Primary Source 2. Secondary Source</p> <p>Sampling method selected is random sampaing 50 sampling are selected.</p>


Student signature

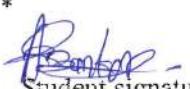
Industry guide signature

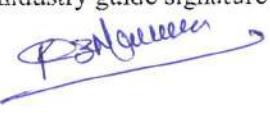


PROGRESS REPORT

Progress report no. 3

Name of student:	Amruta Ramchandra Bankar
Title of study:	"EMPLOYEE EMPOWERMENT AND ITS EFFECT ON ORGANISATIONAL PERFORMANCE "
Name of guide:	Mr. Rushi Nalawade
Organization:	SANTAKRUPA MILK AND MILK PRODUCTS PVT LTD.
Date of joining Organization:	04/10/2021
Date of progress report:	15/11/2021
Period of progress report:	13 Days
Progress:	Theoretical background of project will be done. Employee empowerment concept. Significance of the study . Scope of employee empowerment . Employee empowerment and its effects on organizational performance.

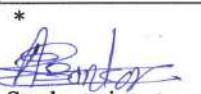
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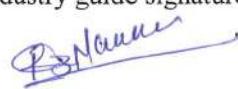
Industry guide signature 

PROGRESS REPORT

Progress report no. 4

Name of student:	Amruta Ramchandra Bankar
Title of study:	“EMPLOYEE EMPOWERMENT AND ITS EFFECT ON ORGANISATIONAL PERFORMANCE “
Name of guide:	Mr. Rushi Nalawade
Organization:	SANTAKRUPA MILK AND MILK PRODUCTS PVT LTD.
Date of joining Organization:	04/10/2021
Date of progress report:	02/12/2021
Period of progress report:	17 Days
Progress:	<ol style="list-style-type: none">1. Questionnaire used for data analysis.2. Table, chart, geographical representation and percentage analysis is drawn % analyzed the data.3. Findings, suggestions and conclusion were finalized.

*

Student signature

Industry guide signature


GUIDE STUDENT MEETING RECORD

Student name: Amruta Ramchandra Bankar

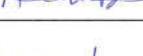
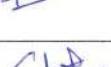
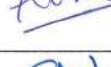
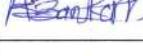
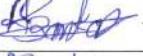
Contact No. 9370351928

Guide: Mr. Rushi Nalawade Contact No: 9518997898

Topic name: Employee empowerment and its effect on organizational performance

Organization: Santakrupa milk and milk products Pvt Ltd Aljapur

Sr no.	Date	Description	Signature of guide	Signature of student
1	22/12/2021	Presentation of plant training project work		
2	04/01/2022	Submission of first draft		
3	15/01/2022	Submission of second draft		
4	27/01/2022	Submission of third draft		
5	04/02/2022	Presentation of project work		
6	10/02/2022	Submission of final draft of project report		

Sr no.	Date	Signature of guide	Signature of student	Description of discussion
1	29/09/2021			Title, objectives, company profile
2	09/10/2021			Theoretical background, que.
3	28/10/2021			Company Profile
4	13/12/2021			Analyze & intrepretation of data
5	01/01/2022			Prepare Questionnaire
6	21/01/2022			Analysis questionnaire & charts
7	02/02/2022			Interpretation of dada & findings
8	14/02/2022ss			Suggrstions & Conclusion

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Website:

- www.HRM.com
- www.google.com
- www.santkrupaco.in