The Organization Structure of
M/s Bonaventure Shoes Pvt Ltd - Ambur
List of Tables - I

Table – IA Status of Respondents Sex and Age. 63
Table – IIA Status of Respondents Place of Living & Parents Profession. 64
Table – IIIA Status of Respondents Educational Qualifications. 65
Table – VIA Status of Respondents Marital. 66
Table – VA Status of Respondents Mother Tongue. 66
Table VIA Status of Respondents Languages known. 67
Table – VIIA Status of Respondents (Operators) Skill. 67
Table – VIIIIA Status of Respondents opinion about the Supervisors attitude in terms of fixing production targets, technical guidance during operation and spot recognition of their work 68
Table – IXA Status of Respondents regarding supervisor care towards subordinates, training program conduct in past 12 months, and opinion regarding Scientific methods if any followed for fixing production targets and whether targets fixed by their supervisors are possible to achieve. 69
Table – XA Status of Respondents opinion regarding targets they felt achieved in their past 12 month’s period of service. 70
Table – XIA Status of Respondents number of years Service rendered in the Organization. 71
Table – XIIA Status of Respondents opinion regarding base for promotions since they joined in service. 72
Table – XIIIA Status of Respondents opinion regarding do they think measures essential to be taken to improve job satisfaction levels. 74
Table – XIVA Status of Respondents opinion regarding what factor they feel will change the behavior of employees. 75
Table – XVA Status of Respondents opinion regarding increase in attrition rate and absenteeism.

Table – XVI A Status of Respondents opinion regarding, how long they think they may work for the organization in terms of future years and will they accept change in functional systems if brought by management for betterment of employee and organization.

Table – XVIIB Status of Respondents opinion regarding, how long they think they may work for the organization in terms of future years and will they accept change in functional systems if brought by management for betterment of employee and organization.

Table – XVB Status of Respondents opinion in terms of employees (Subordinates) behavior Regarding obedience and sincerity in achieving the production targets.

Table – XIXB Status of Respondent’s opinion in terms of training program, whether they attended in their past 12 month’s service.

Table – XXB Status of Respondents opinion whether they have any standards fixed for production of shoes, and to choose factors to substantiate their opinion.

Table – XXIB Status of Respondents opinion regarding what they think about percentage of production targets fixed has been maximum achieved by their team members in the last 12 months service.

Table – XXIIB Status of Respondents years of service in the organization whether they got their salary revision every year, what is their opinion regarding salary revision made by organization.

Table – XXIIB Status of Respondents in terms of their opinion of satisfaction regarding Current Appraisal system.

Table – XXIVB Status of Respondents in terms of their opinion regarding Production targets fixed by their supervisors whether achievable.

Table – XXV B Status of Respondents in terms of their opinion regarding their job satisfaction levels in the organization.

Table-XXVIB Status of Respondents in terms of change of functional systems if management brought in the organization for the betterment of employees and organization.

Table-XXVIIB Status of Respondents in terms of labor laws in the organization.
List of Tables - II

Table- I Status of Absenteeism in Upper Division from Apr-2006 to Mar-2007 93

Table – II.Status of Lab our Turnover in Upper Division from Apr-2006 to Mar-2007 95

Table – III.Status of Absenteeism in Bottom Division from Apr-2006 to Mar-2007 97

Table – IV Status of Labour Turnover in Bottom Division from Apr-2006 to Mar-2007 99

Table – V Status of Absenteeism & Lab our Turnover Average per month of Upper Division and Bottom Division in the year April – 2006 to March – 2007 100

Table – VI Status of Absenteeism & Lab our Turnover Average per month of Upper Division and Bottom Division for 6 years from April – 2001 to March – 2007 103

Table – VII. Status of Capacity Utilization factor of Upper Division from April 2006 to March – 2007 106

Table – VIII. Status of Capacity Utilization factor of Bottom Division from April – 2006 to March – 2007 109

Table – IX Status of Capacity Utilization factor average per month of Upper And Bottom Divisions in the year April – 2006 to March – 2007 111

Table – X Status of Capacity utilization factor, Conveyor wise of Upper Division from April – 2006 to March – 2007 113

Table – XI Status of Capacity utilization factor, Conveyor wise of Bottom Division from April – 2006 to March – 2007 118

Table – XII Status of Capacity utilization factor, Conveyor wise average per month of Upper and Bottom Divisions from April – 2006 to March – 2007 122

Table – XIII Status of Production Linked Incentives achievements detail in connection to Capacity utilization by each conveyor of Experimental Group – A of Upper Division from April – 2006 to March – 2007 125
Table – XIV Production Linked Incentives – Monthly Norms for various categories of employees of Group – A of Upper and Bottom Division.

Table – XV Basic and D.A of different categories of employees of Group A and Group B of Upper and Bottom Divisions norms

Table – XVI Status of Production linked Incentives achievements detail in connection to Capacity Utilizations by each Conveyor of Experiments Group – A of Bottom Division from April 2006 to March 2007

Table – XVII Status of Multi Skill Abilities developed Conveyor wise in Group – A (Experimental Group) Upper Division from April 2006 to March – 2007

Table – XVIII Status of Operational Task Evaluation Model Training Pattern. (20 Persons Per day Training Centre)

Table – XIX. Status of Multi Skill Abilities developed Conveyor wise in Group – B (Controlled Group) Upper Division from April 2006 to March – 2007

Table - XX Status of Multi Skill Abilities developed Conveyor wise in Group – A (Experimental Group) Bottom Division from April 2006 to March – 2007

Table – XXI Status of Multi Skill Abilities developed Conveyor wise in Group – B (Controlled Group) Bottom Division from April 2006 to March – 2007.

Table- XXII Status of lab our Productivity factor Conveyor wise in Group – A (Experimental Group) Upper Division from April 2006 to March 2007.

Table- XXIII Status of lab our Productivity factor Conveyor wise in Group – B (Controlled Group) Upper Division from April 2006 to March 2007

Table- XXIV Status of Lab our productivity factor conveyor wise in Group – A (Experimental Group) Bottom Division from April 2006 to March 2007.

Table- XXV Status of Lab our productivity factor conveyor wise in Group – B (Controlled Group) Bottom Division from April 2006 to March 2007.

Table- XXVI Status of Lab our Productivity factor Average per day of Upper Division and Bottom Division Experimental Group – A and Controlled Group – B in the year April 2006 to March 2007.
Table- XXVII Status of Labor Productivity factor Average per day of Upper and Bottom Divisions in the year April 2001 to March 2007.

Table - XXVIII Status of Labor Productivity 6 year’s report of Upper Division starting from the year April 2001 to March 2007.

Table - XXIX Status of Labor productivity 6 years report of Bottom Divisions starting from the year April 2001 to March 2007.

Table - XXX Status of conveyor – I Annual Performance report with regard to increments, Rewards & Awards gained for the year April 2006 to March 2007 in Upper Division Group – A as per Table XXXI & Table XXXII

Table - XXXI Status of Points allotted as Norms For Annual Increment to be given to different category of employees based on Percentage scored in Production Capacity Utilization factor by Upper and Bottom Divisions Group

Table - XXXII Status of Benefits like Annual Increments and Other rewards eligible to Skilled, Semiskilled, Unskilled, Supportive, Supervisors, Divisional In charges and Factory Manager with regard to total points achievements through Production Capacity Utilization.

Table - XXXIII Status of Conveyor – II Annual Performance Report with regard to Increments, Rewards & Awards gained for the year April 2006 to March 2007 in Upper Division Group – A., as per Table XXXI & XXXII

Table - XXXIV Status of Conveyor – III Annual Performance Report with regard to increments, Rewards & Awards gained for the year April 2006 to March 2007 in Upper Division Group – A., as per Table XXXI & XXXII

Table - XXXV Status of Conveyor – I Annual Performance Report with regard to Increments, Rewards & Awards gained for the year April 2006 to March 2007 in Bottom Division Group – B., as per Table XXXI & XXXII

Table - XXXVI Status of Conveyor – II Annual Performance Report with regard to Increments, Rewards & Awards gained for the year April 2006 to March 2007 in Bottom Division Group – B., as per Table XXXI & XXXII

Table - XXXVII Status of Divisional In charge and Factory Manager Performance based Appraisal report with regard to Increments, Rewards & Awards for the year April 2006 to March 2007 for the Group – A ( study year ) of both Divisions namely Upper Division & Bottom Division conveyors.
Table – XXXVIII. Status of Manpower, Absenteeism, Labour Productivity (Pairs Per Operator Per 8 Hours) Capacity Utilization factor & Multi skill abilities (Skilled Operators status at the end of 12 months) average per month of employees belongings to Experimental Group – A and Controlled Group – B for the study period of April – 2006 to March 2007.