

## **A STUDY ON EMPLOYEE WELFARE MEASURES IN RK METAL ROOFING PRIVATE LIMITED, SEELANAYAKANPATTI**

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**Abstract**—The present study was under taken with such a task in mind and it aims at unearthing the strengths and weakness of the welfare measure in RK Metal Roofing Pvt Ltd that is prevalent in the organization that sponsored this project work. Since organization exist to achieve goals. The degree of success that individual employees have in reaching their individuals goals is important in determining organizational effectiveness. The assessment of how successful employees have been at meeting their individual goals, therefore, becomes a critical part of Human Resource Management. This leads us to topic of Employee Welfare Measures. This project aims at knowing “Welfare System”. In this project the work atmosphere and the welfare measures provided by the organization has studied. It also aims at finding out the employee’s relationship with the management. This survey is done within the organization. The sample size is 100. The data was collected by administrating questionnaire and by adopting direct personal contact method. The persons met are all employees of the concern. Collections of data were analyzed and tabulated in a sequential manner and the interpretations are given along with the tabulation. The conclusion and suggestion are also given in this report for the improvement of this system in the organization

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### **INTRODUCTION**

Employee welfare means anything done for the comfort and (intellectual or social) improvement of the employees, over and above the wages paid. In simple words, it means “the efforts to make life worth living for workmen.” It includes various services, facilities and amenities provided to employees for their betterment. These facilities may be provided voluntarily by progressive entrepreneurs, or statutory provisions may compel them to provide these amenities; or these may be undertaken by the government or trade unions, if they have the required funds.

### **STATEMENT OF THE PROBLEM:**

Human resources are the most important resources of any organization. Here it is the duty of the management to look after the welfare measures of the employees. If the employees are satisfied with the provided welfare measures, the production will increase. The welfare measures of the employee are essential because of the nature of the industrial system. Today workers are an essential element contributing to the growth of the organization. If we make an overall survey of the living and working condition of industrial workers, the necessity of labour welfare measures would be apparent.

### **NEED OF THE STUDY:**

- To know about the constitutional provisions in RK METAL ROOFING PVT LTD
- To find whether labor welfare helps in providing good industrial relations.
- To know about the employees satisfaction towards welfare measures.
- To find out the facilities entitled by the organisation

### **IMPORTANCE OF THE STUDY:**

- Employers get stable labor force by providing welfare facilities. Workers take active interest in their jobs and work with a feeling of involvement and participation.
- It improves moral and loyalty of workers.

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- It reduces labor turnover and absenteeism.
- It helps in increasing productivity and efficiency by improving physical and mental health.
- It helps in improving industrial relation and industrial peace.

**SCOPE OF THE STUDY:**

- The present study has been undertaken to study find out effectiveness of employee welfare measures
- To find out the practical difficulties involved in welfare measures that can be evaluated through this study
- The study can be used to bring out the solution for the problem faced by the employees availing the welfare measures
- Through the study, company would be able to know the satisfaction level of employee on welfare measures.

**OBJECTIVES OF THE STUDY:**

- The study the employees welfare measures in RK metal roofing pvt ltd
- To identify the various welfare measures provided to the employees.
- To understand know welfare measures improve the motivation of the employees.
- To know their satisfaction towards the welfare measures.
- To find out employees preference regarding welfare measures which they like to have in future.

**LIMITATIONS OF THE STUDY:**

- The data collected is subjective and can change from time to time.
- The sample size taken for the study is limited only to 100 samples.
- Many of the employees were hesitant to giving their opinion.
- Interactions with the employees were difficult.

**REVIEW OF LITERATURE**

**According H.S. Kirkaldy.** “The whole field of welfare is one in which much can be done to combat the sense of frustration of the industrial workers, to relieve them of the personal and family worries, to improve their health, to offer them some sphere in which they can excel others and to help them to a wider conception of life.”

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**According to ILO,** it was stated that workers’ welfare may be understood to mean “such services, facilities and amenities which may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy and peaceful surroundings and to avail of facilities which improve their health and high morale.”

**According to Balfour committee,** “Labour welfare refers to the efforts made by the employers to improve the working and living conditions over and above the wages paid to them. In its widest sense it comprises all matters affecting the health, safety, comfort and general welfare of the workmen, and includes provision for education, recreation, thrift schemes, convalescent homes”. It covers almost fields of activities of workers e.g., social, economic, industrial and educational.

**According to Labour Investigation Committee.** “Anything done for the intellectual, physical, moral and economic betterment of the workers, whether by the employers, by the government or by other agencies over and above what is laid down by law or what is normally expected on the part of the contractual benefits for which worker may have bargained.”

**According to N.M. Joshi,** “welfare work covers all the efforts which employers take for the benefit of their employees over and above the minimum standards of working conditions fixed by the Factories Act and over and above the provisions of the social legislation providing against accident, old age, unemployment and sickness”.

**According to Arthur James Todd**, “Labour welfare means anything done for the comfort and improvement- intellectual or social, of the employees over and above the wages paid which is not a necessity of the industry.”

**According to the Committees on Labour Welfare (1969)**, “Labour welfare includes such services, facilities and amenities as adequate canteen, rest and recreation facilities, sanitary and medical facilities, arrangements for travel to and from work and for the accommodation of workers employed at a distance from their homes and such other services, amenities and facilities including social security measures as they contribute to improve the condition under which workers are employed.”

## **RESEARCH METHODOLOGY**

Research methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically. In it we study the various steps that are generally adopted by a researcher in studying his research problem along with the logic behind them. It is necessary for the researcher to know not only the research methods techniques but also the methodology.

## **RESEARCH DESIGN**

The formidable problem that follows the task of defining the research problem is the preparation of the design of the research, popularly known as the “research design”. A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. As such the design includes an outline of what the researcher will do from writing the hypothesis and its operational implications to the final analysis of data.

## **SAMPLE DESIGN**

Sampling may be defined as the selection of some part of an aggregate or totality on the basis of which a convenience or inference about the aggregate or totality is made. In other words, it is the process of obtaining information about an entire population by examining only a part of it.

## **TYPES OF RESEARCH**

The research was of descriptive design; aim to procure a clear, complete and accurate description of the situation.

## **DATA SOURCE**

Data was taken mostly through primary data. However company and product profiles were referred too. A structured UN- disguised interview schedule was designed to collect data source. The schedule method was opted since the method would help to concise amount of information.

## **INTERVIEW SCHEDULE DESIGN**

A good care was taken by the researcher to design the schedule. All the objectives were taken into consideration while designing the handout. More of the closed and few ended questions were asked for the survey.

## **STUDY AREA**

The survey was conducted in sunraja oil industry.

## **PERIOD OF STUDY**

The study was held during the period of Three month.

## **SAMPLING TECHNIQUES**

The sampling techniques was used for the survey was convenience sampling.

## **SAMPLING SIZE:**

The sample size is certified to its nature of data collection .data collection is based on the primary data.100 respondents are taken as the sample for this study.

## **METHODS OF DATA COLLECTION**

## **DATA SOURCES**

Data in the study are of two types:

Primary data

Secondary data

### **PRIMARY DATA**

Primary goal is original and collected by the researcher freshly. In this study primary data was collected through interview schedule. A interview schedule is a popular means of collecting primary data.

A interview schedule is a list of question for getting to know the opinion & information from the respondents.

### **SECONDARY DATA**

Secondary data is the data, which is already available. It can be obtained through company records, internet and some data collected from the observation method by the researcher.

### **ANALYTICAL DESIGN**

- Simple Percentage Method
- Weighted average
- Correlation
- Chi-square
- ANOVA (Two-Way)

#### **Percentage analysis**

This method is used to compare two or more series of data, to describe the relationship or the distribution of two or more series of data. Percentage analysis test is done to find out the percentage of the response of the response of the respondent. In this tool various percentage are identified in the analysis and they are presented by the way of Bar Diagrams in order to have better understanding of the analysis.

$$\text{Percentage of respondents} = \frac{\text{Number of respondents}}{\text{Total respondents}} \times 100$$

#### **Weighted average**

Mean in which each item being averaged is multiplied by a number (weight) based on the item's relative importance. The result is summed and the total is divided by the sum of the weights. Weighted averages are used extensively in descriptive statistical analysis such as index numbers.

$$\text{Weighted average} = \frac{\sum WX_i}{\sum W_i}$$

$\sum WX_i$  = The sum of weights ( let  $x_1, x_2, x_3, \dots, x_n$ )

$\sum W_i$  = Occur with weights ( $w_1, w_2, w_3, \dots, w_n$ )

#### **Correlation:**

Correlation is computed into what is known as the correlation coefficient, which ranges between -1 and +1. Perfect positive correlation (a correlation co-efficient of +1) implies that as one security moves, either up or down, the other security will move in lockstep, in the same direction. Alternatively, perfect negative correlation means that if one security moves in either direction the security that is perfectly negatively correlated will move in the opposite direction. If the correlation is 0, the movements of the securities are said to have no correlation; they are completely random.

$$r = \frac{\sum XY}{\sqrt{(\sum X^2) (\sum Y^2)}}$$

#### **Chi-square analysis**

The Chi- square test is one of the simplest and most wickedly used non-parametric tests in statistical work. The quantity  $\chi^2$  describes the magnitude at the discrepancy between theory and observation.

Chi – square test

$$\chi^2 = \sum \frac{(O - E)^2}{E}$$

O = Observed Frequency

E = Expected Frequency

In general the expected frequency for any call can be calculated from the following equation.

$$E = RT \times CT / N$$

The calculated value of chi-square is compared with the table value of  $\chi^2$  given degrees of freedom of a certain specified level of significance. If at the stated level of the calculated value of  $\chi^2$  the difference between theory and observation is considered to be significant. Otherwise it is in significant.

DEGREE OF FREEDOM

$$df = (r-1)(c-1)$$

**ANOVA:**

A two-way ANOVA test is a statistical test used to determine the effect of two nominal predictor variables on a continuous outcome variable.

A two-way ANOVA tests the effect of two independent variables on a dependent variable. A two-way ANOVA test analyzes the effect of the independent variables on the expected outcome along with their relationship to the outcome itself.

**DATA ANALYSIS AND INTERPRETATION**

**TABLE NO: 1**

**WEIGHTED AVERAGE METHOD**

Satisfaction level towards various Medical facilities

Medical facilities	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied	Total
Routine checkup(X1)	27	46	16	7	4	100
First aid(X2)	13	45	32	4	6	100
Medicine supplied(X3)	18	50	25	3	4	100
Ambulance service(X4)	14	44	32	5	5	100

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Rank	1	2	3	4	5
Weight (W)	5	4	3	2	1

X1	WX1	X2	WX2	X3	WX3	X4	WX4
27	135	13	65	18	90	14	70
46	184	45	180	50	200	44	176
16	48	32	96	25	75	32	96
7	14	4	8	3	6	5	10
4	4	6	6	4	4	5	5
	$\sum WX1=385$		$\sum WX2=355$		$\sum WX3=375$		$\sum WX4=357$

Weighted average =  $\frac{\sum WX_i}{\sum W_i}$

$$\sum WX_i = (5+4+3+2+1) = 15$$

(Where  $i = 1, 2, 3, 4, 5, \dots, n$ )

$$W_1 = 385 / 15 = 25.6$$

$$W_2 = 355 / 15 = 23.6$$

$$W_3 = 375 / 15 = 25$$

$$W_4 = 357 / 15 = 23.8$$

MEDICAL FACILITIES	WEIGHTED AVERAGE	RANK
Routine checkup	25.6	1
First aid	23.6	4
Medicine supplied	25	2
Ambulance service	23.8	3

### CONCLUSION

It is concluded that most of the respondents said that the company provides the best routine check up facility to the respondents, weightage given for routine check up is 25.6, weightage given for medical supplied is 25, weightage given for ambulance services is 23.8 and weightage given for first aid is 23.6

### TABLE NO: 2

### CORRELATION

The table shows that the relationship between experience and incentives provided by the welfare officer service.

X	Y	X <sup>2</sup>	Y <sup>2</sup>	XY
35	10	1225	100	350
24	52	576	2704	1248
26	32	676	1024	832

15	4	225	16	60
0	2	0	4	0
$\Sigma X = 100$	$\Sigma Y = 100$	$\Sigma X^2 = 2702$	$\Sigma Y^2 = 3848$	$\Sigma XY = 2490$

$$r = \frac{\Sigma XY}{\sqrt{(\Sigma X^2) (\Sigma Y^2)}}$$

$$r = \frac{2490}{\sqrt{(2702) (3848)}}$$

$$r = \frac{2490}{3224.4}$$

$$r = 0.77$$

**Result**

This is a positive correlation. The table shows that there is a relationship between experience and the welfare officers there services in the organization.

**TABLE NO :3  
TESTING OF HYPOTHESIS**

The relationship between Experience and satisfaction level of medical facilities

<b>Experience/ Statistical level of medical facilities</b>	<b>UG</b>	<b>PG</b>	<b>Diploma</b>	<b>Others</b>	<b>Total</b>
Below 3years	4	6	13	1	24
Between 3-4 years	6	9	22	2	39
Between 4-5 years	2	3	7	1	12
Between 5-6 years	3	4	11	1	19
Above 6 years	1	1	3	0	6
<b>Total</b>	<b>15</b>	<b>23</b>	<b>56</b>	<b>6</b>	<b>100</b>

**NULL HYPOTHESIS**

H<sub>0</sub>: There is no significance relationship between experience and satisfaction level of medical facilities

**ALTERNATIVE HYPOTHESIS**

H<sub>1</sub>: There is a significance relationship between experience and satisfaction level of medical facilities.

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<b>Particular</b>	<b>Observed Frequency (O)</b>	<b>Expected Frequency (E)</b>	<b>(O-E)<sup>2</sup></b>	<b>(O-E)<sup>2</sup>/E</b>
R <sub>1</sub> C <sub>1</sub>	4	3.6	0.16	0.04
R <sub>1</sub> C <sub>2</sub>	6	5.52	0.23	0.04
R <sub>1</sub> C <sub>3</sub>	13	13.44	0.19	0.01
R <sub>1</sub> C <sub>4</sub>	1	1.44	0.19	0.13
R <sub>2</sub> C <sub>1</sub>	6	5.85	0.02	0.00
R <sub>2</sub> C <sub>2</sub>	9	8.97	0.00	0
R <sub>2</sub> C <sub>3</sub>	22	21.84	0.03	0.00
R <sub>2</sub> C <sub>4</sub>	2	2.34	0.12	0.05
R <sub>3</sub> C <sub>1</sub>	2	1.8	0.04	0.02
R <sub>3</sub> C <sub>2</sub>	2	2.76	0.58	0.21
R <sub>3</sub> C <sub>3</sub>	7	6.72	0.08	0.01
R <sub>3</sub> C <sub>4</sub>	1	0.72	0.08	0.11
R <sub>4</sub> C <sub>1</sub>	3	2.85	0.02	0.01
R <sub>4</sub> C <sub>2</sub>	4	4.37	0.14	0.03
R <sub>4</sub> C <sub>3</sub>	11	10.64	0.13	0.01
R <sub>4</sub> C <sub>4</sub>	1	1.14	0.02	0.02
R <sub>5</sub> C <sub>1</sub>	1	0.9	0.01	0.01



R <sub>5</sub> C <sub>2</sub>	1	1.38	0.14	0.10
R <sub>5</sub> C <sub>3</sub>	3	3.36	0.13	0.04
R <sub>5</sub> C <sub>4</sub>	0	0.36	0.13	0.36
<b>Calculated value</b>				<b>1.2</b>

$$\text{Chi square}(x^2) = \frac{(O - E)^2}{E}$$

$$\begin{aligned} \text{Degree of freedom (v)} &= (R-1)(C-1) \\ &= (5-1)(4-1) \\ &= 12 \end{aligned}$$

$$\text{Level of Significance} = 5\%$$

$$\text{Table value (TV)} = 21.026$$

$$\text{Calculated value (CV)} = 1.2$$

$$CV < TV = H_0 \text{ is Accepted}$$

**RESULT**

Since the calculated value is less than the table value. So we accept the null hypothesis. There is no relationship between experience and satisfaction level of medical facilities.

**TABLE NO : 4**

**ANOVA (Two-Way)**

**The relationship between experience and labour welfare officers and there services**

Experience	X <sub>1</sub>	X <sub>2</sub>	X <sub>3</sub>	X <sub>4</sub>	X <sub>5</sub>	Total
LWO services						
Y <sub>1</sub>	5	3	2	2	7	∑ Y1=19
Y <sub>2</sub>	3	5	6	8	15	∑ Y2=37
Y <sub>3</sub>	8	12	10	4	4	∑ Y3=38
Y <sub>4</sub>	2	1	1	0	0	∑ Y4=4
Y <sub>5</sub>	1	1	0	0	0	∑ Y5=2
Total	∑ X <sub>1</sub> =19	∑ X <sub>2</sub> = 22	∑ X <sub>3</sub> =19	∑ X <sub>4</sub> =14	∑ X <sub>5</sub> =26	100

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Null Hypothesis: There is no significant different between rows ( Experience)

Null Hypothesis: There is no significant different between columns( Labour welfare officers and there services)

Alternative Hypothesis: There is a significant different between rows ( Experience)

Alternative Hypothesis: There is a significant different between columns( Labour welfare officers and there services)

Sub from value 3 in each value

Experience LWO services	X <sub>1</sub>	X <sub>2</sub>	X <sub>3</sub>	X <sub>4</sub>	X <sub>5</sub>	Total
Y <sub>1</sub>	2	0	-1	-1	4	∑ Y <sub>1</sub> =4
Y <sub>2</sub>	0	2	3	5	12	∑ Y <sub>2</sub> =22
Y <sub>3</sub>	5	9	7	1	1	∑ Y <sub>3</sub> =23
Y <sub>4</sub>	-1	-2	-2	0	0	∑ Y <sub>4</sub> =-5
Y <sub>5</sub>	-2	-2	0	0	0	∑ Y <sub>5</sub> =-4
Total	∑ X <sub>1</sub> =4	∑ X <sub>2</sub> =7	∑ X <sub>3</sub> =7	∑ X <sub>4</sub> =5	∑ X <sub>5</sub> =17	40

Experience LWO services	X <sub>1</sub> <sup>2</sup>	X <sub>2</sub> <sup>2</sup>	X <sub>3</sub> <sup>2</sup>	X <sub>4</sub> <sup>2</sup>	X <sub>5</sub> <sup>2</sup>	Total
Y <sub>1</sub> <sup>2</sup>	4	0	2	2	16	∑ Y <sub>1</sub> <sup>2</sup> =24
Y <sub>2</sub> <sup>2</sup>	0	4	9	25	144	∑ Y <sub>2</sub> <sup>2</sup> =182
Y <sub>3</sub> <sup>2</sup>	25	81	49	2	2	∑ Y <sub>3</sub> <sup>2</sup> =159
Y <sub>4</sub> <sup>2</sup>	2	4	4	0	0	∑ Y <sub>4</sub> <sup>2</sup> =10
Y <sub>5</sub> <sup>2</sup>	4	4	0	0	0	∑ Y <sub>5</sub> <sup>2</sup> =8
Total	∑ X <sub>1</sub> <sup>2</sup> =35	∑ X <sub>2</sub> <sup>2</sup> =93	∑ X <sub>3</sub> <sup>2</sup> =64	∑ X <sub>4</sub> <sup>2</sup> =29	∑ X <sub>5</sub> <sup>2</sup> =162	

SUM OF VARIENCE	SUM OF SQUARE	DEGREE	MEAN	VARIENCE	TABLE VALUE
Columns	SSC=21.6	C-1=5-1 =4	$MSC = \frac{SSC}{C - 1}$ $MSC = \frac{21.6}{4}$ $MSC = 5.4$	$F_C = \frac{MSE}{MSC}$ $= \frac{9.21}{5.4}$ $F_C = 1.70$	C=(4,16) =3.01
Rows	SSR=150	r-1 =5-1 =4	$MSR = \frac{SSR}{R - 1}$ $MSR = \frac{150}{4}$ $MSR = 37.5$	$F_R = \frac{MSR}{MSE}$ $= \frac{37.5}{9.21}$ $F_R = 4.07$	R=(4,16) =3.01
Error	SSE= 147.4	N-C-R+1 =25-5-5+1 =16	$MSE = \frac{SSE}{N - C - R + 1}$ $MSE = \frac{147.4}{16}$ $MSE = 9.2$		

**Conclusion :**

The above calculated value not less than table value. So, rejected the null hypothesis and accept the alternative hypothesis ( columns).

The above calculated value not less than table value. So, reject the null hypothesis and accept the alternative hypothesis (Rows)

**FINDINGS:**

- Thus the majority 46% of respondents belong to the age group of above the age of 50.
- Thus the majority 90% of respondents are male.
- Thus the majority 70% of respondents are married.
- Thus the majority 36% of respondents belong to HSS educational qualification.
- Thus the majority 35% of the respondent’s experiences are below 3 years.
- Thus the majority 41% of respondents come under the income level of Rs.5,001 – Rs.10,000.
- Majority 94% of the respondents are said to yes in aware of the welfare facilities provided by the organization.

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- Majority 74% of the respondents are said satisfied in adequate drinking water facilities in the organization.
- Majority 92% of the respondents are said to yes in washing facilities.
- Majority 54% of the respondents are said satisfied in cleanliness maintained at shop floor in the organization.
- Majority 56% of the respondents are said satisfied lighting and ventilation facilities at work place.
- Majority 98% of the respondents are said to yes in ambulance facilities.
- Majority 66% of the respondents are said satisfied in transportation facilities provided by the organization.
- Majority 97% of the respondents are said to yes in first aid appliances provided adequate in the organization.
- Majority 72% of the respondents are said satisfied in residential/quarters facilities provided by the organization.
- Majority 100% of the respondents are said to yes in night shift allowance provided in the organization.
- Majority 52% of the respondents are said satisfied in labour welfare officers and there service in the organization.
- Majority 94% of the respondents are said to yes in snacks and meals for good quality provided by the organization.
- Majority 66% of the respondents are said satisfied in management tries to minimize the stress.
- Majority 52% of the respondents are said satisfied in safety measures.
- Majority 99% of the respondents are said to yes in grievances by the superior provided by the organization.
- Majority 95% of the respondents are said to yes in aware of insurance schemes in the organization.
- It is concluded that most of the respondents said that the company provides the best routine check up facility to the respondents.
- This is a positive correlation. The table shows that there is a relationship between experience and the welfare officers there services in the organization.
- Since the calculated value is less than the table value. So we accept the null hypothesis. There is no relationship between experience and satisfaction level of medical facilities.
- The above calculated value not less than table value. So, rejected the null hypothesis and accept the alternative hypothesis (Columns).
- The above calculated value not less than table value. So, reject the null hypothesis and accept the alternative hypothesis (Rows)

**SUGGESTIONS:**

- The management has to improve the quality and adequate items of the food which is one of the most important basic amenities and it helps to satisfy the employees.
- Rest room facility has to be sufficiently provided.
- Housing facility can be improved.
- Adequate number of first aid appliances has to be provided.

**CONCLUSION:**

Employee welfare measures are advocated to maintain a strengthen manpower both physically and mentally. The study of various welfare measures brings in to light that the present measures taken by the company. The improvement in working condition are suggested to improve effectiveness of the employee welfares measures like canteen facility, drinking water, spittoons, rest rooms and housing facilities which in turn would build the morale and increase the productivity of the employees.

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