

C O N C L U S I O N

From the above observations it is found that the amenities extended by Bagalkot Udyog Limited, Bagalkot to its employees are fairly moderate. The company has followed in principle the requirements of the Factory Act of 1948 in fulfilling the sheer needs of the workers by extending a minimum of intramural and extramural amenities. The company has made a modest attempt in creating conditions for esprit de corps, solidarity and a sense of participation and belongingness among the workers. It has worked to a great extent in creating a healthy work-environment and a dynamic relationship between the workers and the management. The amenities, no doubt, have contributed in boosting the morale of the workers and instil in them cheerfulness, zeal, a spirit of confidence and a sense of fulfillment and achievement. Thus the morale of the workers of the company is fairly high if not very high. It is felt that some necessary steps will have to be taken to maintain a consistently high degree of morale among the workers of the company.

