

A Project Work on
“Human Resource Accounting” of “Rainbow
Flooring Tengingundi Cross, Bhatkal”

Submitted To



Karnatak University Dharwad

In partial fulfilment of the Requirements for the Degree of
Master of Commerce

By:

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Under the supervision of

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**ANJUMAN ARTS, SCIENCE, COMMERCE COLLEGE AND P.G
CENTRE, ANJUMANABAD, BHATKAL-581320**

2018-19



CERTIFICATE

Certified that the Project Work titled "A study on Human Resource Accounting of Rainbow Flooring Tengingundi, Bhatkal", is an original record of field work done by Miss. Usha Subray Naik with Register NO. 17C011138 in partial fulfillment for the award of Degree of Master of Commerce of the Karnataka University, Dharward during the 2018-19. The project satisfies the academic requirements in respect of project work prescribed for the Degree of Master of Commerce and is a record of her own independent work.

This project is based on the studies carried out by her has not been submitted to any other University or Institution for the award of any degree or diploma.

PROF:BUSHRA K.V

PROJECTGUIDE

PROF: M.K SHAIKH

PRINCIPAL

RAINBOW FLOORING

SUPPLIERS OF BRANDED TILES, CERAMICS, & SANITARY WARE
TENGIGUNDI CROSS, NAVAYAT COLONY, BHATHAL

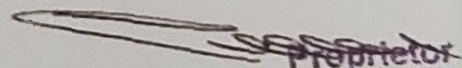
REF.....

DATE:.....

CERTIFICATE

This is to certify that Miss. **Usha subráya Naik**, student of MCOM 4th Semester with Register No. **17C011138**, studying at **Anjuman Arts, Science & Commerce College and P.G Center, Bhatkal** has visited our Industry for data collection in respect of is project work. We believe that This project work her own efforts and we wish her good luck in her Academic Endeavour.

For: RAINBOW FLOORING

 Proprietor

signature of mangle

Place : Bhatkal

Date :

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INTRODUCTION:

HUMAN RESOURCE ACCOUNTING FOR SMALL SCALE INDUSTRIES:

To ensure growth and development of any organization the efficiency of people must increase in the right perspective. Without human resources the other resources cannot operationally Effective. The original health of the organization is indicated by the human behavior, variables like group loyalty, skill, motivation, and capacity for effective interaction, communication, and Decision making.

Men, material, machines, money and methods are the resources required for an organization. These resources are broadly classified in to 2 categories. Which are animate and inanimate (human and physical) resources, other, namely, material, machine, money methods considered to be inanimate resources.

The success or otherwise of an organization depends on how best the scare physical resources are being activated by the human resources as the physical cannot act their own. Therefore, the effective utilization of inanimate resources depends on largely on the quality, caliber, skill, perception and character of people. The human resources working in it The term human resources at macro level indicated sum of the all the components such as skill, creative abilities, innovative thinking, the intuition imagination, knowledge and experience possessed by all the people a goal.

Organization possessed with abundant physical resources may sometimes miserably fail unless it has right people, human resources, to manage its affairs. Thus the human resources cannot be ignored. Unfortunately, till nor generally accepted system of accounting, these important asset, which are the human resources has not been evolved.

CONCLUSION:-

The study on Rainbow flooring was very interesting. This unit running under profit. Since it is the one among the tiles manufacturing concerns in North Kanara. It has captured large range of customers. Hence there is ample opportunity for growth.

The financial position of the company is very good however there are some areas that require immediate attention. In the matter of Human Resource Accounting, the company has good performance.

Sadly, but true tile industry in India is in its declining stage, which has affected the tile manufactures in maximizing the profit. People opt for cement roof for the construction purpose. It has become necessary to create awareness about the tiles amongst people through various promotional strategies and promote small and sick units in India. Rainbow tile factory is facing a problem for past few years due to high competition and other various factors such as quality of raw material, government policies, etc. The company must therefore diversity its business from clay tile manufacturing to ceramic tile as the demand is high for it.

To overcome such problem and survive in the market Rainbow tile factory should take innovative steps and come up with aesthetic value products like tiles, ceramic products, floor tiles, classical tiles, decorative tiles, vitrified tiles the new generation demand. There sure seems to be light at the end of the tunnel and all is not lost provided to Rainbow tile factory initiate the next step in the right directions.