

DISSERTATION ON
A STUDY ON SELECT INDUSTRIAL UNITS OF NALBARI INDUSTRIAL
ESTATE.

SUBMITTED TO GAUHATI UNIVERSITY FOR THE PARTIAL
FULFILMENT OF THE REQUIREMENT FOR THE MASTERS
DEGREE OF COMMERCE



GAUHATI UNIVERSITY

YEAR 2022-24

UNDER THE GUIDANCE OF

Dr. KABIN SARMA

ASSISTANT PROFESSOR

DEPARTMENT OF MANAGEMENT

NALBARI COMMERCE COLLEGE

SUBMITTED BY

HARSHITA DEKA

M.COM 3rd SEMESTER

ROLL NO: PC-221-200-0004

REGISTRATION NO.19081640

OF 2019-20



NALBARI COMMERCE COLLEGE



Japarkuchi, Chowk bazaar, Dist- Nalbari-781334

CERTIFICATE

This is to certify that M.com dissertation entitled “**A STUDY ON SELECT INDUSTRIAL UNITS OF NALBARI INDUSTRIAL ESTATE**” prepared by **HARSHITA DEKA**, a student of M.com 3rd semester bearing Registration No-19081640 of 2023-24, Nalbari Commerce College. The dissertation work has been carried out under my supervision and guidance and it is original work done by Harshita Deka. Neither the topic nor any part thereof was previously submitted to this University or any other institution.

Ms. Harshita Deka has fulfilled all the requirements prescribed by Gauhati University.

Date

Dr. Kabin Sarma

Place-

**Assistant Professor, Department of Management
Nalbari Commerce College**

DECLARATION

I hereby declare that I am a student in 3rd semester pursuing Master of Commerce (M.com) from Nalbari Commerce College under Gauhati University for the session 2022-23.

This is to state the study entitled “**A STUDY ON SELECT INDUSTRIAL UNITS OF NALBARI INDUSTRIAL ESTATE**” submitted in partial fulfillment for the award of the degree of M.com is my original work. This research report has not been submitted to any other university/ Institution department for the award of any other degree, diploma, or other similar titles.

Date-

HARSHITA DEKA

Place-

M.com 3rd semester

Roll No- PC-221-200-0004

Registration No- 19081640

Nalbari Commerce College

ACKNOWLEDGEMENT

I have the great pleasure of presenting the dissertation on “**A STUDY ON SELECT INDUSTRIAL UNITS OF NALBARI INDUSTRIAL ESTATE**” in partial fulfillment of the M.com programme of Gauhati University at Nalbari Commerce College, Nalbari.

For the preparation of this project, I have been helped by many people directly or indirectly. I would like to admit my earnest gratitude to my institutional guide, **Dr Kabin Sarma** Assistant Professor, Dept. of Management, Nalbari Commerce College, Nalbari. This report could be completed only because of his valuable support and guidance.

I would also like to sense of gratitude to my family members and friends for their manual support and help.

HARSHITA DEKA

M.com 3rd semester

Roll No- PC-221-200-0004

Registration No-19081640

Nalbari Commerce College

Date-

Place-

PREFACE

This dissertation deals with the topic, “**A STUDY ON SELECT INDUSTRIAL UNITS OF NALBARI INNDUSTRIAL ESTATE**”. The dissertation was based on the study on select industrial units.

For the sample survey was conducted with a total of 50 respondents of three Industrial units. From whom data has been received the primary data has been collected through a questionnaire containing a set of 23 questions. The questionnaire was framed keeping in view the objectives of the study. Secondary data was collected from various sources such as thesis, journal, internet etc. It is indeed, a pleasure to state that the findings of the study were quite helpful in fulfilling the objectives of the study. All the findings have been derived with the help of proper sampling and data collection technique and the use of simple tools for tabulation and analysis of data.

Date-

Harshita Deka

Place-

Roll No- PC-221-200-0004

Registration No- 19081640

Nalbari Commerce College

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CHAPTER-1

INTRODUCTION

1.1 INTRODUCTION OF INDUSTRIAL ESTATE:

Pandit Jawaharlal Nehru, India's First Prime Minister said, "Real progress must ultimately depend industrialization. Without industrial development, there can be no better standard of living to the people".

Industrialization refers to the creation and expansion of industries and the use of modern techniques of production in the industries. It has played a very important role in the process of economic development of all the countries of the world including India. India's industrial plans lay emphasis on the development of important heavy industries and those in the small-scale sector. The small-scale sector plays a key role in the Industrialization process as it provides immediate large-scale employment and has a comparatively higher labour capital ratio. Small enterprises are also assigned a crucial role in India's Five-year plans.

The Government of India, to protect, support, and promote small industries to become self-supportive and to facilitate balance growth, has taken several policy and promotional measures. One of the significant promotional measures of the government of India in this respect is the 'establishment of industrial estates. The concept of Industrial Estate is a recent addition to the list of industrial techniques that have been applied successfully to the basic problem of initiating and sustaining the development of small and medium-scale industries.

CONCEPT OF INDUSTRIAL ESTATE:

Industrial Estate, an important plank of small Industry development programme, is a branch of the social technology of development.

An Industrial Estate is a method of organizing, housing, and servicing industry for an orderly development. The concept of 'Industrial Estate' is as old as the 'Steam Engine' but its systematic application to the challenge of the times is as new as the computer'.

The term Industrial Estate originated in the United Kingdom in the late 19th century. Industrial Estate is a combination of two words "Industrial" and "Estate". "Industrial" means consisting and pertaining to similar types of Industries or it also concerns those employed in labor, especially in manual labor and their wages, duties and rights. "Estate" means a landed property usually of considerable size to be used and developed for specific purpose. Thus "Industrial Estate" means an area specially designed and developed for the establishment of manufacturing units with all necessary facilities. The Industrial Estates offer industrial, residential and commercial areas with developed plots/pre-built factories, power, telecom, water, sanitation and other civic amenities such as hospital, sewerage and drainage facilities, security etc.

HISTORICAL BACKGROUND OF INDUSTRIAL ESTATE:

The term 'industrial estate' has been used as a mechanism to stimulate the growth and efficiency of small industries in the U.K., U.S.A., Holland and elsewhere. But the origin of industrial estate was in the United Kingdom a century ago. Though the industrial estates were first started in the U.K before Second World War to divert industry into what were called "depressed" or "distressed" areas, i.e. areas of heavy unemployment. The trading states of the United Kingdom were not Government Financed or Government controlled until much later.

In fact, the Trafford Park Estate at Manchester, England, which was started in 1896, has been called the "Mother of Industrial Estates." The Next country to adopt the philosophy of industrial estates was the United States. In 1899, in Chicago, USA, the pioneer

industrial estate, known as 'Clearing Industrial District' was founded by a private corporation. In Europe, the concept of industrial estate has been slower in spreading. But the Industrial zoning in many countries, especially Germany, Australia, the Netherlands and the Scandinavia has tended to go far beyond the scope of the original concept in the two pioneering countries. In 1904, the industrial estate was established in Italy at Naples as the 'Industrial Zone' and was formed by a special law of the city. After the Second World War, everywhere throughout the world, industrial estates were established in large numbers. In the developing countries like Iran, Pakistan, Nepal and Malaysia, industrial estates have been developed as a part and parcel of the Government policy of industrialization.

HISTORY OF INDUSTRIAL ESTATE IN INDIA:

The history of industrial estate in India can be traced back to the year 1947, when the Government of the Bombay state appointed a special officer to recommend centres in the state where industrial estates could be established. Though a number of centres were recommended, the scheme did not materialize for want of finance. However, the idea lingered on and in 1952; the Bombay state granted a loan to Poona Municipal Corporation for developing an industrial estate at Fladapsar. The lead given by Bombay State was followed by the Sourashtra State which decided in 1952 to set up the Industrial Estate near Bhaktinagar Railway Station in Rajkot. The main objective in setting up of this estate in Rajkot was to consolidate the growth of small scale industries that had come to be established. The programme of industrial estates as a measure for the development of small scale industries was first adopted in India by the small scale industries Board at its meeting held in 1955.

Ten estates were sanctioned towards the close of the First plan period to be implemented by the concerned State Government. IN 1955, The Government of India set up the first industrial estate in India. The First industrial estate was started in Sourashtra (now Gujarat) on a 20 acre plot near the Bhaktinagar railway station in Rajkot. In the Second

plan period 120 industrial estates were sanctioned all over India, but only 83 were functioning at the end of 31st March 1961. The remaining industrial estates were under different stages of construction. By the end of 1972, 567 estates were sanctioned of which only 401 estates were functioning.

Under the directive of the central Government, the Government of Andhra Pradesh also started the programmed in 1957. By the end of 1961, eight estates were set up all over the state. As a result of the success achieved during the second plan period sixteen private assisted estates and ten Government estates were started during the third plan period. By the end of the 31st March 1972, third three industrial estates were working in all.

The growth of industrial estate in India has been significant in recent years and is expected to have a significant impact on the Indian economy in 2023 and beyond. According to the data from the Department for promotion of Industry and Internal Trade (DPIIT), as August 2021, India has over 3800 industrial estates in 4.68 lakh hectares have been mapped on India Industrial Land Bank along with net land area availability.

Industrial Estate played a vital role in the Indian industrial revolution. In conclusion, Industrial Estates are getting popular in India due to the benefits they offer businesses, including infrastructure development, cost savings, regulatory benefits, access to a skilled workforce, and the clustering effect.

HISTORICAL BACKGROUND IN ASSAM:

Industrial Estates in Assam have played a significant role in the State's industrial development. The concept of Industrial Estate in Assam can be traced back to the mid-20th century when the Assam Industrial Development Corporation (AIDC) was established in 1965. AIDC aimed to promote and facilitate industrial growth in the state. During the 1970s and 1980s, several industrial estates were established across Assam to attract investments and boost economic development. These estates provided infrastructure, such as roads, power, water supply, and other amenities to support

industries. Some of the prominent industrial estates in Assam include the Guwahati Industrial and Trading Estate (GITE), Tinsukia Industrial Estate, and Bongaigaon Industrial Estate among

Over the years, the government of Assam has focused on priority sectors such as tea processing, oil and gas, agro-based industries, and textiles. The state Government has continually invested in improving infrastructure within these industrial estates to both domestic and foreign investments. This includes the development of export processing zones and special economic Zones.

INDUSTRIAL INFRASTRUCTURE OF ASSAM:

The State has 64 nos of commercial estate for the Micro units and 50 nos of Industrial Estate across all the districts of Assam. The state has 3(three) Industrial Growth Centres (GC) located at Balipara (Sonitpur district), Matia (Goalpara district) and Chaygaon-Patgaon-Jambari (Kamrup district). The state has 11 nos of Integrated Infrastructure Development Centres (IIDs) out of which 2 are under construction. The location of the completed IID centers is at Silapathar (Dhemaji), Banderdewa (Lakhimpur). Dalgaon (Darrang), Rangia (Kamrup), Malinbee (Cachar), Dimow (Sivsagar), Naltoli-Bhumuraguri (Nagaon), Parbatipur (Tinsukia) & Titabor (Jorhat). Under construction projects are located at Serfungguri (Kokrajhar) and Tihu (Nalbari).

There are 20 Industrial Estates, eight Mini Industrial Estates, 17 Industrial areas, and 12 Growth Centres in the state within which 722 industrial units are functioning.

HISTORICAL BACKGROUND OF INDUSTRIAL ESTATE IN NALBARI:

Nalbari Industrial Estate located in the Nalbari district of Assam, India has played a significant role in the region's Industrial development.

Nalbari was declared a sub division of undivided Kamrup District in 1967. The District was created on 14 August 1985 when it was split from Kamrup district. Nalbari district is

a small scale industrial area. As per 2011 census, 89.28% population of Nalbari districts lives in rural areas of villages.

Name of the Industrial Estate	Nalbari.
Address of the estate	Gopal Bazar, Balikaria.
Total area	36 Bighas-2 Katha-6 Lessa
Total no of sheds constructed	25
No of sheds allotted	24
Open area allotted(in sq mtr)	25,659

1.2 CONCEPTUAL FRAMEWORK AND DEFINITION OF SMALL SCALE INDUSTRIES:-

The small-scale industries have played a very important role in the socio-economic development of India during the past 60 years. Small-scale industries are those industries in which manufacturing, providing services, and production are done on a small scale or micro scale. For example, these are the ideas of small-scale industries: Napkins, tissues, chocolates, toothpick, water bottles, small toys, papers, pens etc.

Union Ministry of Micro, Small and Medium enterprises has issued a gazette notification to pave the way for implementation of the upward division in the definition and criteria of MSMEs in the country, the new definition will come into effect from 1st July 2020.

After 14 years, Since the MSME Development Act came into existence in 2006, a revision in MSME definition was announced in the Atmanirbhar Bharat Package on 13th May 2020. As per this announcement, the definition of Micro Manufacturing and services unit was increased to Rs 1 crore investment of 5 crore of turnover. The limit of small unit was increased to Rs 10 crore of investment and Rs 50 crore of turnovers. Similarly, the limit of medium unit was increased to Rs 20 crore of investment and Rs 100 crore of turnovers. The Govt of India on 1.6.20 decided for further upward revision of the MSME definition. For Medium enterprises, now it will be Rs 50 crore of investment and Rs 250 crore of turnovers.

1.3 SIGNIFICANCE OF THE STUDY:

The study is an effort to highlight the need for infrastructure facilities of the business units in the industrial estates. The study focuses on the various problems and difficulties faced by the units located in the industrial estates and further expected to suggest appropriate measures for strengthening the working of the industrial units in the industrial estates in Nalbari. The study will be helpful for only to the academicians and fellow researchers, but it will be useful to the various officials related to the administration of industrial estate. Future research in the other issues related to the same topic can also be undertaken by the other researchers with the help of the present study.

1.4 OBJECTIVE OF THE STUDY:

- 1) To analyze the infrastructural facilities available for the business units within the study area.
- 2) To examine the socio-economic condition of the employees working in the select industrial units within the study area.

1.5 RESEARCH QUESTION INVESTIGATED:

- 1) What are the common Infrastructural facilities available for the business units of industrial Estate, Nalbari?
- 2) What are the problems faced by the business units within the study area?
- 3) What kind of working conditions the employees are getting in the Industrial units?

1.6 REVIEW OF LITERATURE:

The concept of 'Industrial Estates' is studied by different scholars since 1960s. The study is also undertaken in different countries and states. The literature available on the industrial estates is very varied and hence it is difficult to put the studies thematically. Many scholars have attempted to study the different aspects of the industrial estate programme. These studies are as under:

Bredo (1960) in his study has explained the concept of industrial estate in detail and also given guidelines for using it as a tool for industrialization process. The study also highlights the advantages as well as the limitations of the industrial estate programmed.

D.I Trotman-Dickenson (1960) has done a study on the Scottish Industrial estates. The study is related to the types of firms and the reasons, their views and opinions, their experiences with regard to the industrial estates. The data was collected from the government departments. The conclusion was that industries were encouraged to the industrial estate by offering various facilities by the government.

Dhar & Lydell (1961) have attempted to analyse the Industrial Estate Programme. They concluded that an index of success industrial estates is not based on the glamour for more industrial estates. However their popularity is based on the fact that they ensure easy accessibility to raw Materials in the regulated market.

Alexander (1963) has analyzed the problems and prospects of industrial estate in India. He has found out the failure of the industrial estate is due to a wrong decision on its location and hence authorities should give proper attention to the planning aspects of industrial estates. Proper planning will lead to the success of industrial estates.

Somasekhara (1966) studied the production function of the industrial estates in Mysore. It involved the estimation of the cross-sectional production functions of the Cobb-Douglas type, for the seven industrial estates in Mysore. The conclusion was that generally the marginal productivity of the capital was almost zero for the small enterprises in the industrial estates.

Manickam (1969) studied the physical planning of industrial estates. The findings of the study are that the usage of the land area dimensions of the plot and the placement methods, which are the main parts of a layout plan, are not of efficient standards. Again the analysis of land usage in the industrial estates showed a wide variation in the allotment of areas to different users.

Bandyopadhyaya (1969) has analyzed the socio-economic factors of industrial estates. The study also involves the reasons for setting up of industrial estates in both developed as well as developing countries. Further the assessment of the potentialities of industrial

estates as a means of industrialization in a developing economy like that of India is also undertaken.

Rao (1971) has analyzed the industrial estates in Andhra Pradesh. The study involves the assessment of the achievement of the programme, significance of the programme and the problem of underutilization of capacity. The main conclusion is that the industrial estates' programme provided the stimulus for the entrepreneurs.

Mathur (1971) has analyzed the problems and prospects of industrial estates. The finding of the study is that the programme of industrial estates is a failure. He has analysed the causes of the failure. He has analysed the causes of the failure of the programme and also given various suggestions and directions to the planners and administrators to avoid the shortcomings and improve the future programmed.

Chopra (1973) has undertaken the study of industrial estates in the state of Rajasthan. The study includes the comparative analysis of the performance of the units located in the industrial estate and the units located outside the industrial estate. The study also involves inter industrial estate comparison and inter-industry comparison within the industrial estate.

Bharati (1978) in his study has pointed out the role of industrial estate in a developing economy like India. He says that industrial estates occupy a prominent place in the industrial planning. Further the industrial estates provide assistance to the small industries which are labour intensive and an effective instrument of industrialization.

Nelson (1978) in his study has provided very useful information for national authorities and agencies and technical assistance agencies. The information is regarding the planning and implementation of the industrial estates. He has also come out with various reasons for the failure of the industrial estates such as unrealistic nature of objectives, lack of coordination, lack of pre-planning, inadequacy of supporting institutions and so on.

Sanghavi (1979) made an analytical study about the working of industrial estates in Gujarat. It is an evaluative study of the programmed and throws light on a number of issues such as the size, location efficiency, capacity utilization, industrialization through the development of small scale industries and their impact on the industrial dispersal and regional development.

Srinivasan (1980) has highlighted the roll of SIDCO in the development of the industrial estate in Tamil Nadu. He has also observed that the industrial estates established in Tamil Nadu are fully equipped and are functioning well.

Lavakumar (1980) in his study on Ambattur Industrial estate has made various observations on the small scale industries and their problems. The various problems faced by the small scale industries located in the industrial estate are high rate of plots, inadequate transport & housing facilities, erratic power supply, postal facilities and telephone facilities and non availability of raw materials.

Raman (1980) in his study on the Industrial estate in Tamil Nadu has highlighted the features of the industrial estate. The industrial estate possess the various facilities such as excellent infrastructure, vast product market, huge hinterland, well connected rails and road, easy procurement of raw materials and availability of technical manpower.

Chattopadhyaya (1984) has studied the performance of the industrial estates in West Bengal. The main findings of the study are that management of industrial estates was responsible for its inefficiency. It was possible to turn the industrial estates into a profitable and economically rewarding activity, if given the right lead. Further, the study also reported that the industrial estate programme had no effect on clearance of slums and urban congestion.

Murthy (1985) has done a case study of Renigunta Industrial Estate, Andhra Pradesh. He studied the various problems faced by the units, root causes of the deficiencies and suggested various ways and means to strengthen the infrastructure. The conclusion of the

study is that the units face various problems such as technical, managerial, administrative and marketing. Hence Andhra Pradesh Industrial Infrastructure Corporation should play an active role in solving these problems.

Radhamma (2005) has studied the role of industrial estates in solving the problem of unemployment in youth. She has highlighted the various benefit offered by the industrial estates to the entrepreneurs due to the location of their unit in the industrial estate. Industrial Estate has acted as a boon for the unemployed youth.

Jagadeesh chandran (2007) has studied the quality of work life of the employees working in the industrial estates of Kerala. The study is based on data collected through interviews of the employees. The conclusions are that the majority of the employees are backward both socially and financially; and are not satisfied with the available facilities,

They are not getting appreciation for their ideas; and employees did not have sufficient opportunities for their growth.

Mehanta (2011) has undertaken a study on the role of Chhattisgarh State Industrial Development Corporation in setting up the industrial estate in Raipur District. The study has given the background of the economy of the state; the role played by the corporation in providing infrastructure, creation of jobs, facilitating entrepreneurship; transparency and accountability.

1.7 RESEARCH METHODOLOGY:

Research Methodology refers to the collection of practical decisions regarding what data the researcher will collect, from whom, how the researcher will collect it and how the researcher will analyze it.

Nature of Research:

The nature of present study is descriptive in nature which describes the nature of variables only.

Population:

The population for the study is constituted by the industrial units located in the Nalbari Industrial Estate. In Nalbari industrial estate, total 24 numbers of industrial units are operating and in these 24 units, total 700 employees are working.

Sampling Technique and size of sample:

The Sample for the study was selected by following simple random sampling. To collect the required sample, lottery method was applied. The researcher tried to cover 20% of total population to draw reasonable inferences in the study. Again out of the three selected industrial units' total 50 numbers of employees were selected by following convenient sampling technique.

Sources of Data:

The present study was conducted in Nalbari Industrial Estate, Gopal Bazar. It was based on both primary and secondary sources. The primary data was collected by face to face communication with the owners and employees through personal interviews and all designed schedules. The researcher selected the survey of three Industrial estates- Food

Manufacture (New Doulat Traders), Kamrup Aluminum Works and KPP & Associates (Manufacturers all kind of Paver Block).

Secondary Data are collected through journals, reports, publications. Various research institutions are also visited for reference purposes. Visits were made various libraries in Goa as well as other states like Karnataka, Maharashtra and Andhra Pradesh. Websites were also referred for data collection.

Data Collection Technique:

The primary data was collected with the help of structured schedules. Two schedules were prepared. Schedule 1 is prepared for the Owner's point of view and schedule 2 for the employee's point of view in the Industrial units. Schedule 1 contained the profile of the industrial units, i.e. Year of establishment, number of years of existence of the unit, name of the owner, form of the business, no of employees, profitability of the business etc.

Schedule 2 contained personal profile of the respondents such as gender, age, educational qualification, work experience and designation.

The respondents were asked to rate the facilities of the industrial units about the excellent, good, bad, neutral, worse. The facilities included were locality, infrastructure, soil conditions, utility, incentives, feasibility of running business and overall quality.

Data Analysis and Interpretation:

Data analysis is the process of systematically applying statistical or logical techniques to describe and illustrate, condense and recap and evaluate data. Data interpretation refers to the process of using diverse analytical methods to review data and arrive at relevant conclusions.

Data Analysis and Interpretation of primary data are made with the help of Tables and Diagram. Data analysis and interpretation was mentioned the Chapter 1 and chapter 2.

1.8 RESEARCH GAP:

Though earlier researchers had conducted studies in related areas, relevant literature pertaining to the topic is limited. Industries play an important role in the economy and in order to promote setting up of industry, a concerned department declared industrial areas and helping the business units by providing land and infrastructures. As industrial estate is located in Nalbari in the state in Assam, it is felt very necessary to study about it. From the pilot survey, it is found that enterprises running industries in the estate are facing different problems. So, it is important to study about their different problems as well as prospects. This study is trying to fill this research gap and further bring improvement in the area.

Limitations of the study:

Because of limitation of money and time, the individual could not cover the overall population.

Respondents may not reveal their correct information which may deviate from the accurate result of the study.

The data are collected by primary and secondary method has its own limitation.

CHAPTER-2: TO ANALYZE THE INFRASTRUCTURAL FACILITIES AVAILABLE FOR THE BUSINESS UNITS WITHIN THE STUDY AREA.

The researcher selected three business units i.e. Food manufacture (New Doulat Traders), KPP Associates and Kamrup Aluminum works. The main objectives of the study are to assess and analyze infrastructural facilities available for the business units. The Infrastructural facilities include- Roads, housing, Sanitation, drinking water, transportation, Tele-Communications, medical facilities etc. The infrastructural facilities are essential for the business units as well as for the employees. The good infrastructure depends on the growth of the industrial units. The following are the infrastructural facilities available in the business units –

Water infrastructure: A constant supply of clean drinking water is critical for sustaining human life. Water supply infrastructural includes water pipelines, wells, dams, gutters and pumping stations. This facility is available in these three units.

Business require infrastructure to ensure profitability that includes transportation facilities like roadways, buses etc, which aimed to achieve their goals by coordinating all their available resources and tools.

Housing – Limited housing facility is available for the employees. The limited housing facility is provided to the employees by assessing their residential address. Those employees who come from outside district or distance places are provided the housing facility. However, it is observed that housing facility is very limited due to which many employees need to reside outside the industrial estate.

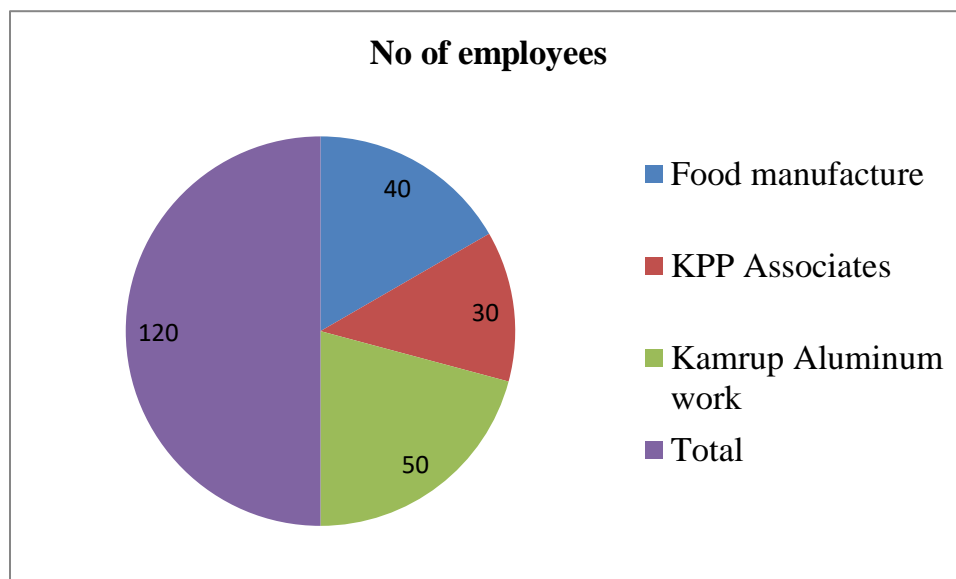
Table no.1: Number of employees in the industrial units

Name of the units	No of employees	Percentage
Food manufacture	40	33.33%
KPP Associates	30	25%

Kamrup Aluminum work	50	66.67%
Total	120	100%

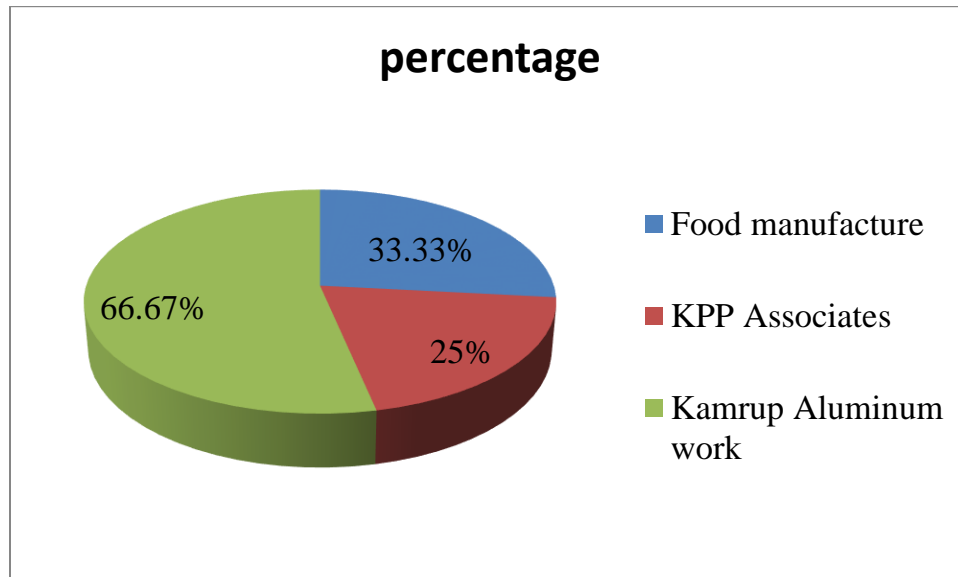
Source: primary data

Figure-1.1: Number of employees in the industrial units



Interpretation: From the analysis of table-1 and figure reveals that total 120 employees in the three industrial units. Employees of the Food manufacture consist of 40, KPP Associates consist of 30 and Kamrup Aluminum Works consist of 50..

Figure -1.2: Percentage of the Employees



Interpretation: From the analysis of above table-1 and figure- 1.2 reveals that total 120 employees in the three industrial units. Percentages of the Food manufacture consist of 33.33%, KPP Associates consist of 25% and Kamrup Aluminum Works consist of 66.67%.

Table No.2: Profitability of the Industrial units

Name of the units	In(yearly)
New Doulat Traders	1,00,000-5,00,000
KPP Associates	1,00,000-10,00,000
Kamrup Aluminum works	1,00,000-15,00,000

Source: primary data

Interpretation: From the analysis of above table 2 reveals that Year of profitability of this three industrial units. The highest number of profitability of this unit is Kamrup Aluminum Work.

Table No.3: Year of establishment

Name of the industrial units	Establishment year
New Doulat Traders	2003
KPP Associates	2010
Kamrup Aluminum Works	1957

Source primary data

Interpretation: From the analysis of above table 3 shows that Establishment year of the three industrial units – New Doulat Traders - 2003, KPP Associates- 2010 and Kamrup Aluminum Works- 1957.

Table-4 Problems in procuring raw materials

Items	No of respondents
Inadequate supply	2
Quality	1
Any other	2

Interpretation: From the above table is found that the three industrial units i.e. no of respondents of Inadequate supply -2, no of respondents in Quality- 1 and no of respondents in any other-2.

Table-5: Where do you sell your finished product?

Items	No of respondents
Government department	1
Medium scale Industries	1
Open market	1

Interpretation: From the above table found that the three industrial units sell their finished product to Government department, Medium scale Industries and open market.

Table 6: What does the raw material comes from?

Inside District	Yes
Outside District	Yes

Interpretation: From the above table 6 reveals that the raw materials come from these three industries are inside district and outside district.

The researcher observed that the study of three industrial units, they are not exporting any other product in Abroad. There is no definite sale of product in some places. Mainly this market exists within the State. Sometimes that order comes from Bhutan.

The researcher observed that the study of three industrial units though industrial estate provide facilities for 25 business units, but it is observed that only 13 are operational and some of the business units are under process to start their operation.

The researcher observed that these three industrial units, the workers are continuously working in the business.

CHAPTER-3: To examine the socio-economic condition of the employees working in the select industrial units within the study area.

The socio economic working conditions include all factors that influence the preparation of a person to participate in labour activity actively and on the restoration of the labour force expanded during the whole labour activity. Socio economic factors include such as income, education, employment, community safety and social support. The socio-economic condition of the employees who are working in these three industrial units depends on the growth of the financial resources of the business. Finance is the life blood of business.

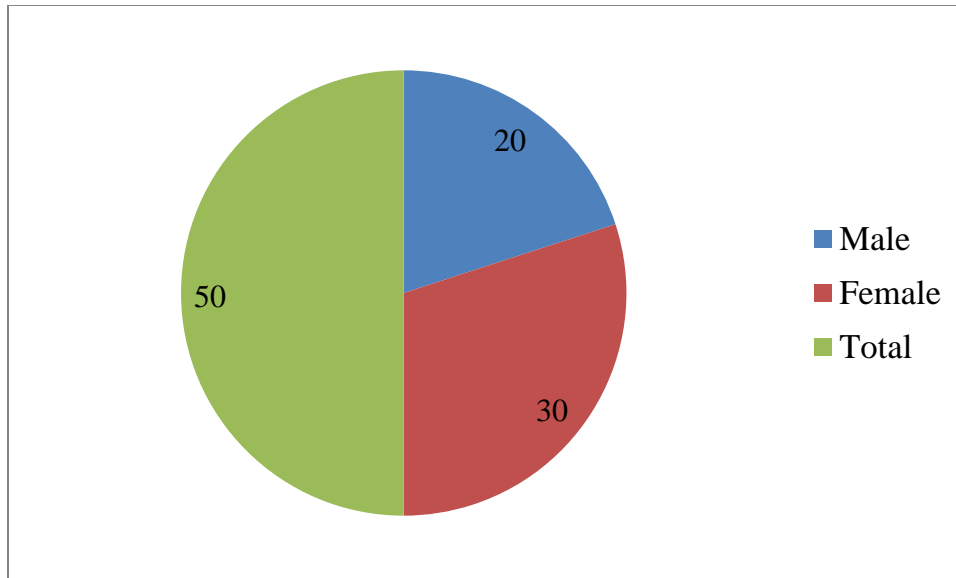
Demographic profile of the respondents includes Gender, age, education, work experience, designation. Gender of the respondents' includes Male and Female. Age groups are below 25, 25-35, 35-45 and above. Education includes below 10, HSLC, HS, and Graduation and above. Work experience includes 1-5 years, 5-10 years, 10-15 years, 15-20 years and above 20 years. Designation includes proprietorship, partnerships.

Table 7: Gender wise distribution of the respondents:

Gender	Number of respondents	Percentage
Male	20	40%
Female	30	60%
Total	50	100%

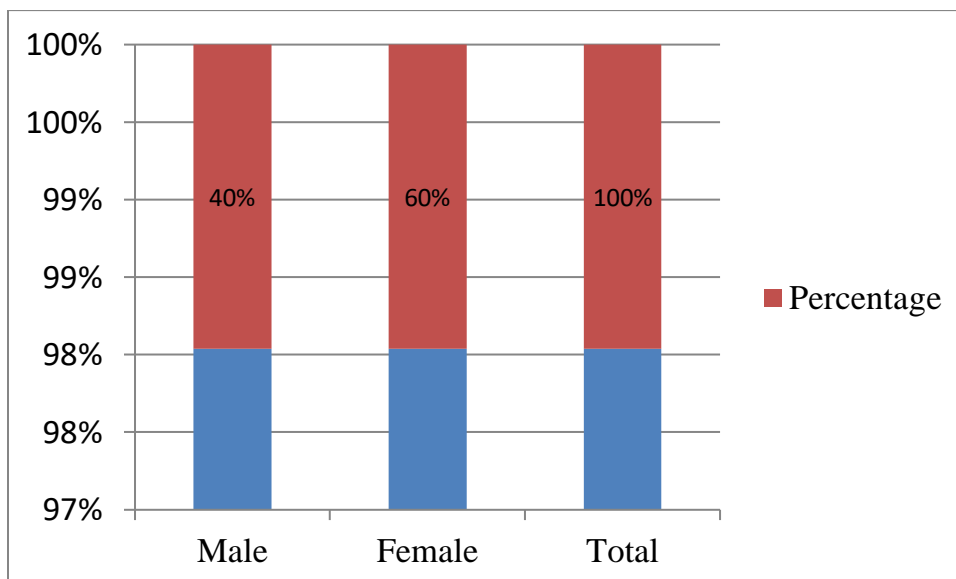
Source: Primary data

Figure No 7.1: Gender wise distribution of the number of respondents



Interpretation: From the analysis of above table 7 and figure 7.1 shows that 20 of respondents were male and 30 of respondents were female. This implies that male and female were involved in this study while female respondents were more than male.

Figure No 7.2: Gender wise distribution of the percentage of respondents



Interpretation: From the analysis of above table 7 and figure 7.2 shows that 40% of respondents were male and 60% of respondents were female. This implies that male and

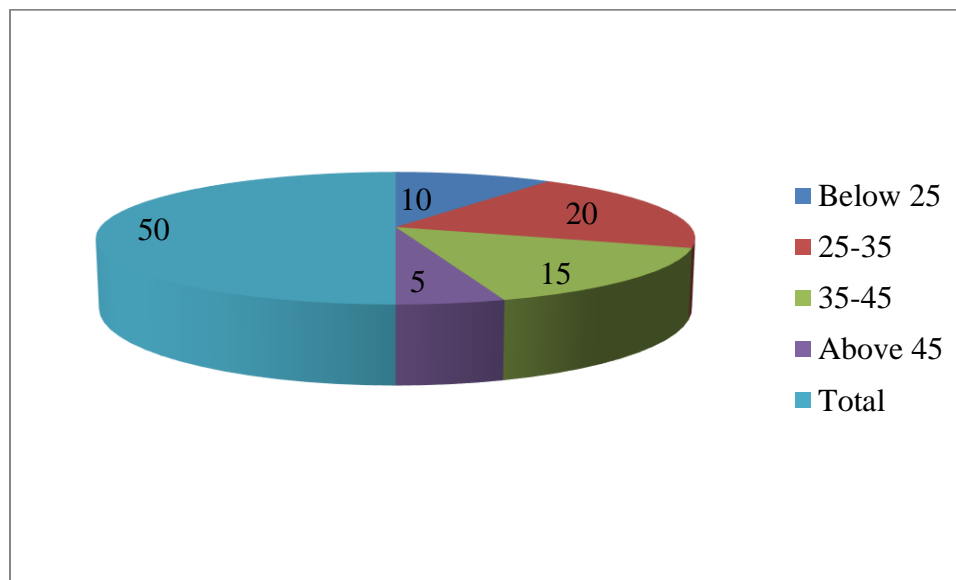
female were involved in this study while percentages of female respondents were more than male.

Table No.8: Age of the respondents

Age Group	Number of respondents	Percentage
Below 25	10	20%
25-35	20	40%
35-45	15	30%
Above 45	5	10%
Total	50	100%

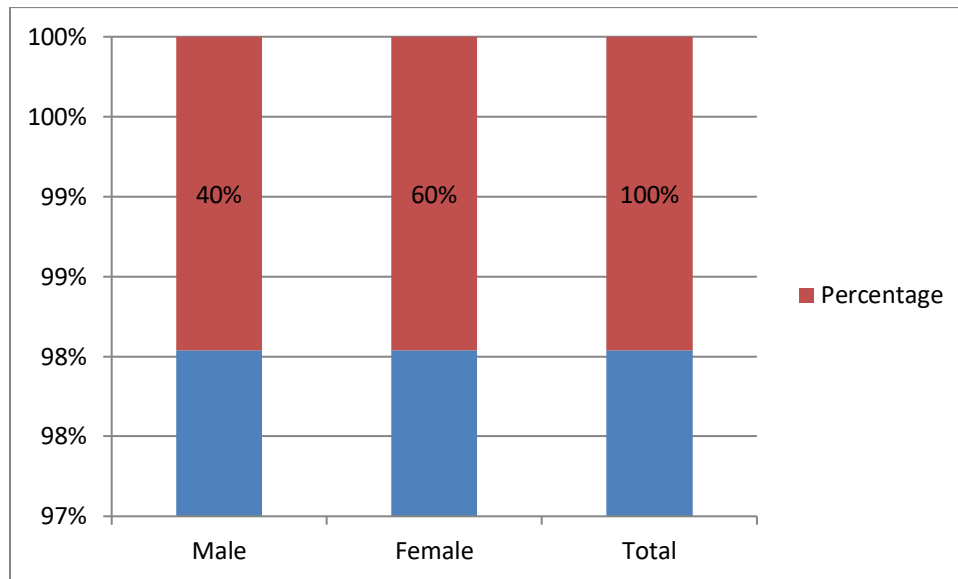
Source: Primary data

Figure 8.1: Respondent according to the age



Interpretation: From the analysis of above table 8 and figure 8.1 shows that age group of 10 respondents are fall below 25 categories, 20 respondents are fall the 25 to 35 category, 15respondents are fall the 35 to 45 category and 5 respondents are fall the above 45 category.

Figure 8.2: Percentage of the respondents



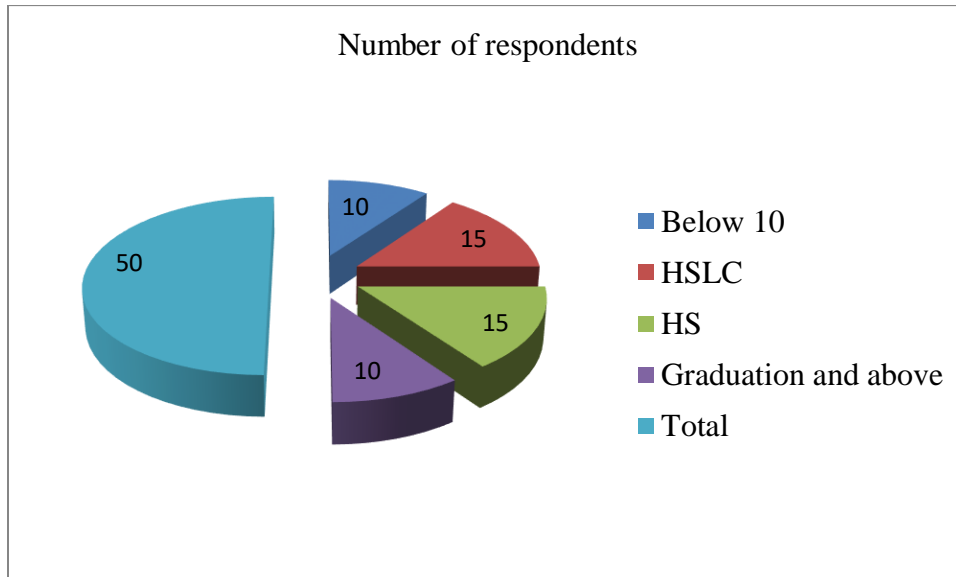
Interpretation: From the analysis of above table 8 and figure 8.2 shows that age group of 20% respondents are fall below 25 categories, 40% respondents are fall the 25 to 35 category, 30% respondents are fall the 35 to 45 category and 10% respondents are fall the above 45 category.

Table No. 9- Education qualification of the respondents

Education	Number of respondents	percentage
Below 10	10	20%
HSLC	15	30%
HS	15	30%
Graduation and above	10	20%
Total	50	100%

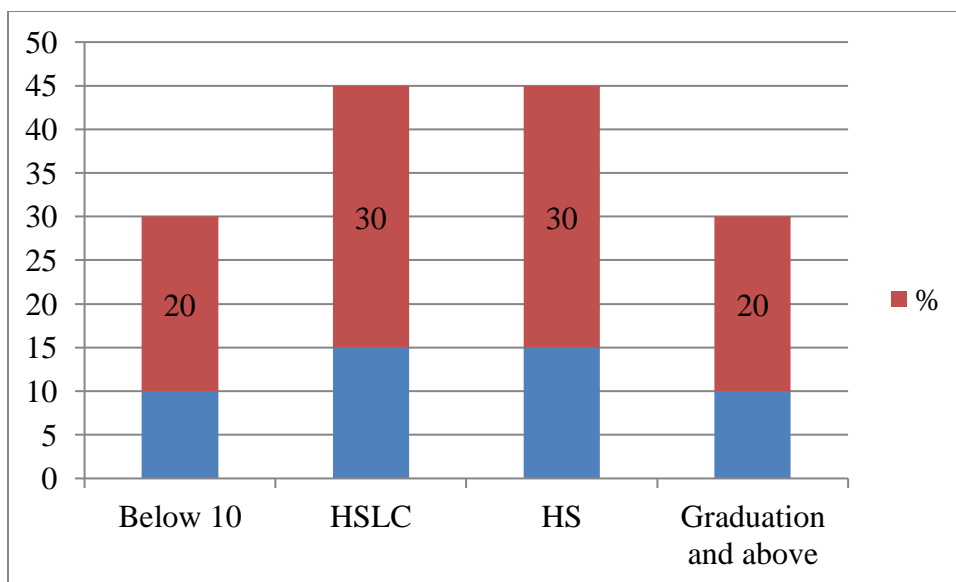
Source: primary data

Figure 9.1: Education qualification of the respondents



Interpretation: From the analysis of above table 9 and figure 9.1 shows that Education qualification of 10 respondents are fall below 10 level, 15 respondents are fall the HSLC level, 15 respondents are fall the HS level and 10 respondents are fall the graduation and above category.

Figure 9.2: Education qualification of the Percentage of respondents



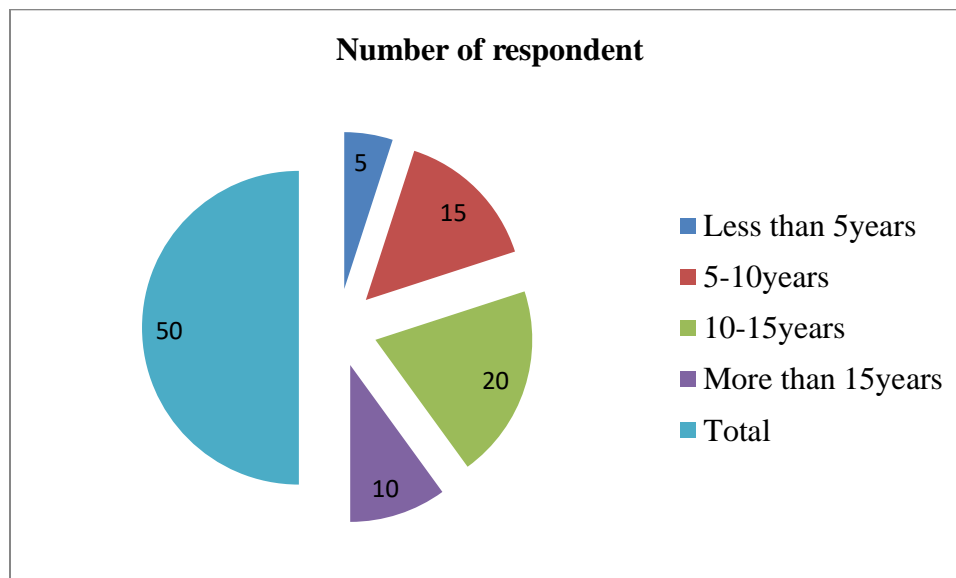
Interpretation: From the analysis of above table 9 and figure 9.2 shows that the most of the respondents are belongs to HSLC and HS level with a maximum percentage of 30% and 20% respondents are belongs to below 10 level , graduation and above.

Table N0.10: Work Experience of the respondents

Work Experience in (years)	Number of respondent	percentage
Less than 5years	5	10
5-10years	15	30
10-15years	20	50
More than 15years	10	10
Total	50	100

Source: primary data

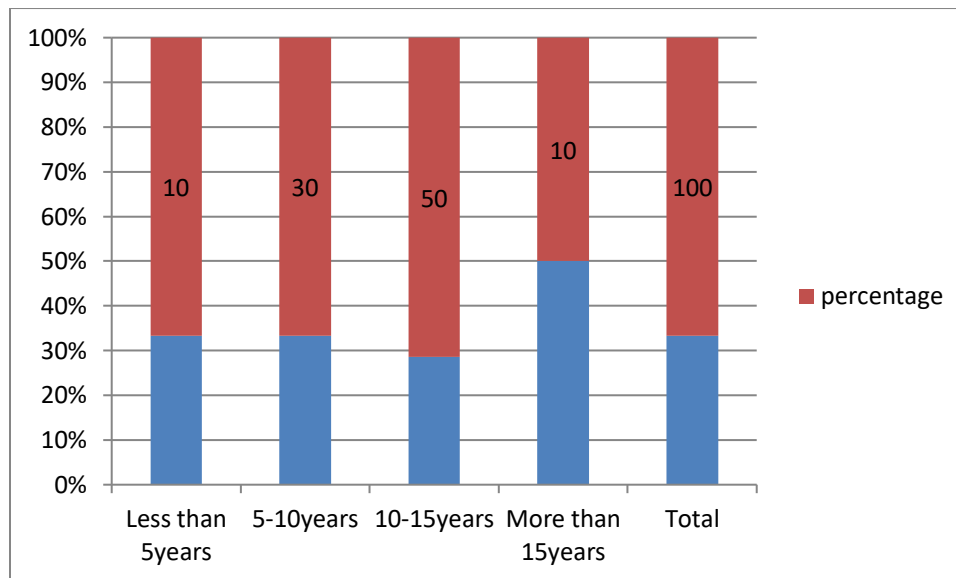
Figure 10.1: Work Experience of the number of respondent



Interpretation: From the analysis of above table 10 and figure 10.2 states that Work Experience of the number of 5 respondents are fall less than 5 years category, 15

respondents are fall 5 to 10 years category,20 respondents are fall 10 to 5 categories and 10 respondents are fall more than 15 years category.

Figure 10.2: Work Experience of the percentage of respondents



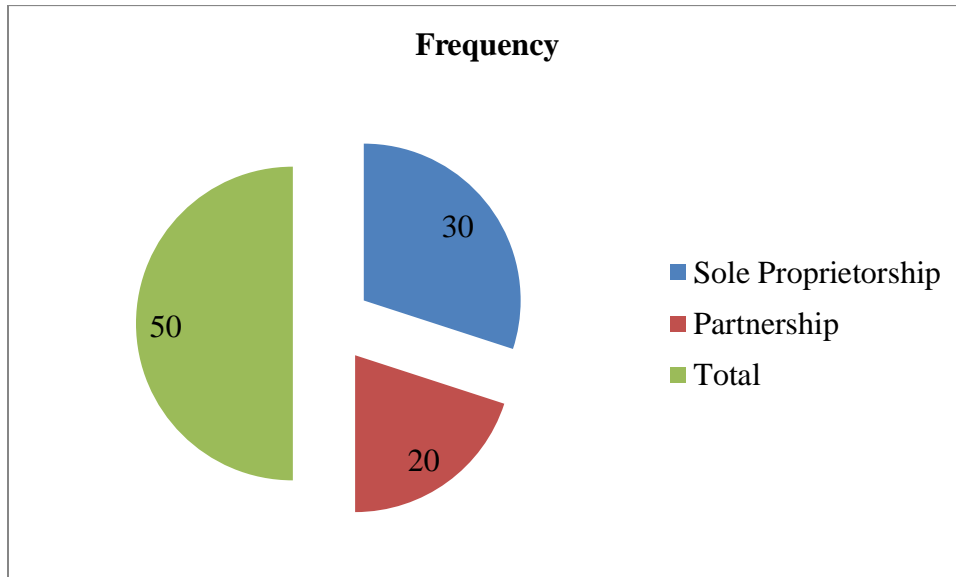
Interpretation: From the above table 10 and figure 10.2 states that Work Experience of the 10% respondents are fall less than 5 years, 30% respondents are fall under 5 to 10 years, 50% respondents are fall under 10 to 15 years and 10% respondents are fall more than 15 years.

Table No.11: Designation of the respondents

Designation	Frequency of the respondents	Percentage
Sole Proprietorship	30	60
Partnership	20	40
Total	50	100

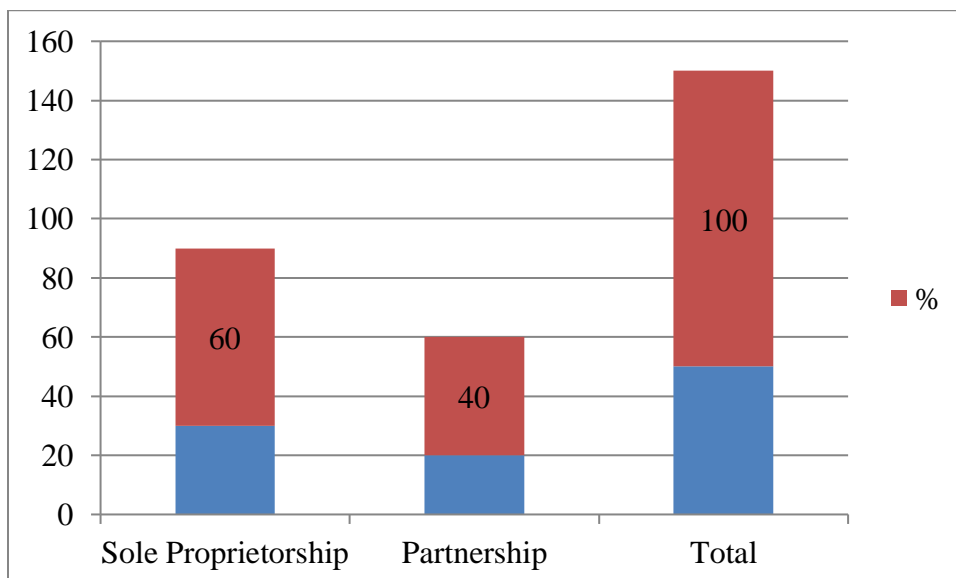
Source: primary data

Figure 11.1: Designation of the respondents



Interpretation: From the above table 11 and figure 11.1 states that 30 respondents are fall under Sole Proprietorship category and 20 respondents are fall under partnership category.

Figure 11.2: Designation of the percentage of respondents

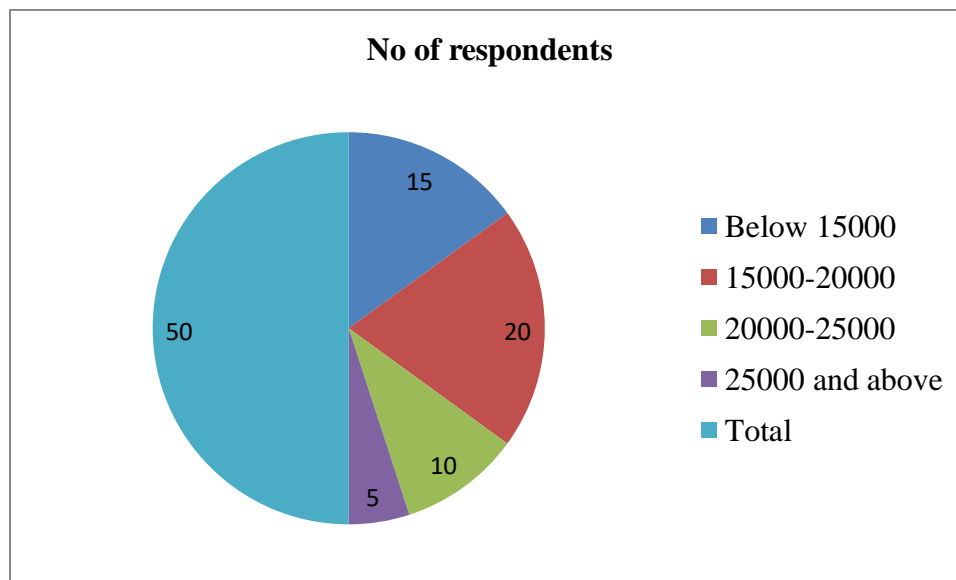


Interpretation: From the above table 11 and figure 11.2 states that 60% of the respondents are fall Sole proprietorship and 40% of the respondents are fall partnership categories.

Table 12: Monthly Income of the respondents

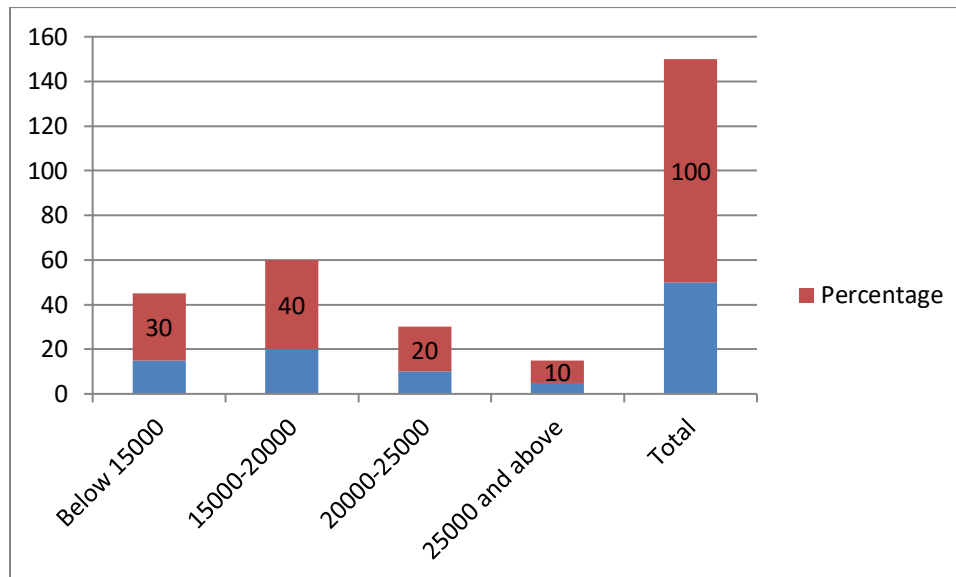
Amount	No of respondents	Percentage
Below 15000	15	30%
15000-20000	20	40%
20000-25000	10	20%
25000 and above	5	10%
Total	50	100%

Figure 12.1: Monthly Income of the number of respondents



Interpretation: From the above table 12 and figure 12.1 state that Monthly Income of the number of 15 respondents are fall below 15000, 20 respondents are fall under 15000 to 25000 category, 10 respondents are fall under 20000 to 25000 category and 5 respondents are fall 25000 and above category.

Figure 12.2: Monthly Income of the percentage of respondents

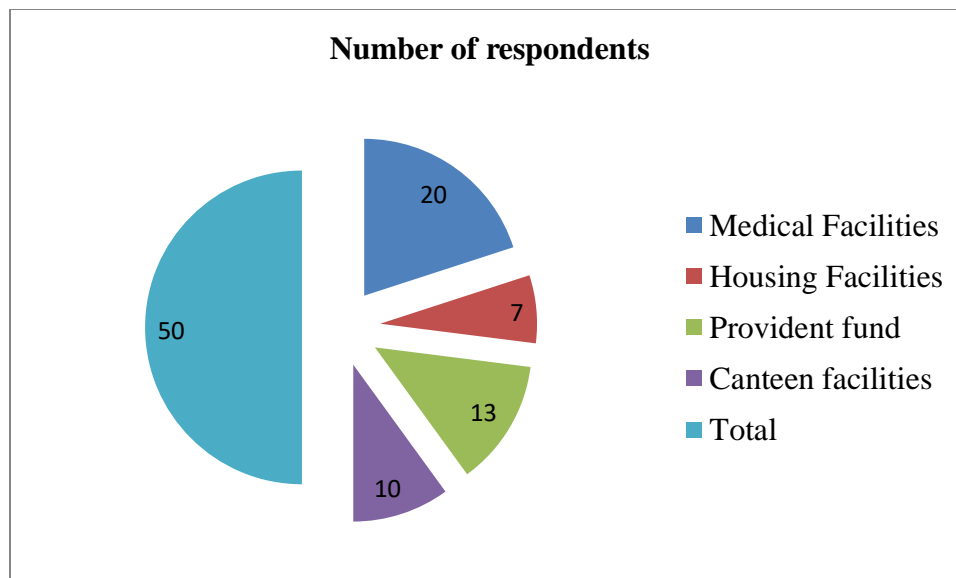


Interpretation: From the above table 12 and figure 12.2 state that percentage of monthly income is higher on the 15000 to 20000 category with 40%. 10% respondent earn above 25000 rupees per month.

Table13: Are you getting any facility from the business?

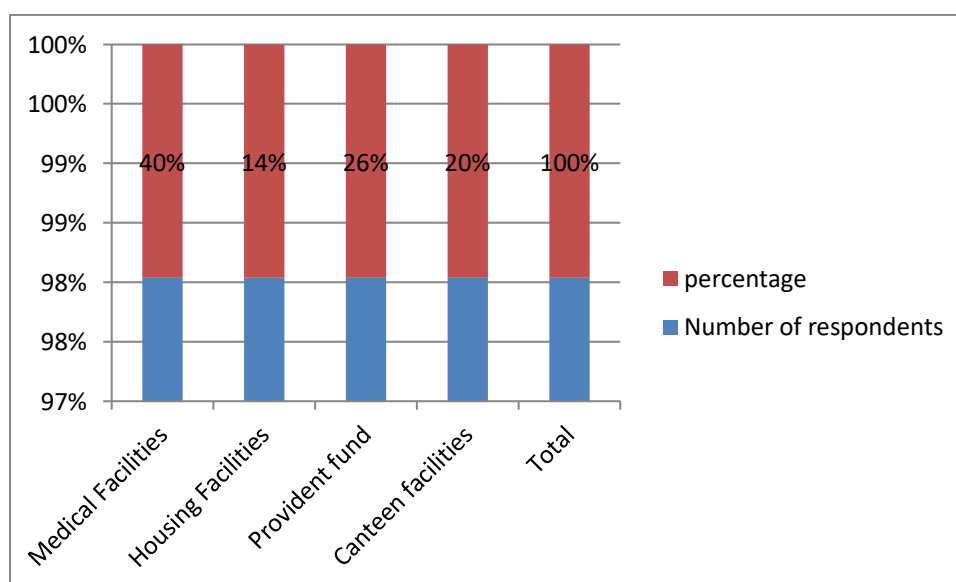
Items	Number of respondents	Percentage
Medical Facilities	20	40%
Housing Facilities	7	14%
Provident fund	13	26%
Canteen facilities	10	20%
Total	50	100%

Figure 13.1: getting facility from the business



Interpretation: From the above table 13 and figure 13.1 states that getting facility from the business , 20 respondents are fall medical facilities, 7 respondents are fall housing facilities, 13 respondents are fall provident fund and 10 respondents are fall canteen facilities.

Figure 13.2: percentage of getting facility from the business

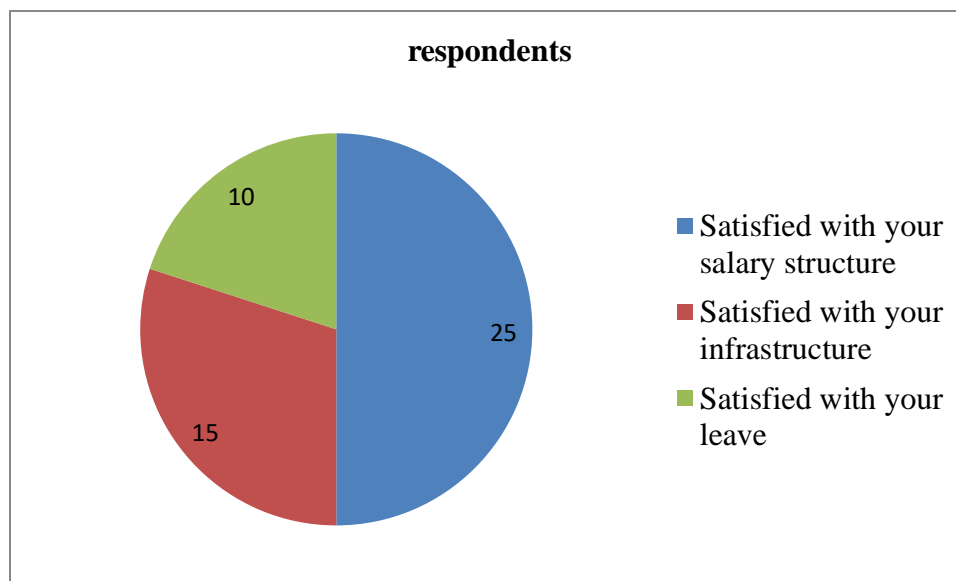


Interpretation: From the above table 13 and figure 13.2 state that percentage of getting facility from the business, 40% respondents receive in medical facilities, 14 % respondents receive in housing facilities and 20% respondents receive in canteen facilities.

Table 14: Are you satisfied with your working at industrial units?

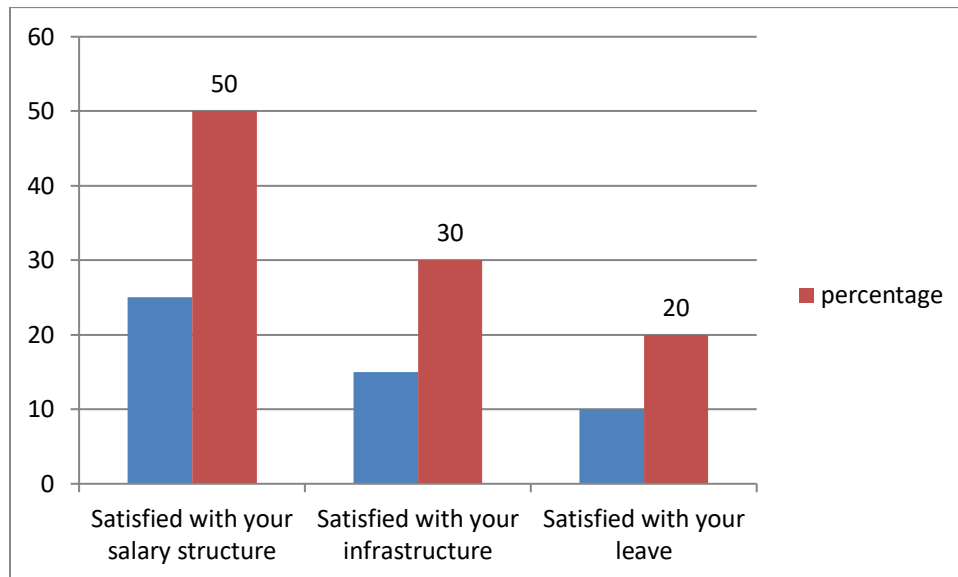
opinion	respondents	percentage
Satisfied with your salary structure	25	50%
Satisfied with your infrastructure	15	30%
Satisfied with your leave	10	20%

Figure 14.1: working of satisfaction level



Interpretation: From the above table 14 and figure 14.1 states that 25 respondents are satisfied with your salary structure, 15 respondents are satisfied with your infrastructure and 10 respondents are satisfied with your leave.

Figure 14.2: Percentage of satisfaction level



Interpretation: From the above table14 and figure 14.2, 50% respondents are satisfied with your salary structure, 30% respondents are satisfied with your infrastructure and 20% respondents are satisfied with your leave.

CHAPTER-4:

Summary, Findings, Suggestions and Conclusions:

Summary:

The present study is divided into four chapters.

The first chapter is Introduction which includes the meaning of industrialization, concept of Industrial Estate, its meaning and definition, Historical background of industrial estates, conceptual framework and definition of Small Scale Industries, Significance of the study, Objectives of the study, Research question investigated, Research Methodology, Review of Literature, research gap and limitations of the study.

The second, third chapter consists of the analysis the objectives of the study within the study area.

The fifth chapter includes the findings, suggestions and conclusions.

Findings:

This chapter highlights the findings drawn from the analysis and interpretation of the data from the preceding chapters.

- 1) The highest profitability in the industrial units of Kamrup Aluminum works is 1, 00,000- 15, 00,000.
- 2) Kamrup Aluminum works was established in 1957. This unit was establishing earlier in the two units.
- 3) The majority of [60%] respondents are female and [40%] respondents are male.
- 4) The majority of [40%] respondents are fall under the 25-35 age categories.
- 5) The majority of [30%] respondents are fall under the HSLC, Higher secondary level and 20%
- 6) The majority of respondents (50%) in work experiences are fall under 10-15 years.
- 7) The majority of respondents are working in Sole proprietorship business.
- 8) The majority of respondents (40%) in monthly income are fall under 15000-20000 category.
- 9) The majority of respondents (40%) are getting medical facility from the business, respondents (7%) are getting housing facility from the business, respondents (26%) are getting provident fund from the business and respondents (20%) are getting canteen facility from the business.

10) The majority of respondents (50%) are satisfied with salary structure, 30% are satisfied with infrastructure and 20% respondents are satisfied with leave.

11) All the industrial units have avoided giving any information about their annual production and profiting whatever information is provided, do not give any clear picture

12) The industrial units were surrounded 36 Bighas, 2 katha acres of land under their use, few industrial units did not reply about their land.

13) The workers came to their industries from a distance of 1 to 5 kilometers.

14) Almost all the industries follow the timings between 9.00 am to 6.00 p.m. They have a launch break of 30 minutes.

15) The workers are continuously working in the business units and on Sundays are holidays in these units.

16) The researcher observed that respondents face problems in inadequate supply, quality and any other.

17) It is observed that the study of three industrial units, they are not exporting any other product in Abroad.

Suggestions:

On the basis of survey carried out by the researcher. The following suggestions can be made for the improvement of the performance of the units in the Industrial Estate.

- 1) For getting skilled labour there should be technical training institution in the estate.
- 2) To regularize production special transformer or generator should always be installed in the industrial estate.
- 3) To enhance co-operation among the workers and business units, the business units may establish a club and recreational center in the estate.
- 5) The industrial Estate authorities should visit the small business units to look after their problems and an attempt should be made to solve their problems
- 6) For the industrial workers provision of housing accommodation should be in the estate. Therefore, there should be a cooperative housing society.
- 7) Industrial Estate should make a provision of medical facilities for workers. The availability of medical facilities will enhance security and also industries will be able to handle emergency health issues in a better way.
- 8) Industrial Estate should provide more sophisticated and modern technical aid for facilitating the objectives of small business.
- 9) There should be a well-equipped central library in the Industrial Estate. The collection of Books should be in such a way that it throws light on their traders' knowledge. The reading of such books by businessmen and workers will increase their professional knowledge.

10) If possible the employers should arrange meals for the workers within the organization which will motivate the employees to perform better.

11) There should be bus services, canteen facilities, and post-office in the industrial Estate. These facilities will increase the efficiency of the workers and businessmen.

Conclusions:

Setting up of industrial estate for small industries is useful for the economic and the business. Small industries in the industrial estates are expected to fill the gap of the need of industries and they contribute to job creation, technological advancement and overall industrial development. The success of the three selected industrial units depends on effective planning, infrastructure support and a balance between economic progress and environmental responsibilities.

In this study, the industrial units of Kamrup Aluminum Works were established earlier in these selected industries. In this unit, all Aluminum utensils were manufactured. New Doulat Traders is a Food manufactures industries where new food packaging is found , the nature of this business is to manufacture goods, sale them in wholesale price and retail price. , KPP& ASSOCIATES (Manufacturers of all kind of Paver Block, Interlocking colour Block & Building Block)

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ANNEXURES

Schedule 1

Part-A

(The collected information is meant for academic purposes)

1) Name of the owner: _____

2) Forms of the business:

a) Sole proprietorship ☐ b) Partnership ☐ c) Company ☐

3) Year of establishment: _____

4) Total no of employees:

a) Below 25 ☐ b) 25-35 ☐ c) 35-45 ☐ d) Above 45 ☐

5) Profitability of the business:

If yes, (yearly)

a) 1, 00,000-5, 00,000 ☐ b) 5, 00,000-10, 00,000 ☐ c) 10, 00,000-15, 00,000 ☐

6) Area of operation: _____

7) Are the workers continuously working in the business?

a) Yes ☐ b) No ☐

8) Problems in procuring raw materials:

a) Inadequate supply ☐ b) Quality ☐ c) any other ☐

9) Where do you sell your finished products?

a) Government department ☐ b) Medium and large scale industries ☐ c) Open market ☐

10) Where does the raw material come from?

a) Inside District ☐ b) outside District ☐

11) Are you exporting the product?

a) Yes ☐ b) No ☐

12) What mode of transport is used for the movement of raw materials and finished goods?

13) What is the average annual production capacity (in units or volume?)

Part: B

(The collected information is meant for academic purposes)

- 1) Name of the Employees: _____
- 2) Number of members in the family:
 - a) 1-4 ☐
 - b) 4-8 ☐
 - c) 8 and above ☐
- 3) Education qualification:
 - a) Below 10 ☐
 - b) HSLC ☐
 - c) HS ☐
 - d) Graduation and above ☐
- 4) Address of the employees: _____
- 5) Age group:
 - a) Below 20 ☐
 - b) 20-25 ☐
 - c) 25-35 ☐
 - d) 38 and above ☐
- 6) Gender:
 - a) Male ☐
 - b) female ☐
- 7) Salary of the employees (in monthly):
 - a) Below 15000 ☐
 - b) 15000-20000 ☐
 - c) 20000-25000 ☐
 - d) 25000 and above ☐
- 8) How many years you are working in the organization?
 - a) 1-5 ☐
 - b) 5-10 ☐
 - c) 10-15 ☐
 - d) 15-20 ☐
 - e) 20 and above ☐
- 9) Are you getting any facility from the business?

If yes (choose below option)

a) Life Insurance ☐ b) Medical facilities c) child care ☐ d) Housing

b) facilities ☐ e) Transport to and from the place of work ☐

No ☐

10) Are you satisfied with your working?

If yes (choose below option)

Satisfied with your salary structure ☐

Satisfied with your infrastructure ☐

Satisfied with your leave ☐

No ☐