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A STUDY ON THE EMPLOYEE WELFARE MEASURES AND IT'S IMPACT ON BIG BAZAR

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ABSTRACT: The present evaluation is made an undertaking to see the expert government help checks understood in BIG BAZAR. Agent government help infers anything achieved for the comfort and improvement of the laborers' far past the wages paid which is not a need of the BIG BAZAR. The central inspiration driving power government help is to improve the life of administrators and keep them in great spirits. For put resources into any occasion a huge bit of their hugeness beating unendingly or finding a serviceable pace, leaving it. They appreciate that they add to the association when they are reasonably freed from weight and they feel that when they are stuck a sticky situation/issues, they are relied on to get something again from the collusion. People are set up to be treated as full individuals with singular needs, needs and loads.

I. INTRODUCTION

As you all the more than likely acknowledge very well HR is never again a factor of creation industrialist right at present started understanding that the HR is the significant asset than various areas of creation. Really the HR is dynamic, invigorate and living instrument in an association. They can feel, think, react, make and express their satisfaction or dissatisfaction, you may similarly fathom the individuals in are not alike each one has unequivocal mental packaging work. In a particular condition, using people and dealing with their association help need is a dangerous task before the affiliation. In our bleeding-edge industry work government help as broadened central significance. Since it's unflinchingly associated with the obligingly of the work, work turnover, non-appearance, uncommon and other money-related none/ budgetary ideas of work. Let us destroy the definition thought, scope and chronicled improvement as under.

II. REVIEW OF LITERATURE

As you certainly acknowledge very well HR is never again a factor of creation industrialist beginning at now started understanding that the HR is the fundamental asset than various factors of creation. In reality, the HR is dynamic, vivify and living structure in an association. They can feel, think, react, make and express their satisfaction or disappointment, you

may in like manner appreciate the individuals in is not alike each one has verifiable mental packaging work. In the novel condition, using people and planning their association help need is a badly arranged task before the affiliation. In our forefront industry work government help as expanded enormous centrality. Since it's decidedly associated with the valuably of the work, work turnover, non-appearance, unimaginable and other money-related non-financial ideas of work. Let us disassemble the definition thought, scope and chronicled development as under. Recommendations Work As showed up by Professor S.E Thomas work incorporates all human effort of the body or of the cerebrum which is endeavored in explanation of pay".

Government help

The possibility of government help can be moved nearer in a substitute way, regardless everything thought of it as' a relative thought since it is related to time spot and changes with mechanical and money related headway of the country. As showed up by the notification gathering on work government help 1969 the term government help is a general thought which endorses a condition of flourishing bliss, satisfaction, thought and development of HR.

SOME DEFINITIONS ON WELFARE

As appeared by the work evaluation alerted assembling the term work government help proposes

"anything achieved for the sharp individual, physical, unprecedented, and money related improvement of the workers, whether or not by the affiliations, government or by various affiliations far past what is set some spot close to law or what is usually expected as a tremendous bit of the truly convincing central fixations for which the workers may have traded". As appeared by if all else fails work government additional items the term work Welfare is such affiliation, working situations and civilities as great compartment, Rest and impedance working conditions, system for progress to and methodology work and for the settlement of the workers used a commonplace ways from Their homes, including oversaw hypothesis underpins measures, which add to an Improvement in the conditions under which workers are used

PHILOSOPHY OF LABOUR WELFARE

The term thinking recommendations appraisal of stray pieces identifying with examinations occasions or considers. Hypothesis is a reasonable game plan of conviction and manages the start, reason and thickness of anything.

RELIGIOUS THEORY APPROACH

A Communist view that man is a referencing creature and different exercise of man are identified with the credible creature and different exercises of man is identified with referencing questions and conviction. As showed up by this hypothesis and spectacular work is considered as an undertaking. Fittingly when a business gives a traditional living and working conditions for heads it stores an undertaking on HR. A couple of experts take up the union assistance work in the soul of achievement for their dreadful prompt. Notwithstanding, when everything is said in done man is on an essential level worried over his own association help and with the union assistance of others. At this moment crazy structure cannot be sensible or general or clearly self-evident. At any rate, as needs be of a hypothesis depends on volunteerism, rather than by the administrative fundamental.

TRUSTEESHIP APPROACH

Mahatma Gandhi pushed in this way of certification, as appeared by this structure the laborers take after minors. They are careless by a sensibility of nonattendance of preparing and are not set up to deal with their own tendencies. The affiliations hold the

full-scale mechanical home properties and positive conditions occurring from them in trust. This speculation lays a great deal of emphasis in movement that the affiliations should give out of the good conditions under their impact for the achievement of their workers. At any rate, there is no legitimate genuine on the affiliations. SCOPE The surprising commission on work (1931) saw the level of work government help should on a particularly significant level be adaptable bearing fairly various translations in a singular nation from another as appeared by different social traditions the level of industrialization and illuminating the progress of the laborers. The expansive work association saw that the term is one which drives itself to different understandings and it has not, generally, a relative centrality in various nations. A bit of the time the idea is an outstandingly wide one and is in every reasonable sense synonymous with states of work considering. Starting at now a degree of work government help covers all intra divider painting and extra energetic creation government help rehearses about as statutory and non-statutory government helps measures attempted by the affiliations government ace's social deals or deliberate relationship for advancement of the laborers.

INDIAN DEVELOPMENT

SCENARIO-HISTORICAL

In India, work government help had experienced such tremendous amounts of changes and improvements.

1837 Work government assist improvement with canning to be followed back to 1837 after the refutation of abuse structure. Around then the organization help rehearses were obliged by the authorizing.

1869 The associations and workers act was in like way went to ensure the vitality of work.

1881 First Indian getting ready plants act gave a great deal of progress over the working states of the work. The basic government help blueprints demonstrated under the indicating were. Youths underneath 7 years old could not be utilized and those kids between 7-12 years old were not permitted to work over 9 hours reliably. They were likewise ready to get 4 days occasions each month. In any case, the show did not ensure the grown-up laborers.

1919 ILO was sent up which saw because of the tremendousness of work in financial and social re-

trying of the world. 1948 The dealing with plants show of 1948 was an achievement all through the entire nearness of work government help with India. The show is fitting to all dealing with plants. The vital strategies demonstrated under the display are thriving, security, government help, administers on working conditions, six hours of rest additional time work occasion spread over debacle counting, and so forth.

1952 Workers favored spare act 1952 was set up.

1961 Maternity advantage act 1961 was mentioned to give maternity good conditions to the ladies laborers. At the present time, the entire nearness of work government help basic courses of action are gotten by administrative measures.

AGENCIES FOR LABOUR WELFARE

There are different work environments associated with the utilization of work government help assesses in India. By and large, we may class the working environments as follows:

Welfare work by the focal government

Welfare work by the state government

Welfare work by the associations

Welfare work by resolved work environments

Welfare work by calling affiliations.

SPECIAL CATEGORIES OF LABOUR

Female work Child work Physical impaired Contract work Casual work Construction work

TYPES OF WELFARE MEASURE

Economic courses of action Non-money related courses of action statutory measures and Non-statutory measures.

STATUTORY WELFARE MEASURES

Statutory government help incorporates those procedures of government help work which depend for their execution on the coercive force of the board. The social gathering establishments certain gauges of delegate's association help to keep up the base degrees of flourishing and security of workers. These following showings over the association help:

FACTORIES ACT

1948 The destinations of the indicated are: To guarantee sufficient security! To give government help measures! To improve the working conditions. WELFARE MEASURES FIRST AID AND AMBULANCE ROOM sufficient emergency treatment boxes ought to be given at the pace of one for every 50 specialists utilized. Managing plants utilizing in excess of 500 specialists ought to be given the rescue vehicle live with the bolstered contraption. RESTROOM

Present-day working conditions utilizing more than 150 specialists should keep up restrooms. These should be kept inconceivable and cool.

CANTEEN

Any storing plant where in excess of 250 specialists are ordinarily utilized by the occupier for the use of workers. The management should provide buildings, furniture, and kitchen equipment.

WELFARE OFFICER

Managing plants utilizing in excess of 500 specialists should utilize an affiliation help official whose states of affiliations are set out by the state government appropriately separate models. CRECHES If the event that there are in excess of 30 lady laborers in a creation line the connection should give up and keep the basic working environments.

REPORTS OF ACCIDENTS

Approaches are made in the area the essential revealing of catastrophes and risky happens. The report ought to be sent to the analysts of the getting ready plants within the stipulated time in the looked after structures.

THE PLANTATIONS Labor ACT 1954

This grandstand went in October 1951. The object of the indicating is to give government help quantifies and coordinate states of work in ranches. The going with blueprints ought to be made concerning accomplishment! Drinking water! Latrines and urinals! Medical working environments

DRINKING WATER

Regardless of the affiliation help methods which are stipulated under different underwriting, the

relationship with no other individual deliberately or by cognizance develops certain affiliation help checks which are customarily known as non-statutory government help measures. In a short time let us see a touch of non-statutory government help checks, for example, Recreation! Housing! Consumer co experts! Thrift and credit society! Health and family government help! Community improvement! Education

HOUSING

As definitively on time as in 1919, the Indian Industrial commission focused on the importance of lodging for present-day laborers' and left that the reaction for flourishing and limit of the mechanical specialists. Lay in giving twitter solid and enchanting settlement to them. The prerequisite for laborers withstanding has in like way been investigated at the general level in its proposal NO. 115 the general agents' affiliations focused on its unproductiveness, and grasped that laborers' staying ought to be treated as an issue of national strategy for adjusted cash related advancement.

EDUCATION

A tripartite semi self-controlling body known as the focal board for laborers getting ready picked as a general people were framework under the relationship of administrators relationship of India to figure approaches and programs and to control the laborers heading. The board has its chairmen from focal and state government relationship of authorities and laborers and instructive foundations.

HEALTH

The overseeing plants act 1948 sets out the going with progress measures. ! Cleanliness! Disposal of squanders and effluents! Ventilation and temperature! Dust and vapors! Artificial humidification! Over swarming! Lighting! Drinking water! Latrines and urinals! Spittoons

SOCIAL SECURITY MEASURES

Some definitions Government inadequacy as appeared by Lord Beverage is an ambush on five mammoths need pollution, nonattendance, confusion, and unbelievable quality. The possibility of government deficiency is from a general perspective related to high diagrams of human regard and social worth. In current government help state far reaching

systematized hold accounts structures direct individuals from paunch to tomb. This following show off spreads the measures. ! Under the workers pay act 1923, the act discharges up to whole of India. It came into on 1.7.1924. ! The following focal networks open to laborers under the disrespect: Sickness advantage! Disablement advantage! Dependents advantage! Maternity advantage! Medical advantage! Rehabilitation advantage! Other benefits

QUALITY OF WORK

Labor As we as a whole the more than likely am cautious government help practices with willing improve the chance of workers life. As showed up by Ted follows the opportunity of QWL is obviously not a specific express idea. Regardless, it has a whole store of terms and considerations, for instance, Human resources improvement! Organizational dependability! Industrial dependability! Socio express structures! Work refinement! Group work thought! Co-employable work structure

LABOUR WELFARE FUNDS

The focal government has set up the statutory government to help assets to express undertakings. To be unequivocal, coal mica mines, iron and manganese mines and limestone and dolomite mines. Example Coal Mineshafts, work government help account with referencing was pronounced on January 31, 1934, with the target of including hold for financing government help rehearses for the laborers in coal mines. The focal government fixed at any rate 25 paisa, and an imperative of 75 paisa for each tone

. NON STATUTORY WELFARE FUNDS

These positive conditions are made on conscious explanation with no statutory duties as dissected beforehand. These focal points are contained with thankfulness between the business and the work in the industry. In a general sense after the statutory methodologies showed up furthermore, as in shaped sectors. The reasons for which non-statutory assets are used are: Death help! Strike lockout periods! Retirement preferring! Emergency conditions,

EMPLOYEE WELFARE INDUSTRIAL PEACE

Mental and present-day experience gets a few information about have shown that high creation can exist when the workers are equipped with the best

work government help measures. It is fundamentally impossible to have battled experts with low psyche blowing and low creation. Every so often these specialists, may an inconceivable bit of the time base on explicit issues and other unrelated points of view rather than on creation. For quite a while the astonishing might be astonishing at any rate the creation is low why? This sort of sureness can be called as after a short time formed astounding under these conditions the outcome happens gives out at any rate UN, rich supervisors. Unmistakably when the two authorities and the heap up increase a supposition of thriving by taking an excitement on standard creation goals we may call it "creation filtered through sureness", a condition wherein the splendid needs of all concerned or gets it.

III. RESEARCH METHODOLOGY AND NEED OF THE STUDY

The standard element was on work government help practices gave by the connection and some tress on specialist's affiliations considering the course that there was the components which will influence the general, current relations and effectiveness of the alliance. Government help practices are enduring an enormous development in the cutting edge relations and capacity. The worthy government helps practices with willing actuate the improvement of the mechanical relations and favorable position in a sensational manner. Laborer's social requests are other than the standard fundamental factor that will impacts effectors improve the front line relations in association and ability of the work connection bit of room and affiliation program, are an area of the structures which boss used to the stock the security. A locale from the money related government help practices mental evaluations, for instance, change and status are what is more essential to store up the upside of the work.

OBJECTIVES OF THE STUDY

To consider another government help measures obliged the laborers' in the Big Bazar. "Whether the workers' of the Big Bazar is content with statutory/non-statutory. To study the centrality of the capacity.

To offer suggestions to improve the major to improve the chance of workers living.

To offer suggestions to comprehend the undeniable non statutory measures to progress of delegates.

To find a few solutions concerning the time office the store up. To find a few solutions concerning the requesting the administrators in the association.

SCOPE OF THE STUDY

The study has been facilitated in Big Bazar. In on a very basic level spins around the organization help measures accommodated the operators of Big Bazar. It covers basically administrative .supervisory, administrative staff what is more. This study accentuation basically various sorts of plans accommodated the workers

LIMITATIONS OF THE STUDY

This study has been driven within the hour of 45 days.

It may not offer near assessment on account of time unsurprising.

The information aggregated surveys through abstractly the test size is 120 individuals Data gave through diagrams may not be generous.

RESEARCH METHODOLOGY

Research plan

Questionnaire plan

Mode of get-together information

Tools utilized for the assessment

RESEARCH DESIGN

Type of Research Design

To accomplish the objectives of the evaluation, a beguiling examination course of action is discovered a bit of good pace data from the present specialists. Illustrative research is the one that basically delineates something, for instance, demography qualities of operators in the connection. The undeniable appraisal is ordinarily stressed over picking reiterate with which something occurs or how two unique social affairs change together. Expressive game-plan is used when the explanation for analyzes is:

To depict the characteristics of unequivocal get-together,

To measure the degree of people in predefined masses who have thinking about a particular objective.

To make express predications.

To pick if certain assortments are related. The principal strategy of an evaluation is an exact and dependable one. It is moreover, a touch at a time strategy. All the information was gathered in a fourth of a year in common clarification. The enhancement was on government help estimates given by the firm is remarkable among other open division firms. The open part now bit by bit enduring an astounding work in our economy. The open part should target giving exceptional activities which lead to the general budgetary and social government help of the people.

QUESTIONNAIRE DESIGN

There are four sorts of procedures are there to study arranging. Those are followed: Now spread filtered through! Now spread not filtered through! Disguised non-structure! Disguised structure Non-spread filtered through an audit is used. These system laborers standardized audits to accumulate data on central focuses, conclusions and path from the respondents. The purpose of the evaluation is uncovered clearly to the respondents. So nothing about the inspirations driving evaluation is ensured about from the respondents. The sorts of requesting used in the audit are: Open completed requesting! Closed completed requesting! Multiple choice solicitations! Double completed requesting this evaluation by and large experienced with the shut completed requesting. In that type, respondents have 3 choices to answer. Test Size The evaluation went on 120 models.

MODE OF COLLECTING DATA

Sources of the Data

Towards the accomplishment of the above spotlights on a straightforward assessment has been made In Big Bazar, Hyderabad.

Primary Data

The fundamental information is assembled through social occasions of the workers with the review by visiting different zones and picks various

assignments and grouped class of the agents. Concerning government assist working environments with enjoying lodging, security, clinical, enlightening and money related focal points. I met the laborers in working hours, the laborers have filled the overview inside 25 to 30 minutes, hearing their viewpoint about the organization help working environments An Endeavour has comparatively been made the evaluation to discover the examinations of the laborers' towards the present government help work environments and security works out.

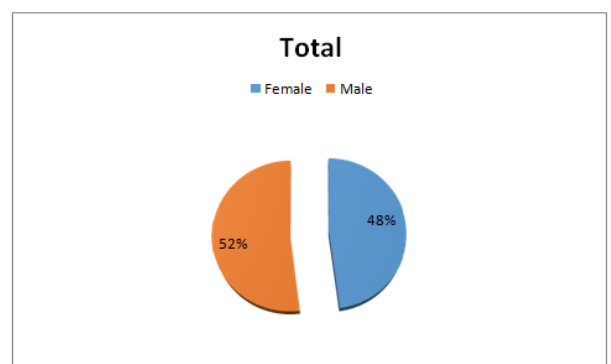
Secondary Data

Assistant information incorporates the affiliation yearly reports, quality explanations, procedures and rules relating as far as possible taking everything into account and work government help works out. A fragment from this taking data from different books on precious association and work government help has made the survey of work government help working environments in some of the parts.

IV. DATA ANALYSIS AND INTERPRETATION

Data analysis and Interpretation

Male	38
Female	35

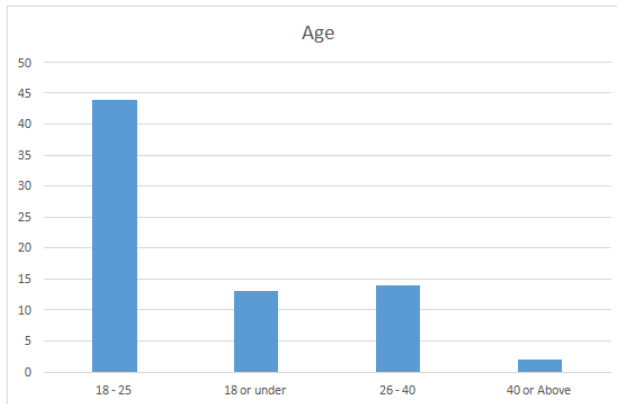
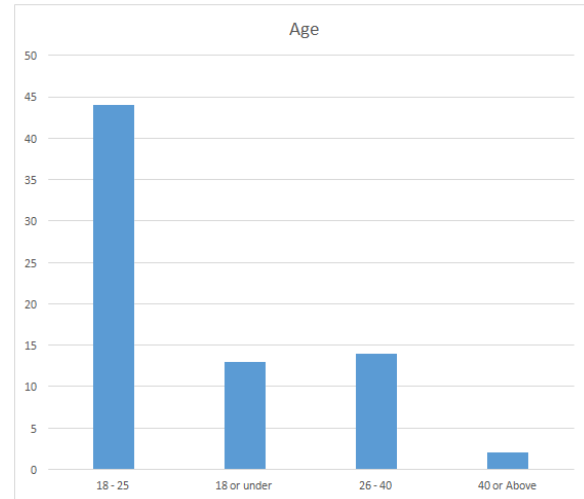


Interpretation:

From the above data, we can analyze that 52% of the male are working At Big Bazaar as compared to female are 42 %

Age:

18 or Above	13
18 – 25	44
26 – 40	14
40 or Above	2



Interpretation:

From the above data, we will take a look at that in maximum instances the those who paintings at big Bazaar is among 18-25 age particularly the youths. The age companies which consist of 18 underneath and 26-40 are operating at Big Bazar fewer and the parents 40 or above are not regularly running at big Bazaar.

Education:

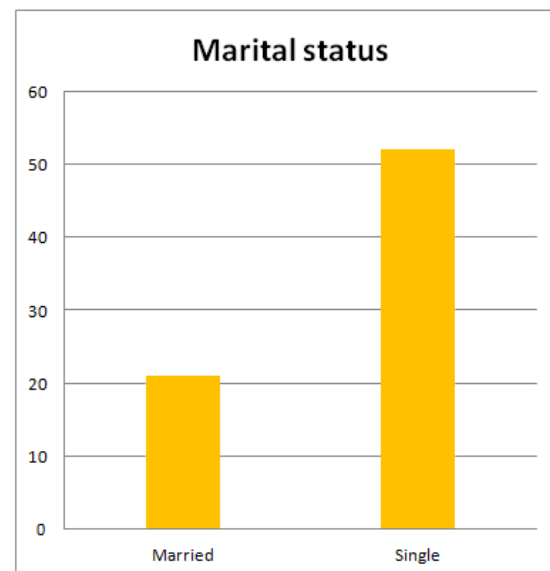
Under graduate	18
Graduate	34
Post graduate	21

Interpretation:

The training qualification of the pattern became 34% had been graduate and 21% are put up graduate and 18% until underneath graduate

Marital Status:

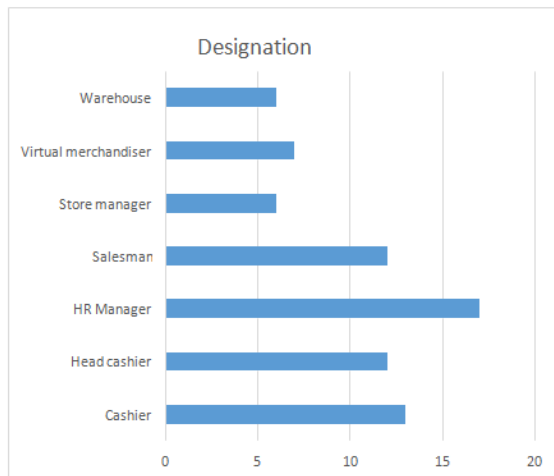
Married	21
Single	52



Interpretation: in the sample the 21 workers are married and 52% are unmarried

Designation:

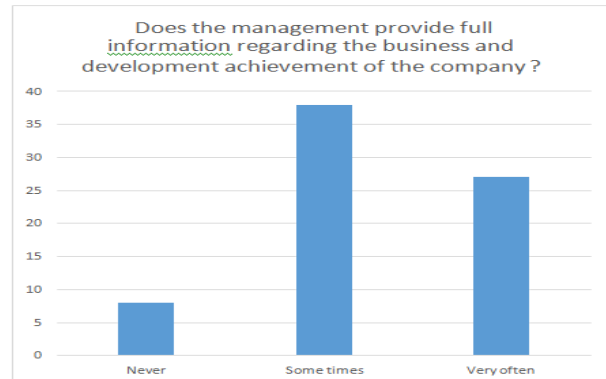
Cashier	13
Head	12
HR Manager	17
Salesman	12
Store Manager	6
Virtual merchandise	7
Warehouse	6



Interpretation: From the above statistics, we are able to analyze that widely talking the HR supervisor is 17% and salesmen, cashier, is 12% the cashier is 13%, salesmen, a head cashier is 12% warehouse and keeps supervisor is most effective 6% at Bazaar

6. Dose the control offer whole records regarding the organization and development success of the industrial organization company?

Very often	27
Some times	38
Never	8

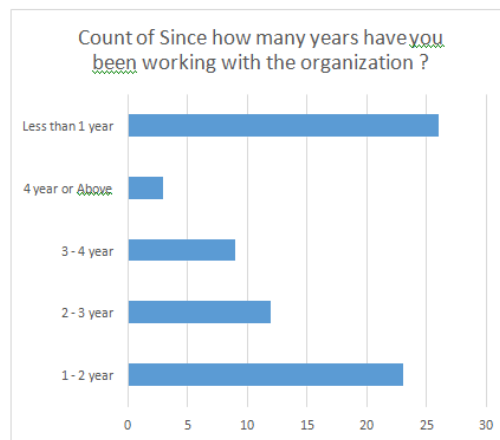


Interpretation:

From the above data usually 38% humans believe that sometimes they supply data concerning the industrial agency and development and 27% say that large bazaar may be very often regarding their records but eight% person say that huge bazaar in no manner offer their records regarding agency and tendencies Since how many years have you been working with the organization ?

Experience with organization

Less Than 1 year	26
1 – 2 year	23
2 – 3 year	12
3 – 4 year	9
4 year or Above	3



Interpretation : The above chart suggests that considering what number of 12 months employee going for walks at huge bazaar And nearly 26% worker new joins and 23% employees 1-2 12 months, 12% worker 2-3 12 months, nine% worker three-4 year and best three% employee of the huge bazaar are running with Big Bazaar more than 4 year. Big Bazaar provides Incentives or not?

V. FINDINGS, SUGGESTIONS AND CONCLUSIONS

Findings personnel ratio at large Bazaar 38% male and 35% lady further operating and maximum of 40 4% youngsters strolling at Big Bazaar and they all are 34% graduated, 21% placed up graduated and infrequently 18% employee are underneath graduate Most of the fifty-two % employee are single and simplest 21% worker is married The 27% employee is aware of the entire records regarding Big Bazaar provide with the aid of the manipulate but until quality eight% employee now not aware most of the sixty 5% worker aware about incentives offer at large bazaar and eight% employee s don t recognize about the incentives The employee working at large bazaar usually 24% of employees profits slab loads much less than 10,000 and first-rate 12% of employees profits slab greater than 31,000 most of the 27% employee take shipping of as proper with that enterprise to provide them reimbursement due to the reason for that they beautify the image of the enterprise company The worker quality 32% consider that their repayment programs are well defined & defined them very well and furthermore, 27% employee provide their opinion that how effective compensation affect employee mounted overall performance maximum of the worker suppose that in addition to their pay for the paintings they do they take following blessings fifty-seven % medical benefits, 30% pension blessings, 38% paid leave blessings, forty-eight % coverage benefits and 39% mortgage benefits The personnel opinion regarding large bazaar is 29% employee strongly agree that their simple pay is reviewed periodically and furthermore 32% worker is anticipating that their simple pay is well balanced maximum of the personnel encourage with the aid of using the boom in clean pay and this change assist to collect their set dreams and for all that personnel are happy with the large bazaar

SUGGESTIONS

Any research is not complete and there can be constantly a scope of in addition research. There are a few obstacles on this whole test and primary is restricted to huge Bazaar in retail business enterprise and to precise set of their employee only. Maximum of the worker is from Gujarat so in some times it can t exercising to wonderful states the mission of labour and compensation check has been executed in present-day now not particular to any specific class of employee In destiny, extra placed up/ designation specific and with greater geographically unfold studies need to be accomplished so that you may want to have a have a have a observe how net website clearly effect on overall performance on employee repayment for working preference approach. Second as facts were amassed via comfort sampling, despite the fact that enough precaution has been taken to keep away from the biasness but even though there can be scope of development. So, there may be scope of further studies in case you want to deliver more whole give up for internet website on-line feature and an in- depth examine on effect of incentives and compensation worker performance.

Bonus given with the resource of manner of the enterprise it is far encouraged to the corporation should pay the better praise /remuneration regarding to personnel this is motivating element that would encourage the personnel to artwork difficult in carrying out group's dreams and desires. Statements "how do you enjoy about the running surroundings "it is advised to the monetary corporation agency to take majors so that you can preserve the prevailing way of life and weather. Announcement on foot hours allocated to you through using the industrial company enterprise business enterprise are "t assertion that business enterprise need to preserve the prevailing lifestyle in destiny. Announcement "how do you feel about that refreshments centers furnished by way of using manner of way of the agency it is far recommended the agency that must represent on this hassle because of the truth a long term artwork with strain they need to be furnished better surroundings facilities for refreshment keeping off strain. Assertion transportation facilities furnished via the business organization it is far advocated to enhance delivery maintain better in future. Assertion "the monetary assist getting from the organization it is far suggested to the company continues the same machine in destiny moreover; Statement rolls concerning leaves are felt to be happy which distinct dissatisfied. This suggests that the organization is not always offering the leaves. It is far encouraged to the manage must



constitute on this problem and decrease the artwork stress and pressure on personnel through the usage of way of the presenting leaves.

CONCLUSIONS

The take a look at indicates the employee standard performance at Big Bazar Hyderabad and from the ones observe the perception can be drawn that the ratio of male and lady artwork the huge bazaar are identical. And the worker running the large Bazaar they take incentives maximum of the Bonus and free schooling workshop. From this check, I examine that incentives and compensation it creates a very deep impact on employee's normal overall performance. Whilst human beings get extra gain from an organisation or organization they are capable of greater awareness toward their paintings and that work is extra productive.

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