

# Topic-Outsourcing of unskilled workers

-with special reference to housekeeping in university of Mysore

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## **Abstract**

*Organizations are nothing but group of people. They utilize ordinary physical, financial and human resources to produce extraordinary results. An organization to sustain in this competitive world requires extraordinary efforts from its people which in turn grows organization to gigantic proportion .Human resource constitute the backbone of an organizations. Once they get inspired, people can move mountains! They can aid an organization to achieve sustained competitive advantage and ensure the success of the organization. In every organization different nature of work will be there some are regular and routine in nature, some are seasonal and some are confidential. To perform these works sometimes human resources are appointed and sometime human resources are outsourced. The seasonal works are outsourced to reduce the operating cost or to save money. The routine works are outsourced to improve the operational performance to get the expertise service or to reduce the risk. Maintaining human resource is the costly in the present context. Human resource management is following different strategies to meet the requirements of the organization like in house human resource and outhouse human resource. Outhouse human resource is called outsourcing.*

*Outsourcing is the process where the things are done through the help of outsider. The intention behind the outsourcing is to get expertise service and to reduce the operating cost. Nowadays companies outsource some of its works like call centre services, training and management development program, coaching, payroll, recruiting and housekeeping. Most of the companies are succeeding by Outsourcing.*

*Housekeeping refers to day-to-day cleanliness, tidiness and good order in all parts of the office. Housekeeping provides a clean and pleasant working environment. It also helps prevent accidents in the workplace and aids the efficient operation of the office. Housekeeping can usually be achieved by routine cleaning of the premises, proper storage of materials, periodic disposal of rubbish, regular maintenance of facilities and full staff co-operation.*

*Mysore University is one of the leading University in India. It has got A+ Grade, to maintain expected standard and reduction of the cost doing both things is difficult task. one way reduce the cost and providing excellent education so some of the works are outsourced in Mysore University like examination works, supply and installation of computer systems, supply of tables and chairs. Housekeeping is very essential in University, to achieve the objectives of lower cost Housekeeping is one among the work in Mysore University outsourced.*

***Keywords-****Human resource, Outsourcing, Housekeeping, Inhouse resource, outhouse resource.*

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# **Topic-Outsourcing of unskilled workers**

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## **INTRODUCTION:**

The human resource is the most important asset of an organization. The success or failure of an organization is largely depending upon the quality of human resource working therein. Without positive and creative contributions from human resource, organizations cannot progress and prosper.

Global outsourcing is a necessary and effective tool that offers the business community a baseline. It is the first milestone in a process that should give the business and corporate communities a route map to the right outsourcing process. Global outsourcing will help companies find new sources such as low labor cost, unique materials, and new opportunities, as well as encourage companies to continuously change in order to improve their flexibility.

Normally in an organization there will be 2 types of works, one is regular in nature the other is seasonal in nature. To perform these works sometimes human resources are appointed and sometime human resources are outsourced. The seasonal works are outsourced to reduce the operating cost or to save money. The routine works are outsourced to improve the operational performance to get the expertise service or to reduce the risk. Maintaining human resource is the costly in the present context. It is the observation made by the corporate world. Based on that to reduce the cost of HRM. Human resource management is following different strategies to meet the requirements like, in house human resource and outhouse human resource. Outhouse human resource is called outsourcing.

Outsourcing is a human resource management tool that offers a new paradigm in the way of business, getting strategic response in the current global economy. The expansion of outsourcing has an efficient mode in the reduction of human resource cost.

Outsourcing has been playing a vital role in various sectors like manufacturing sector, public sector, service sector. Now a days Outsourcing has become very popular in many areas likewise banking, industries, hotels, university and colleges. Most companies outsource some works e.g.:- call center services, employee assistance, training and management development program, coaching, and payroll and recruiting. In University there will be two types of staff members like teaching staff and supporting staff. To enhance the quality of teaching KPO [are some work Knowledge Process Outsourcing] was followed earlier. In case of supportive staff to reduce cost Outsourcing is used.

The University of Mysore was established on 27 July 1916 during the benevolent reign of the Maharaja of Mysore, his highness Nalvadi krishnaraja wodeyar (1884-1940). Today the University providing higher education with proper academic experience. Mysore University having A+ Grade, so maintain the good environment and cleanness is very essential in University. To enjoy the benefits of outsourcing Mysore University is also outsourced some of its areas of work depending upon the nature of work e.g.- examination work, evaluation process, supply and installation of computer systems, supply of tables and chairs, construction of Building, supplying and fixing of furniture and also the housekeeping.

Housekeeping refers to day-to-day cleanliness, tidiness and good order in all parts of the office. Housekeeping provides a clean and pleasant working environment. It also helps prevent accidents in the workplace and aids the efficient operation of the office. Housekeeping can usually be achieved by routine cleaning of the premises, proper storage of materials, periodic disposal of rubbish, regular maintenance of facilities and full staff co-operation.

## **. DEFINITION OF HOUSEKEEPING**

Housekeeping is the business of “keeping house”. The houses need to be kept reasonably clean, organized, and functional to meet the needs of the people who leave there. It involves not only cleaning the house, but setting it up, decorating, and organizing it so people can work, relax, eat, sleep **etc.....**

## **NEED FOR THE STUDY:**

Human resource management always concentrates towards regular supply of right type of human resource, at right cost, at right time to ensure the smooth functioning of the organization. Each and every activity in an organization as got its own importance to support to the success of the organization. To get the success, reduction of cost is also very essential. Outsourcing some of the activities in an organization leads to reduction in the overall cost.

Mysore university is also outsourced some of its activities to reduce the overall cost of administration and increase the quality of services. The main intention of outsourcing is to reduce the cost and get the expertise service depending upon the nature of work. For housekeeping special skill is not required, unskilled workers are sufficient.

My study is focused on Outsourcing of housekeeping. It is said that Outsourcing of housekeeping is ensuring the quality on one side and reduces the cost on another side. To know really outsourcing of the housekeeping activities is beneficial. In this direction cost benefit analysis is required.

## **OBJECTIVES OF THE STUDY:**

- ✓ To study the importance of outsourcing in the present context.
- ✓ To study the different types of outsourcing in University.
- ✓ To study the benefits of housekeeping in university.
- ✓ To study the perception of the people about the outsourced housekeeping activities in Mysore University.
- ✓ To find out the obstacles of outsourcing in housekeeping and suggest the ways to overcome it in Mysore University.

## **RESEARCH METHODOLOGY:**

The study is based on both primary data and secondary data, for this purpose a structured questionnaires and interview is made to collect the required data about outsourced housekeeping.

The study will be based on 100 sample size. The respondents are selected on the basis of cluster sampling technique 25 for non teaching staff, 25 for teaching staff, 25 for students, and 25 for general public.

## **MEANING OF OUTSOURCING**

Outsourcing is any task, operation, job or process that could be performed by employees within an organization, but is instead contracted to a third party for a significant period of time. In addition, the functions that are performed by the third party can be performed on-site or off-site.

### **The Need for Outsourcing:**

The first and foremost reason why companies outsource their processes is the significant and even massive cost reduction that results from outsourcing jobs, processes, businesses etc. But why is it so? Well, outsourcing lets a company to focus on their core expertise like IT, Hotels, Health etc while letting people manage other peripheral (not necessary services nonetheless) services like data entry, employee database, housekeeping, customer support and so on. Such Off sourcing allows the company to turn fixed costs into variable ones, reduces the burden of managing a large workforce and extending them the various company benefits. In fact most of the top companies prefer low-cost destinations like India for their outsourcing needs, whether BPO or other, as they can cut back on a lot of overheads like worker benefits, maximum working hours etc.

Apart from this Business Process Outsourcing (BPO) and other outsourced processes is an opportunity to get a foot hold in any new country by making new clients (in the form of

service providers), setting up new business offices, understanding the domestic market and so on.

## **IMPORTANCE OF OUTSOURCING IN PRESENT CONTEXT**

Outsourcing as an idea is not novice; it has been for over a thousand years now, the only difference being that it's gaining lot more popularity since a decade for whatever reasons. Outsourcing basically means asking a third-party vendor to work for you on a contractual basis. Companies outsource primarily to cut costs. But today, it is not only about cutting cost but also about reaping the benefits of strategic outsourcing such as accessing skilled expertise, reducing overhead, flexible staffing, and increasing efficiency, reducing turnaround time and eventually generating more profit. Like any other business venture proper planning and research is necessary before choosing an outsourcing partner whether it is on shore or offshore. But by outsourcing to a third party, your business can focus on what it does best and gain a competitive edge in the marketplace.

Outsourcing is “the strategic use of outside resources to perform activities traditionally handled by internal staff and resources.": Outsourcing is a strategy by which an organization contracts out major functions to specialized and efficient service providers, who become valued business partners. Sometimes outsourcing involves the transfer of employees from the company to the outsourcing company.

In the early days, cost or headcount reductions were the most common reasons to outsource. In today's world the drivers are often more strategic, and focus on carrying out core value-adding activities in-house where an organization can best utilize its own core competencies. Main factors influencing successful outsourcing.

### **The critical areas for a successful outsourcing program are:**

- \*Understanding company goals and objectives
- \*A strategic vision and plan
- \*Selecting the right vendor
- \* Ongoing management of the relationships

- \* A properly structured contract
- \* Open communications with affected individual/groups
- \* senior executive support and involvement
- \* Careful attention to personnel issues
- \* Short-term financial justification

From this list open communications and executive support are of paramount importance in a successful outsourcing process. Additional consideration should be for a workable Service Level Agreement, which is openly available, to all staff involved.

## **Why outsourcing is important for India**

India remains one of the most favored outsourcing destinations in the world. The western countries are increasingly willing to outsource jobs to countries like India, Indonesia, China and Bulgaria. The reasons are very clear, companies get cost benefits and control over the project. But the most important question is: Why India? And How India managed to top the list of outsourcing locations for western giants? Actually, India offers quality, a better infrastructure, liberal policies for foreign investments and huge work force at low prices. Obviously, the country also enjoys the benefits of these outsourced projects. Let's find out how:

### **Employment**

India is the world's second most populated country but still in the developing stage. Unemployment is one of the pivotal reasons for widespread poverty in the country. However, the education system is yet very strong, producing thousands of qualified professionals every year. The country is not able to produce same amount of jobs every year though, so outsourcing helps in creating jobs. Without these outsourcing projects, the employment scenario would have been worse.



## **Foreign Currency**

Foreign currency reserves are very important for all countries and the different projects from around the world in India ensure that the supplies of various currencies from these countries keep flowing. United States, United Kingdom and Australia are the heavyweights who like to outsource jobs in India and help in prospering the economy.

## **Infrastructure Development**

India has seen a major growth in the infrastructure development in last decade and foreign investments is one of the reasons for it, directly and indirectly too. While outsourcing jobs to a country, foreign companies make sure that the workforce has necessary equipments and infrastructure facilities to meet the needs of competitive market. Therefore, they see to it that money is pumped for infrastructure development. Moreover, Indian Government has also worked a lot on the infrastructure sector to allure more and more companies for investing in the country.

## **Quality and Knowledge**

Undeniably, western countries are far more ahead of developing countries in terms of managing and executing things. Their overall approach, knowledge and process of handling projects is very different and outsourcing serves as an amazing platform for workforce in India to get to learn these things. There are many young talented professionals in India who are looking for better opportunities and while working on such outsourced projects, they get to interact and learn from these foreign clients. This results to an overall quality growth of the workforce in India.

## **Per capita Income**

Basically employees are not worried about foreign currency reserves or infrastructure growth. It may sound like a narrower approach but people are more worried about their salaries than anything else. Outsourcing in India has actually increased the bar

for salary packages. And this is a very good thing, people today are being paid much more than what they were used to. This has increased the buying power of people increasing the standard of living in the country.

Therefore, it is not the outsourcing companies who benefit through the process as the advantages are mutual. Both the economy of India and workforce enjoys the benefits of such outsourced projects making it the most favored destination through quality and cost benefits.

### **COMMONLY USED AREAS OF OUTSOURCING**

<b>SL NO</b>	<b>AREAS</b>	<b>%</b>
<b>1</b>	Information technologies	<b>20%</b>
<b>2</b>	Administrative activities	<b>15%</b>
<b>3</b>	Estate	<b>10%</b>
<b>4</b>	Distribution	<b>10%</b>
<b>5</b>	Human resources	<b>9%</b>
<b>6</b>	Production	<b>7%</b>
<b>7</b>	Finance	<b>7%</b>
<b>8</b>	Customer services	<b>7%</b>
<b>9</b>	Marketing	<b>6%</b>
<b>10</b>	Transportation	<b>5%</b>
<b>11</b>	Management	<b>4%</b>

One of the reasons for the development of the outsourcing is the technological renovations. Technological renovations caused most of the services to be the subject of trade. As well as this, another factor is the great number of professional labour force by making relatively satisfactory. Educational investments in the developing countries. The lack of suitable job opportunities in these countries created a potential of labour force that can work for lower incomes. Also the renovations in the business world enabled the business of the service sector is done by outsourcing. Most companies evaluate outsourcing as a strategy that decreases the costs, brings in new skills and talents and provides financial flexibility. One of the most important reasons why enterprises apply for the foreign sources is obviously the costs. But as well as the cost factor the main reason for

the outsourcing is providing new technologies that the enterprises apply and put forward their own skills more efficiently and reach new information. Realizing the enterprise functions like new product development, design, production, marketing and advertising there will be opportunities to reach new technologies.

## **THE CURRENT STATE OF OUTSOURCING**

Outsourcing is not a novel concept. Business processes such a fleet management; printing and advertising have been contracted to external suppliers for decades. However, IT outsourcing is a relatively new practice, despite some arguing it is similar to the computer bureau

Services of the 1960s and 1970s. Key distinctions between then and now include: The central role information that technology now plays in almost every facet of business. The bureaux of the '60s and '70s largely processed simple billing functions. The advent of integrated applications, end-user computing, networking and distributed systems has created computer environments that are both complex and brittle. Early bureaux ran monolithic mainframes with dumb terminals. The fact that information technology is now central to the minute-tominute operation of the business. The systems of the 1960s and 1970s performed back-room functions A decision to outsource information technology processes now implies a much heavier reliance on the quality of the service provided by the outsourcer. Many large, sophisticated and successful corporations have followed the outsourcing path with spectacular success.

A few others have discovered the hard way that outsourcing can be a complex process, fraught with difficulty. Some of these companies retreated from outsourcing and tried to bring their systems back in house. They discovered that reversing the process is not simple, as they still lack both skills and resources. Outsourcing can be a spectacular success if it's done for the right reasons, follows due process, and is pursued with realistic expectations and a clear understanding of where the benefits are likely to emerge.

### **Different kinds of Outsourcing**

There are several different kinds of outsourcing, based on the nature of work outsourced. As we saw earlier, some companies tie up with service providers for narrow functions. However it is also common these days to outsource entire operations. This type of outsourcing can be placed in mainly 4 types

- Business Process Outsourcing
- Knowledge Process Outsourcing
- Human Resource Outsourcing
- Information Technology Outsourcing

### **Business process outsourcing (BPO)**

BPO is a subset of outsourcing that involves the contracting of the operations and responsibilities of specific business functions (or processes) to a third-party service provider. BPO is typically categorized into back office outsourcing - which includes internal business functions such as human resources or finance and accounting, and front office outsourcing - which includes customer-related services such as contact centre services. In the early days, BPO usually consisted of outsourcing processes such as payroll. Then it grew to include employee benefits management. Now it encompasses a number of functions that are considered "non-core" to the primary business strategy. Now it is common for organizations to outsource financial and administration (F&A) processes, human resources (HR) functions, call center and customer service activities and accounting and payroll.

### **Knowledge Process Outsourcing**

A form of outsourcing in which knowledge- and information-related work is carried out by workers in a different company or by a subsidiary of the same organization. This subsidiary may be in the same country or in an offshore location to save costs or other resources. Companies resort to knowledge process outsourcing when they have a shortage

of skilled professionals and have the opportunity to hire skilled workers earning lower wages in another location for a lower overall cost.

Knowledge process outsourcing (KPO) is the allocation of relatively high-level tasks to an outside organization or a different group in a different geographic location. Examples of KPO include long-term jobs for intellectual, analytical and knowledgeable people within industries such as research and development, financial consultancy and services, business and technical analysis and many others.

## **HUMAN RESOURCE OUTSOURCING (HR Outsourcing)**

Human resource outsourcing means that the HR function is outsourced to another company that specializes in HR. therefore the company that outsources HR does not have its own internal HR department. This can cut costs but one downside is that the company it is outsourced to will not have intimate knowledge of the business and may therefore not be the best people to control HR practices.

□□ Outsourcing, with a literal translation of “outside resource” in English, is a kind of management pattern, which could help enterprises to reduce cost, raise efficiency, focus on core competencies and commit their internal resources to more strategic-added functions by integrating and utilizing the excellent and professional resources outside. Human resource outsourcing refers to that one company outsource certain HR management or functions to other enterprises and organizations, so as to realize its human cost reduction and efficiency maximization. On the whole, the outsourcing of human resource management is to penetrate all the HR services, including human resource planning, system designing and innovating, flow integrating, employees’ degree of satisfaction investigating, compensation researching and planning, training, industrial arbitration, employees relationship, planning of enterprise culture, etc.

## **Information Technology Outsourcing (IT Outsourcing)**

IT outsourcing is a phrase used to describe the practice of seeking resources -- or subcontracting -- outside of an organizational structure for all or part of an IT (*Information Technology*) function. An organization would use IT outsourcing for functions ranging from infrastructure to software development, maintenance and support. For example, an enterprise might outsource its IT management because it is cheaper to contract a third party to do so than it would be to build its own in-house IT management team. Or a company might outsource all of its data storage needs because it does not want to buy and maintain its own data storage devices. Most large organizations only outsource a portion of any given IT function.

IT outsourcing is the use of external service providers to effectively deliver IT-enabled business process, application service and infrastructure solutions for business outcomes. Outsourcing, which also includes utility services, software as a service and cloud-enabled outsourcing, helps clients to develop the right sourcing strategies and vision, select the right IT service providers, structure the best possible contracts, and govern deals for sustainable win-win relationships with external providers. Outsourcing can enable enterprises to reduce costs, accelerate time to market, and take advantage of external expertise, assets and/or intellectual property.

The University of Mysore is a [public state university](#) located in [Mysore, Karnataka, India](#). The University was founded during the reign of [Krishnaraja Wodeyar IV](#), the [Maharaja of Mysore](#). The university opened on 27 July 1916, with the first [chancellor](#) being the [Maharaja](#) of Mysore and the first Vice Chancellor being [H. V. Nanjundaiah](#). The University became the first outside the domain of the English administration in India, the sixth University in India as a whole, and the first ever University in [Karnataka](#). It is a state University of the affiliating type, and became autonomous on 3 March 1956, when it gained recognition from the University Grants Commission.

## **MYSORE UNIVERSITY OUTSOURCED WORKS**

Today the University providing higher education with proper academic experience. Mysore University having A+ Grade, so maintain the good environment and cleanness is very essential in University. To achieve the objective of lower cost

Housekeeping is outsourced. To enjoy the benefits of outsourcing Mysore University is also outsourced some of its areas of work depending upon the nature of work e.g.- examination work, evaluation process, supply and installation of computer systems, supply of tables and chairs, construction of Building, supplying and fixing of furniture and also the housekeeping.

## **IMPORTANCE OF HOUSEKEEPING**

Housekeeping is the business of "keeping house." The house needs to be kept reasonably clean, organized, functional, and meet the needs of the people who live there. It involves not only cleaning the house, but setting it up, decorating, and organizing it so people can work, relax, eat, sleep, bathe, etc.... It includes home maintenance and repair. It includes shopping and paying the bills so that the home keeps running. How you keep house affects everyone in the home, for good or for bad. Ideally, the house should be a welcoming place where people can relax and recharge for the outside world.

The best workplace safety resolutions one can make is to improve the housekeeping. An Occupational Health and Safety officer once told that he can tell the value management places on health and safety by the housekeeping. Good housekeeping = high value placed on health and safety; bad housekeeping...well, you get the picture. Poor housekeeping can result in cords, protruding objects and debris strewn across the floor, which can cause trips, slips and falls—some of the most common workplace injuries. These kinds of injuries can happen as readily in an office as in an industrial work environment. When space is an issue, the emergency exits are often the first to be blocked because they're seen as wasted or unused space. For example, it may be tempting to store boxes, supplies, etc. near or in front of an emergency exit so they're out of the way. But blocked exits can impede escape during an emergency, which can have catastrophic results. So make sure that emergency exits are kept clean and clear of clutter.

Housekeeping is a major issue when it comes to safety in the workplace. Too often hazards are purposely overlooked due to a "that's not my job" or "I didn't do it – let someone else fix it" mentality. The truth is, daily trips, slips, falls, cuts, and grazes are often outcomes from poor House Keeping. And the scary thing is the statistic that slips and

falls rank as the second leading cause of accidental deaths of 45 to 75 year olds. Not only is House keeping important to you and your workmates, but also to your family, friends, and clients who visit your workplace.

“House Keeping is the benchmark for Safety:

Poor Housekeeping = Poor Safety.

Moderate Housekeeping = Moderate Safety

Good Housekeeping = Good Safety.”

### **What are some benefits of good housekeeping practices?**

Effective housekeeping results in:

- reduced handling to ease the flow of materials
- fewer tripping and slipping accidents in clutter-free and spill-free work areas
- decreased fire hazards
- lower worker exposures to hazardous substances (e.g. dusts, vapours)
- better control of tools and materials, including inventory and supplies
- more efficient equipment cleanup and maintenance
- better hygienic conditions leading to improved health
- more effective use of space
- reduced property damage by improving preventive maintenance
- less janitorial work
- improved morale



- improved productivity (tools and materials will be easy to find)

### **What are the elements of an effective housekeeping program?**

Dust and Dirt Removal, Employee Facilities, Surfaces, Floors: Walls, Maintain Light Fixtures, Aisles and Stairways Spill Control Tools and Equipment Maintenance, Waste Disposal, Storage.

### **FINDINGS**

- In most of the organizations the works can be divided into seasonal, routine and confidential. Universities work can be grouped in the same way. Based on nature of work some of the works are outsourced in Mysore University.
- Main intention behind outsourcing is to reduce the cost and to get the specialized services. Mysore University is also outsourced some of the works viz., examination work, supply and installation of computer system, furniture and fixtures and also housekeeping to reduce cost and to save the time.
- Outsourcing creates employment opportunity, due to the outsourcing of housekeeping in Mysore University many unskilled workers are getting the opportunity to work in Mysore University.
- Outsourcing reduces the administrative burden helps and to concentrate towards core areas.
- In Mysore University for housekeeping tender will be called and a systematic procedure is followed to allot the tenders for housekeeping.
- As per my interaction with the workers, Contractors are not paying workers monthly salary in the same month so they are demotivated towards works. It has negative impact on the overall performance of the outsourced housekeeping.
- Majority of the respondents are saying that outsourced housekeeping in Mysore University is not up to the expectation and also not improved the cleanliness of surrounding of the University.

### **SUGGESTIONS**

- ❖ University of Mysore is one of the best and biggest among the Universities in India. Its administration has more responsibilities, but University of Mysore (UOM) is not in a position to manage all those responsibilities in stipulated time. So it is outsourced some of its works because UOM is getting benefit from outsourced such as reduction in cost, reduction in risk and getting the expertise in service as per my work 50% of the respondents are saying UOM is still expecting to increase its expertise service. So it can be suggested as UOM to increase more expertise qualities in its services for achieving excellence in its services.
- ❖ University of Mysore in its outsourcing contracts increases employment opportunity and finally increases standards of living of people. It's better to continue UOM to continue with the outsourcing contracts
- ❖ It is more useful to UOM, besides while calling for outsourcing in tender notification the UOM should fix minimum condition, for qualities of work then it will be more effective.
- ❖ University of Mysore should more concentrate on tender notification rules and regulations; transparent selection of contractors is required.
- ❖ Contractors are not paying workers monthly salary in the same month so they are demotivated towards work. It has negative impact on the overall productivity of the outsourced housekeeping. So it can be suggested that the University administrating department to take the little care decision about the issue.
- ❖ After Outsourcing any works cost benefit analysis is essential. So in housekeeping of University of Mysore this analysis should be made to get the real benefit of Outsourcing.

## **CONCLUSION**

The success of every organization is largely depends on its effective use of Human resources .HRM always constraint towards regular supply of write type of

human resource at right time at right place to ensure the smooth function of the organization. Outsourcing is the process where things are done through the help of outsiders. The intention behind outsourcing is to get expertise service and to reduce the operating cost. Nowadays companies outsource some of its works like call centre services, training and management development program, coaching, payroll and recruiting. Most of the companies are succeeding by Outsourcing

In the present context most of the organization outsourced some seasonal works to reduce the operating cost, reduce the risk and routine works are also outsourced to get the expertise service and save money, in this way University of Mysore also outsourced some of its works. Housekeeping is very essential in every sphere of world. University housekeeping works also outsourced to maintain the good surrounding of the University.

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