A STUDY ON EMPLOYEE SATISFACTION TOWARDS WELFARE MEASURES

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Abstract

Welfares are the measures of promoting the employee's efficiency in an organization. The various welfare measures provided by an organisation will have immediate impact on the satisfaction level of employees working in an organisation and overall efficiency of employees and thereby contributing to the higher productivity. One of the main purposes of employee welfare measures is to improve the employee life and to keep them happy and conducted. Welfare measures may be both statutory and non-statutory, which includes housing, canteen, education, medical and laws require the employer to extend certain benefits to employees in addition to wages or salaries. In the present study an attempt has been made to study the employee satisfaction towards the welfare facilities at Tamil Nadu Newsprint and Papers limited, Kagithapuram which helps to retain the employees working in an organisation that leads to success of an organisation. In this study, I used Descriptive research design. Totally 120 employees from various departments has been selected as respondents to fill the questionnaire for this study. Findings of this study are only related to the employees of Tamil Nadu Newsprint and Papers Limited.

Index Terms: **Welfare Measures, Employee Satisfaction, TNPL.**

I. INTRODUCTION

Employee welfare is a broad area of social welfare both conceptually and operationally. It includes a broad field of state of well-being, happiness, satisfaction, conservation, and human resources development which helps to motivation of employee. Every Organizations provide welfare facilities to their employees to keep their level of motivation high. It is necessary to secure the cooperation of employee force to increase the production and to earn higher profits. The cooperation of employee force is possible only when they are fully satisfied with their employer and welfare measures provided by an organisation.

The employee welfare schemes can be categorized into two viz. statutory and non-statutory welfare schemes. The statutory schemes are those facilities that are compulsory to provide by every organization to all employees as compliance to the laws governing employee health and safety, these include: canteen facilities, drinking water, proper and sufficient lighting, facilities for sitting , changing rooms , first aid appliances, latrines and urinals , rest rooms. Non statutory welfare facilities may include personal health care, flexitime, employee assistance programs, harassment policy, employee referral scheme, med-claim insurance scheme. The non-statutory schemes vary from organization to organization and from industry to industry.

The welfare measures play an important role in every employee, because without welfare measures, they cannot work effectively in the organization. If people do not want to work, it is impossible for every organization to attain its goals. The different welfare measures which are provided by the employer to the employees will have a quick impact on the health, physical, mental efficiency alertness, morale and overall efficiency of the worker, which contributes to the higher productivity.

II. REVIEW OF LITERATURE

Sabarirajan et.al. (2010), in his article he found that 15% of the employees are highly satisfied with their welfare measures, 22 % of the employees are satisfied with their welfare measures.39 % of the employees are average with their welfare measures, and 16% of them are in highly dissatisfied level. Welfare measures plays greater role in every employee satisfaction which results in higher quality of work life. His study throws light on the effect of welfare measures on QWL among the employees of textile mills in Salem district.

Satyanarayna and Reddi (2012), in their article they stated that the overall satisfaction levels of employees about welfare measures in the organization cover is satisfactory. But, a few of them are not satisfied with their welfare measures provided by the organization. Therefore, they suggested that the existing welfare measures may be improved further. These welfare measures improve the employee's living standard and their satisfaction levels.

Sindhu (2012), she stated that the employee welfare measures increase the productivity of organization and promote healthy industrial relations there by maintaining industrial peace. Usually every organizations provide various welfare facilities to their employees to hold their motivation levels high. They provide many statutory and non-statutory things policies to maintain employee's satisfactory level in average. When they get better canteen facilities, good water to drink, clean restrooms, clean and hygiene washrooms and bathrooms, regular medical check-ups, health insurances, Employee assistance programme, better seating facilities or best workplace provides employee a greater satisfactory level. This leads an organisation to grow quicker.

Upadhyay and Gupta (2012), in their article they conclude that communication plays a major role in increasing the satisfaction of an employee. Satisfied employees are said to have greater morale. Welfare measures and work experience does not necessarily relate to satisfaction. Therefore, they recommended that company should provide for adequate welfare measures but should not burden itself by

increasing the cost part of it in greed to earn the competitive edge and declare itself as most desired company. And Other factors like good and open communication, providing motivating factors, empowerment etc should be taken into consideration for increasing the employee satisfaction level.

Mohan and Panwar (2013), their article showing the retail stores at Udaipur are providing not only intramural facilities but also extramural welfare facilities. It is extending its hands to promote amenities which may increase health and living standards of the employees working there. The effective & efficient policies and welfare facilities make the employee to perform the job better, which leads to effectiveness of the organization.

Reshma and Basavaraj (2013), in their article they stated that the employee welfare is a comprehensive term including various services, benefits and facilities offered to employees of the organization. Their study enlightens the concept of welfare measures; it also highlights the employee's perception regarding the various statutory welfare measures provided by the Donimalai Iron Ore Mine, Bellary.

Logasakthi and Rajagopal (2013), they revealed the employees enjoy not only the satisfaction of their jobs, but also various facilities given by the firms. The employees stretch their maximum support for the growth of the company where they are working. The department of personal is the one which takes care of the total human resources in the company. And the management provides all the health safety and welfares to the employees that will help to produce better performance in the work and working environment.

Srinivas (2013), he identified welfare facilities and employee's satisfaction level about welfare facilities adopted at Bosch limited, Bangalore. He also found that most of the, welfare facilities like medical, canteen, working environment, safety measures etc., are provided by the company and most of the employees are satisfied with the welfare facilities which are provided by the company for the welfare of employees.

Nanda and Panda (2013), they stated the Rourkela Steel Plant has adopted a better kind of welfare activities which create an effective working environment and thus better productivity. There are various types of welfare schemes such as medical allowance; death relief fund, insurance policy, housing and transportation facilities, recreation club, tour, etc which are provided by the organisation to the employees who are working there to maintain the good industrial relation. The premises and the departments are maintained healthy. And perfect safety measures have been practised in the organization, which tells that safety, health and welfare of employees are perfectly implemented.

Rajkumar, B. (2014), he attempted to identify the prevailing labour welfare measures and social security in IT industries in Chennai. His study reveals that the welfare facilities help to motivate and retain employees. Most of the welfare facilities helped to motivate the employees which ensures employee satisfaction and resulted in increased productivity.

M. D. R. Harshani1 and I. Welmilla (2017), This study is to discuss the effect of employee welfare facilities on cabin crew employee retention in Sri Lankan Airlines. The main goal of the paper was to analyses the effect of Employee Welfare Benefits with the Employees Retention among the Cabin Crew Employees in Sri Lankan Airlines. To achieve this objective two hypotheses were developed and tested. It consists of two variables such as the independent variable and the dependent variable which was welfare facilities and employee retention. The validity and reliability of the instruments was tested by using Cronbach's Alpha and test-retest methods. The study type is hypothesis testing and it was done in the natural setting with low interference of the author. The study is a cross-sectional in time and the primary data was collected by using random sampling technique and sample size was 40 cabin crew employees who are working in Sri Lankan Airlines. The unit analysis was at individual level. Data was collected through a structured questionnaire. The offline method was used to gather the data and the primary data set was used. The correlation and regressions methods were performed to test hypotheses and analyzed data.

III. RESEARCH METHODOLOGY

Research Methodology is the study of how research is implemented scientifically. It is the method to systematically get the solution for the research problem by logically adopting different ways. Moreover, it derives the methods in which the information is collected for the research. The collection of facts and information will be followed by processing using scientific technique and tools to arrive at a reasonable conclusion. The research design used in this study is descriptive in nature. The present study attempts to study about the various welfare measures provided to the employees by an organisation and the satisfaction level of employees towards it. The main objective of this study is to find the satisfaction level of the employees on welfare measures.

Data Collection Methods
Primary Data

Primary data is the data that is collected by researchers themselves during their own research using research tools such as experiments, survey questionnaires, interviews, and observation. In this study the primary data were collected from the employees of Tamil Nadu Newsprint and Papers Limited, at Kagithapuram through questionnaire.

Secondary Data

The Secondary data is the data that are gathered from the studies, surveys, or experiments that have been run by other people or for another research. In this study the secondary data were collected from books, journals, and websites.

Sample Size

The information is collected through questionnaire from 120 employees of Tamil Nadu Newsprint and Papers Limited. In this study I adopted convenience random sampling technique. After collecting the data, it has analysed with the help of tools like Percentage Analysis, regression, T Test and ANOVA.

Scaling Methods
Ordinal Scale
        An ordinal scale is a measurement scale that allocates values to variables based on their relative ranking with respect to one another in each data set. On the other hand, a weakly ordered variable is based on nominal-level groups that are then rank-ordered in a meaningful arrangement.
Nominal Scale
  A Nominal Scale is one, in which the numbers are set as tags or labels which is used to identify or classify the objects. Also, their scale of measurement which deals only with non-numeric variables and also there is no relative categorical order, that is the numeric value assigned to each category is erratic.

IV. DATA ANALYSIS
Descriptive Statistics

  This chapter deals with the descriptive and statistical analysis of the primary data collected from the employee who working in the organization. The hypotheses drawn by the researcher are confirmed with the support of statistical tools and results are inferred.

  Percentage analysis is a simple statistical instrument which is widely used in analysis and interpretation of primary data. It deals with the number of Respondents' reply to a questionnaire in percentage attained from the total population nominated for the study. It is one of the simple forms of analysis which helps the researcher to realize the outcome of the research. It is normally used for inferring the results in quantitative terms. In this study, percentage analysis was used to measure the percentage of demographic profile of those employees who participated in the study on various aspects.

Table- 4.1
Demographic Profile of the Respondents

Demographic Profile	Category	Number of Respondents	Respondents (%)
Age	<25	0	0.0%
	26-35	19	15.8%
	36-45	26	21.7%
	46-55	61	50.8%
	>56	14	11.7%
Gender	Male	114	95.0%
	Female	6	5.0%
Marital Status	Yes	115	95.8%
	No	5	4.2%
Experience	<1 year	0	0.0%
	2-5 Year	10	8.3%
	6-10 year	26	21.7%
	11-15 year	32	26.7%
	> 15	52	43.3%
Income	10000-25000	11	9.2%
	26000-35000	63	52.5%
	36000-45000	29	24.2%
	46000-55000	16	13.3%
	>55000	1	0.8%

Inference
  The above table shows a clear understanding of demographic profile of the respondents studied. It encloses the descriptive statistics of Age, Gender, Marital Status, Experience, and Income of the Employees working in Tamil Nadu Newsprint and Papers Limited (TNPL). The profile reveals that majority of the respondents are male.
  The study shows that 15.8% are from age 26 to 35, 21.7% are from age 36 to 45,50.8% are from age 46 to 55 and 11.7% are above age 56, 95% of the respondents are male, 5% of the respondents are female in the organization. About 95.8% have stated marital status as married and 4.2% of the respondent are single. About 8.3% of the respondents have 2 to 5 years of experience, 121.7% have 6 to 10 years of experience, 26.7% have 6-10 years of experience and 43.3% have above 15 years of experience. About 9.2% of the respondents get salary from 10,000 to 25,000, 52.5% get salary from 26,000 to 35,000, 24.2% get salary from 46,000 to 55,000 and 0.8% get salary above 55,000.

Table- 4.2
Different Facilities

Facilities	Category	Number of Respondents	Respondents (%)
Welfare measures	Yes	120	100.0%
	No	0	0.0%
Overall satisfaction of medical facilities	Yes	112	93.3%
	No	8	6.7%
Overall satisfaction of educational facilities	Yes	103	85.8%
	No	17	14.2%
Overall satisfaction of canteen facilities	Yes	108	90.0%
	No	12	10.0%
Housing loan provided	Yes	108	90.0%

	No	12	10.0%
Satisfaction of Housing facilities	Yes	108	90.0%
	No	12	10.0%
Recreation benefits	Marriage Hall	72	60.0%
	Clubs	25	20.8%
	Tour	23	19.2%
Allowances	Bonus	61	50.8%
	Medical	34	28.3%
	Loan	25	20.8%
Increment	Yes	105	87.5%
	No	15	12.5%
Restroom	Yes	112	93.3%
	No	8	6.7%
Cleanliness	Yes	113	94.2%
	No	7	5.8%
Lunchroom	Yes	114	95.0%
	No	6	5.0%
Maternity leave	Yes	120	100.0%
	No	0	0.0%
Working Hours	Yes	104	86.7%
	No	16	13.3%
Insurance	Yes	105	87.5%
	No	15	12.5%
Gratuity	Yes	105	87.5%
	No	15	12.5%

Inference

The above table shows that all respondents (100%) are aware of welfare measures provide by the organisation. About 93.3% are satisfied with overall medical facilities and only 6.7 % are not satisfied with overall medical facilities, 85.8% are satisfied with overall educational facilities and only 14.2% are not satisfied with overall educational facilities, 90% are satisfied with overall canteen facilities, housing loan provided, housing facilities and only 10% are not satisfied with overall canteen facilities, housing loan provided, housing facilities. Among all recreation benefits, about 60% of the respondents are satisfied with marriage hall, 20% are satisfied with clubs and 19.2% are satisfied with tour. Among all allowances, 50.8% are satisfied with bonus, 28.3% are satisfied with medical and 20.8% are satisfied with loan. About 87% are satisfied with increment provided and only 12.5% are not satisfied with given increment. About 93.3% are satisfied with restroom facilities and only 6.7% are not satisfied with it, about 94.2% of the respondents say that workplace are cleaned regularly and only 5.8% say that it is not cleaned regularly, 95% of the respondents are satisfied and only 5% are not satisfied with overall lunchroom and restroom facility. All the respondents (100%) agree with maternity leave provided to the female employees. About 86.7% are satisfied and only 13.3% of the respondents are not satisfied with working hours,87.5% are satisfied with insurance provided and gratuity calculated whereas only 12.5% are not satisfied with it.

Table- 4.3
Medical Facilities

Medical Facilities	HS %	S %	N %	D %	HD%	Mean	Standard Deviation
Routine Check up	77 64.2%	35 29.2%	5 4.2%	3 2.5%	0 0.0%	1.45	.70
First Aid	90 75.0%	26 21.7%	4 3.3%	0 0.0%	0 0.0%	1.28	.52
Ambulance	84 70.0%	32 26.7%	4 3.3%	0 0.0%	0 0.0%	1.33	.54

*HS- Highly Satisfied, S- Satisfied, N- Neutral, D- Dissatisfied, HD- Highly Dissatisfied

Inference

The above table revealed that the mean score of Medical Facility during the study ranges from 1.28 to 1.45 and standard deviation score varies between 0.52 and 0.70 among the employees. The statement 'First Aid' scores lowest mean and the statement 'Routine Check-up' scores highest mean. The statement 'First Aid' scores lowest standard deviation and the statement 'Routine Check-up' scores highest standard deviation.

Table- 4.4
Educational Facilities

Educational Facilities	HS %	S %	N %	D %	HD%	Mean	Standard Deviation
Tuition fee	84 70.0%	33 27.5%	3 2.5%	0 0.0%	0 0.0%	1.33	.52
Scholarship	72 60.0%	36 30.0%	8 6.7%	4 3.3%	0 0.0%	1.53	.77
Loan	67 55.8%	39 32.5%	10 8.3%	4 3.3%	0 0.0%	1.59	.78

*HS- Highly Satisfied, S- Satisfied, N- Neutral, D- Dissatisfied, HD- Highly Dissatisfied

Inference

      The above table revealed that the mean score of Educational Facility during the study ranges from 1.33 to 1.59 and standard deviation score varies between 0.52 to 0.78 among the employees. The statement 'Tuition Fee' scores lowest mean and the statement 'Loan' scores highest mean. The statement 'Tuition Fee' scores lowest standard deviation and the statement 'loan' scores highest standard deviation.

Table- 4.5
Canteen Facilities

Canteen Facilities	HS %	S %	N %	D %	HD%	Mean	Standard Deviation
Food Quality	82 68.3%	35 29.2%	2 1.7%	1 0.8%	0 0.0%	1.35	.56
Food Quantity	89 74.2%	30 25.0%	0 0.0%	1 0.8%	0 0.0%	1.28	.50
Food Price	94 78.3%	26 21.7%	0 0.0%	0 0.0%	0 0.0%	1.22	.41

*HS- Highly Satisfied, S- Satisfied, N- Neutral, D- Dissatisfied, HD- Highly Dissatisfied

Inference

  The above table revealed that the mean score of Canteen Facility during the study ranges from 1.22 to 1.35 and standard deviation score varies between 0.41 and 0.56 among the employees. The statement 'Food Price' scores lowest mean and lowest standard deviation. The statement 'Food Quality' scores highest mean and highest standard deviation.

INDEPENDENT SAMPLE T- TEST
Hypothesis for T Test
Null Hypothesis (Ho): There is no significant difference between Gender and Medical Facilities.
Alternate Hypothesis (Ha): There is a significant difference between Gender and Medical Facilities.
If Sig. (P) is less than 0.05 then Accept Alternate Hypothesis
If Sig. (P) is above 0.05 then Failed to Reject Null Hypothesis

Table- 4.6
T Test for Equality of Means of Medical Facility and Gender

Demographic Profile	Category	Medical Facilities					
		Mean	Count	Standard Deviation	T	Df	Sig
Gender	Male	1.35	114	.53	-.185	118	.853
	Female	1.39	6	.49			

The significant value is above 0.05

Inference

      Above T -Test table reveals that there is no significant difference between medical facility and gender. Hence it is clear that it is failed to reject null hypothesis.

Hypothesis for T Test
Null Hypothesis (Ho): There is no significant difference between Gender and Educational Facilities.
Alternate Hypothesis (Ha): There is a significant difference between Gender and Educational Facilities.
If Sig. (P) is less than 0.05 then Accept Alternate Hypothesis
If Sig. (P) is above 0.05 then Failed to Reject Null Hypothesis

Table- 4.7
T Test for Equality of Means of Educational Facility and Gender

Demographic Profile	Category	Educational Facilities					
		Mean	Count	Standard Deviation	T	Df	Sig
Gender	Male	1.48	114	.63	-.067	118	.947
	Female	1.50	6	.59			

The significant value is above 0.05

Inference

Above T -Test table reveals that there is no significant difference between educational facility and gender. Hence it is clear that it is failed to reject null hypothesis.

Hypothesis for T Test

Null Hypothesis (Ho): There is no significant difference between Gender and Canteen Facilities.

Alternate Hypothesis (Ha): There is a significant difference between Gender and Canteen Facilities.

If Sig. (P) is less than 0.05 then Accept Alternate Hypothesis

If Sig. (P) is above 0.05 then Failed to Reject Null Hypothesis

Table- 4.8
T Test for Equality of Means of Canteen Facility and Gender

Demographic Profile	Category	Canteen Facilities					
		Mean	Count	Standard Deviation	T	Df	Sig
Gender	Male	1.28	114	.45	.324	118	.747
	Female	1.22	6	.40			

The significant value is above 0.05

Inference

Above T -Test table reveals that there is no significant difference between canteen facility and gender. Hence it is clear that it is failed to reject null hypothesis.

ANOVA

Table- 4.9
ANOVA Test for comparing means of Medical Facilities with Demographic Variables

Demographic Profile	Category	Medical Facilities				
		Mean	Count	Standard Deviation	F	Sig
Age	<25	.	0	.	.585	.626
	26-35	1.33	19	.50		
	36-45	1.31	26	.52		
	46-55	1.40	61	.57		
	>56	1.21	14	.38		
Experience	<1 year	.	0	.	.052	.984
	2-5 Year	1.40	10	.60		
	6-10 year	1.33	26	.51		
	11-15 year	1.36	32	.52		
	> 15	1.34	52	.54		
Income	10000-25000	1.27	11	.42	.535	.710
	26000-35000	1.37	63	.53		
	36000-45000	1.43	29	.62		
	46000-55000	1.23	16	.36		
	>55000	1.00	1	.		

Inference

Above ANOVA table reveals that the medical facilities are not significantly differ among the following demographic variables namely: Age (p= 0.626), Experience (p= 0.984) and Income (p= 0.710) which are above 0.05.

Table- 4.10
ANOVA Test for comparing means of Educational Facilities with Demographic Variables

Demographic Profile	Category	Educational Facilities				
		Mean	Count	Standard Deviation	F	Sig
Age	<25	.	0	.		
	26-35	1.53	19	.62		

	36-45	1.53	26	.59	.256	.857
	46-55	1.48	61	.67		
	>56	1.36	14	.55		
Experience	<1 year	.	0	.		
	2-5 Year	1.63	10	.62	.216	.885
	6-10 year	1.49	26	.66		
	11-15 year	1.46	32	.63		
	> 15	1.47	52	.62		
Income	10000-25000	1.61	11	.63		
	26000-35000	1.44	63	.62		
	36000-45000	1.53	29	.65	.379	.823
	46000-55000	1.52	16	.64		
	>55000	1.00	1	.		

Inference

Above ANOVA table reveals that the educational facilities are not significantly differ among the following demographic variables namely: Age (p= 0.857), Experience (p= 0.885) and Income (p= 0.823) which are above 0.05.

Table- 4. 11
ANOVA Test for comparing means of Canteen Facilities with Demographic Variables

Demographic Profile	Category	Canteen Facilities			F	Sig
		Mean	Count	Standard Deviation		
Age	<25	.	0	.		
	26-35	1.32	19	.45		
	36-45	1.33	26	.42	.332	.803
	46-55	1.24	61	.48		
	>56	1.31	14	.42		
Experience	<1 year	.	0	.		
	2-5 Year	1.43	10	.50		
	6-10 year	1.26	26	.41	.417	.741
	11-15 year	1.27	32	.52		
	> 15	1.27	52	.42		
Income	10000-25000	1.30	11	.46		
	26000-35000	1.31	63	.49		
	36000-45000	1.24	29	.42	.224	.924
	46000-55000	1.25	16	.38		
	>55000	1.00	1	.		

Inference

Above ANOVA table reveals that the canteen facilities are not significantly differ among the following demographic variables namely: Age (p= 0.803), Experience (p= 0.741) and Income (p=0.924) which are above 0.05.

CLUSTER ANALYSIS

Table- 4.12
Final Cluster Centers

	Cluster	
	1	2
Routine Check-up	2	1
First Aid	2	1
Ambulance	2	1
Tuition Fee	2	1
Scholarship	2	1
Loan	2	1
Food Quality	1	1
Food Quantity	1	1
Food Price	1	1

Inference

The above table shows that respondents are classified into two categories as cluster 1 and cluster 2. The cluster 1 shows that majority of the respondents are more satisfied towards the welfare measures provided in the organisation. The cluster 2 shows that some respondents are less satisfied towards the welfare measures provided in the organisation.

Table- 4.13
Number of Cases in each Cluster

Cluster	1	37.000
	2	83.000
Valid		120.000
Missing		.000

Inference

The above table shows that there are totally 120 respondents, in which 37 respondents are belonged to cluster 1 and 83 respondents are belonged to cluster 2.

LOGISTIC REGRESSION

Table- 4.14
Model Summary

Step	-2 Log likelihood	Cox & Snell R Square	Nagelkerke R Square
1	11.687[a]	.680	.958

a. Estimation terminated at iteration number 20 because maximum iterations has been reached. Final solution cannot be found.

Table- 4.15
Classification Table

	Observed		Predicted		
			Clustering of Employees		
			Satisfied	Dissatisfied	Percentage Correct
Step 1	Clustering of Employees	Satisfied	35	2	94.6
		Dissatisfied	0	83	100.0
	Overall Percentage				98.3
a. The cut value is .500					

Inference

The above table shows that the overall percentage is 98.3 which means that using this cluster analysis 85% classified correctly whether respondents are satisfied or dissatisfied towards employee welfare facilities provided in the organisation.

Table- 4. 16
Variables in the Equation

		B	S.E.	Wald	df	Sig.	Exp(B)
Step 1[a]	Med	-55.313	4452.509	.000	1	.990	.000
	Edu	-57.018	4452.510	.000	1	.990	.000
	Can	-.105	1.886	.003	1	.955	.900
	Constant	171.059	13357.530	.000	1	.990	1.950E+74
a. Variable(s) entered on step 1: Med, Edu, Can.							

Inference

The above table shows that all the three variables which includes medical facilities, educational facilities and canteen facilities are not influencing the employee satisfaction.

V. FINDINGS

About 50% of the respondents are from age 46- 55 about 95% of the respondents are male. It was found that 95% of the respondents are married. It was found that 43% of the respondents have more than 15 years of working experience. About 52% of the respondent's income is from 26000 to 35000.About 93% of the respondents are satisfied with overall medical facilities. About 85% of the respondents are satisfied with overall educational facilities. About 90% of the respondents are satisfied with overall canteen facilities. About 90% of the respondents are satisfied with the housing facilities. It was found that 60% of the respondents are satisfied with recreation facilities which includes marriage hall.

VI. CONCLUSION

From the study, it is concluded that this organisation is providing various welfare facilities to the employees working in it. The management required to provide good facilities to all employees in such way that employees become satisfied about employee welfare facilities. It increases productivity as well as quality and quantity. Therefore, there is necessity of making some provision for improving the welfare facility through that employees will become happy, employee's performance level become increase. It leads to improve favourable effects of profitability and products of the organization. At last it can be concluded that the employee welfare facilities provided by the organisation to employees are

satisfied and it is commendable, but still of scope is there for further improvement. So that efficiency, effectiveness and productivity can be enhanced to accomplish the organizational goals.

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