

# A REVIEW OF EMPLOYEES SATISFACTION TOWARDS BENEFITS PROVIDED BY THE ORGANISATION

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## ABSTRACT

Employee satisfaction involves taking measures to encourage staff to stay within the organization. Most of the times company is facing lot of issues in worker retention because the expectations of employees are changing day by day and hiring knowledgeable individuals for the organization are crucial for managers.

In today's surroundings it becomes important for organizations to satisfy their staff. Therefore the research objective is to understand various welfare amenities offer by the business to keep happy workers and also impact of welfare facilities on employee satisfaction. Preceding scholars need originate the changed factors which influence the welfare facilities on employee's completion and potential; it is not produce on fulfilment of human resources hence this study fills that gap by considering employee welfare facilities to retain the employees in the organization.

## INTRODUCTION

Chaudhri. S. (2001) in his model named as Harris-Todoro discussed three sectors like skilled labourmigration and non-migrants welfare and unemployment of unskilled labour in the urban areas. Theanalysis suggests that in a reasonable production structure for a developing economy. A brain drain of skilled labour raises urban unemployment of unskilled labour. The paper also shows that and emigration of skilled labour may raise the welfare of the non-migrants in a tariff distorted economy, if it imports the specialized manufacturing product on the labour intensive goods. However, if the economy imports the welfare of the non-emigrating workers is likely to deteriorate.

Michael R.White (1999)says that, the impact of unions on management practices to reduce labor costs, implement high-performance work systems, and make employee welfare provisions. Relative to non-union workplaces, those with unions are found to have practices which are consistent with 'mutual gains'outcomes.

## LITERATURE REVIEW

Rao, P.L. (2006) says that bodies like National Institute of personnel Management should constitute a standing committee which has to monitor the proceedings in the parliament regarding the employee welfare measures in the country.

According to Ghana Library Employee welfare and staff development(2010) are the assets which are valuable in an organization since an organization's primary aims are productivity and profitability. Every organization primarily needs committed and dedicated staff that will help the organization to meet its tactical and strategic objectives. Training programs are being offered to increase efficiencies, staff competence and performance. It was also aimed at assessing staff welfare practices and how these affect productivity and performance.

Singh, R.K. (2002) observed that there is a positive relation between the welfare measures and man power productivity i.e. if the proper welfare measures are taken the productivity of the employees will increase and ultimately the profit of the organization as well as it enhances the morale and motivation of the employees which gives a positive impact on the efficiency level of the organization.

Jegadeesan, G. (2007) says that, the important of improvement of employee welfare for increasing productivity of the organization. After globalization as the working condition of employees have been continuously changing due to various factors, the organization are planning to implement various welfare and social security program to minimize the social, physical, psychological problems and mitigate the risk encountered by the employee in their work and social life. Welfare is not only motivated to give better result in their job but also influence the sentiments of workers when an employee feel that the management are interested in their wellness and happiness, his tendency to grumble will gradually disappear. Thus welfare activities will develop the physique, morality, intelligence and the standard of living of the worker will improve the efficiency and productivity.

Reddy, S.(1995) says that, Employee health and wellness is a key concern for employees to prevent issues relating to health and wellness, it will lead to loss of productivity and working days and time, loss of valuable talent. Most accident reveal workers error as cause and hence companies need to concentrate on protecting the worker through safety equipment.

The welfare measures are defined by the I.L.O at Asian regional conference (2007) "A term which is understood to include such services, facilities and amenities as may be established in the vicinity of

undertaking to enable the person employed in them to perform their work in healthy, congenial surroundings and to provide them with amenities conducive to good health and high morale.

Report of National Commission on Labour (2002), Government of India, made recommendations in the area of employee welfare measures which include social security, extending the application of the Provident Fund, gratuity and unemployment insurance etc. Shobha, Mishra & Manju Bhagat, in their "Principles for Successful Implementation of Employee Welfare Activities", stated that labour absenteeism in Indian industries can be reduced to a great extent by provision of good housing, health and family care, canteen, educational and training facilities and provision of welfare activities.

A. Sabarirajan, T. Meharajan, B. Arun (2001) analyzed the study on employee welfare in Textile industry. The study shows that 15% of the employees are satisfied with their welfare measures. 39% of the employees is average with their welfare measures. 16% of them are in highly dissatisfied level. This study throws light on the impact of welfare measures on QWL among the employees of textile mills in Salam district." While describing the Welfare in Indian INDUSTRIAL SECTOR, A.J. Todd (1933) was analyzed that the employee welfare is the voluntary efforts of the employers to establish, within the existing industrial system, working and sometimes living and cultural conditions of the employees beyond what is required by law, the custom of the industry and the conditions of the market.

Aswathappa (2004) in his view focused on three major aspects which are suitable working time, appropriate salary and occupational health care. It is nothing but the mental, physical, emotional and moral wellbeing of an individual who is working in an organization. The safety and security in the environment of work place provides the basic factor for the person to enjoy working. The work should not pose health hazard for the person. The welfare measures aim at improving and integrating the social-psychological needs of an employee, It creates a culture of commitment towards work in organization and society which provides higher productivity and great job satisfactions to the employees.

V. V. Giri National Labour Institute (1999-2000), a fully funded autonomous body of the Ministry of Labour, it was conducted action-oriented research and provides training to grassroot level workers in the trade union movement, both in the urban and rural areas, and also to officers dealing with industrial relations, personal management, employee welfare, etc.

Conventions and Recommendations of ILO (1949) sets forth a fundamental principle at its 26th conference held in Philadelphia recommended some of the measures in the area of welfare measures which includes adequate protection for life and health of workers in all occupations, provision for child welfare and

maternity protection, provision of adequate nutrition, housing and facilities for recreation and culture, the assurance of equality of educational and vocational opportunity etc.

P.R.China (2003) states that Great expectations are being placed on firms to act with increasing social responsibility, which is adding a new dimension to the role of management and the vision of companies. They argue that social welfare activities are strategic investments for firms. They can create intangible assets that help companies overcome entry barriers, facilitate globalization, and outcompete local rivals. They are simple contribution, topic contribution, collaboration with non-profit organizations or government organizations, and establishment of corporation charity fund. Future research on corporate citizenship would be strengthened in philanthropic strategy and management.

Dr.Usha Tiwari (2005), stated that as consistent with the examine average suggest score and percent rating of the overall employee satisfied with the facilities are 64%. The workers welfare facilities provided by the enterprise to employees are satisfied, but still scope of there for further improvement so that performance, effectiveness and productiveness may be improved to accomplish the organization goal.

Srinivas K.T (1998) stated that the management offering good facilities to all the employees in such manner that employee emerges as glad about labor welfare facilities. It increases productivity in addition to quality and quantity. Enhancing the welfare facility through the personnel will become happy, employee performance degree emerge as increase, it leads to improve positive effects of profitability and product of the enterprise.

S.Prabakar (2010) stated that the workers are extremely happy with intramural facilities provided by the organization in a few regions similar to external facilities there may be require of addition improvement in these facilities furnished to human resources and also in several regions like non statutory centers, there may be require to create development in those amenities.

Dr.K.Lalitha and T.Priyanka (2001) stated that worker welfare amenities are challenge to this branch, if the workers are joyful with welfare services then only the constructiveness of that agency can be expand. Foundation on the learning of the worker welfare facilities in IT enterprise it is apparent that the business is very intense in the encourage welfare activated by IT industry.

B.Rajkuar (1991) stated that workers are relatively unpreserved, which need regular welfare facilities for his or her up progression and presentation on this field. In India service region is most important division which

create additional service, needs welfare procedures for their enhancement. The welfare measures helps to encourage and preserve workers maximum of welfare centers are scheme of disinfected amongst human resources and influenced through presenting welfare measures. This guarantees worker pride result in expand efficiency.

K.Logasakthi and Rajagopal.K (1999)stated that the workers of the industry not only have the benefit of job satisfaction but also numerous welfare services specified by the firm. The labors develop their utmost maintain for their enhancement of the company. The individual department takes care of full human resource inside the enterprise. The administration offers all the wellbeing protection and welfares to the personnel so that it will facilitate to create improved presentation in the exertion and running surroundings.

Mr.T.VenkataRamana and Dr.E.Lokanadha Reddy (2000)stated that cause of human resources welfare is to improve the excellent of existence of personnel and hold them satisfied and compete. Extra – Mural blessing are the end consequence of agency's liberality, explanation and charitable approach. It's far similarly significant to make certain that influential and workers in any respect stage of the enterprise and associated to the ethnicity of the association and residing it. Out comes drawn with foundation of observations are extra-mural facilities, welfare facilities to family and girls; where as in intra-mural amenities are in deprived situation to enhance the charge of worker delight.

S.Sabarinathan and S.Kavibharathi (2009) stated that this take a look at appropriately labor welfare degree in milk producer co-operative union confined. The business enterprise suggests the high-quality deal of intelligibility in assessment building and stocks in order throughout ranges. The administration consider in having a participative technique to choice building. There is sufficient self-sufficiency to carry out one's task. Additionally the institute gives scope for individual and specialized enlargement. The direction of the company is accessible and responsive to requirements of worker. At the identical time there are responsibility and obligation to be executed and everyone is held chargeable for work. The labor welfare can turn into conductive to broaden prospective and capability of the workers and afford chance for completion.

M.RamaSatyanarayana and Dr.R.Jayaprakash (2005) stated that after analyzing the complete information it can be started that the in general satisfaction stage of employees about welfare measures inside the organization cover under examine is great. But some are not satisfied with welfare measures supplied by company. Consequently it's far cautioned that the existing welfare measures can be stepped forward in addition. Such welfare measures enhance the personnel well-known of living and their pleasure tiers.

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