

A STUDY ON EMPLOYEE WELFARE MEASURE

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ABSTRACT :

The research paper is to determine the study of the employee welfare measure. Employees are the most valuable asset of an organization. Employees welfare entails everything from services, facilities and benefits that are provided or done by the employer for the advantage or comfort of an employee. It is undertaken in order to motivate employees and raise the productivity levels. The objectives is to know the employee welfare are to improve the life of the working class, to bring about holistic development of the worker's personality and so on. Employees' welfare facilities include housing facilities, free medical facilities, retirement benefits, children and adult educational benefits, welfare measures for the employee's families, loan facilities, etc. The research design used is descriptive in nature. The data collection instrument is primary data that is collected through questionnaires. In the research of 60 respondents were taken. there is utmost need for the employee's welfare in any type of organisation. Majority of the employees' are motivated through feedback and increase their productivity. The study also throws light on impact of welfare measures on the employees' performance.

Keywords : Employee measure.

INTRODUCTION:

Employee welfare is a term including various services, benefits and facilities offered to employees by the employers. The welfare measures need not be monetary but in any kind/forms. Welfare includes the activities that is done for the improvement and comfort of employees and is provided over and more than the wages. Welfare is a broad concept referring to a state of living on an individual or a setup is a desirable relationship with the total environment – ecological, economical and social. Employee welfare includes both the social and

economic contents of welfare. Employee welfare measure “the efforts to make life, According to Todd”. ‘Employee welfare means anything done for the comfort and improvement, intellectual or social, of the employees over and above the wages paid which is not a necessity of the industry’.

RESEARCH METHODOLOGY:

The research design of this study is descriptive in nature. Both primary and secondary data used to investigate the study on employees welfare measures. The major interest, however, is in the use of primary data via the questionnaire method. The data is gathered using a structured questionnaire, and the sample size is 60. The frequency and reliability tests were used to analyze the data. Mean, Standard Deviation, Coefficient of Skewness, Test of Reliability have been used for research analysis.

LITERATURE REVIEW:

The review’s goal is to provide context for justification for the research conducted. It is a description of what has been published on a topic by accredited scholars and researchers, and it discusses published information in the specific subject area and, at the time, within a specific time period. It is emphasized that this chapter is so important that its omission represents the avoidance or absence of a major element in research. This chapter provides a brief overview of studies on the concept of performance appraisal conducted by various scholars and experts. An attempt was also made to identify the gaps in the literature.

P.V.Satyanarayana (1997) in his work A Study on the welfare measures and their Impact on QWL provided by the Sugar companies declared that improved quality of work life among the employees increases their involvement in job and results in increased productivity of the organization. The organizations make efforts to maintain smooth relationship between workers and management, which leads to attainment of organization efforts.

Harikrishnan (2014) in his work A Study On Labour Welfare Measures – With Special Reference To Rubber Board of India, a well-fed, well-clad and satisfied worker is an asset to the organization. He makes no loss of man hours by absenteeism, strikes etc. and he feels essence of allegiance to the organization in which he works. A satisfied worker makes other resources meaningful. It is concluded from this study that Rubber Board is very much interested in providing welfare facility to their plantation workers. Workers have good opinion about Group Insurance Cum Deposit Scheme, Medical Attendance Scheme, Sanitary Subsidy Scheme and Housing and sanitary Subsidy Scheme. Workers are satisfied about Educational Stipend Scheme. They are less satisfied with Merit Award Scheme, Housing Subsidy Scheme for north east.

Dr. Usha Tiwari (2014) in her study A Study on employee welfare facilities and its impact on employees efficiency at Vindhya Telelinks Ltd conducted the study of Employees welfare schemes and its impact on employees efficiency at Vindhya Telelinks Ltd. The results appeared positive. 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, employees performance level become increase.

K.Lalitha & T.Priyanka (2014) conducted a study on employee welfare measure with reference to IT industry. They concluded that Human resource plays an important role in any organization. Employee welfare facilities are concern to this department, if the employee happy with welfare facilities then only the productivity of that organization can be increased. Based on the study of Employee Welfare Facilities in IT industry it is clear that the companies are very keen in the promoting all the welfare facilities provided by IT industries.

A Saravanakumar & DR.S Akilandeswari (2017) in their work- A study on Employees' Health, Safety and Welfare measures in a private industry in Coimbatore city declared that the organisation has provided sufficient health and safety measures. But certain points have been identified that some employees are satisfied and some are not satisfied with the present welfare measures. Welfare refers to physical, mental and emotional wellbeing of the individual. So in future, the management can well think of improving the welfare by consulting with employees.

B.R.Manasa & C.N.Krishnanaik (2015) in their work entitled- Employee Welfare Measures- A Study on Cement Corporation of India Units, in Thandur and Adilabad announced that the employees' welfare facilities provided by the company were satisfactory and it was commendable. Yet there was scope for further improvement in order to enhance efficiency, effectiveness and productivity of the employees that would help organisation accomplish the organizational goals.

G.Aarthi, & P. Srinivasan (2018) conducted The Study on Impact of Employee Welfare Measures in Automobile Industry. By analysing the summary of the results it was identified that the welfare and safety activities, which was followed by organization was satisfied and they wanted some improvements in the system. As the strength of any organization depends entirely on sincere working of all the employees the management should take special care to frame certain policies procedures to improve the welfare and safety measure of the organizations.

RESEARCH OBJECTIVE:

To conduct the company study, the following objectives were drafted:

- 1) To study the impact of welfare facilities on employee satisfaction.
- 2) To know the employees' opinion about the present welfare facilities.
- 3) To know the opinion and satisfaction level of employees about health measures, safety measures and welfare measures followed in the company.
- 4) To Study the extent of awareness for Labour welfare measures among workers.

DISCUSSION ON THE FINDING OF THE STUDY

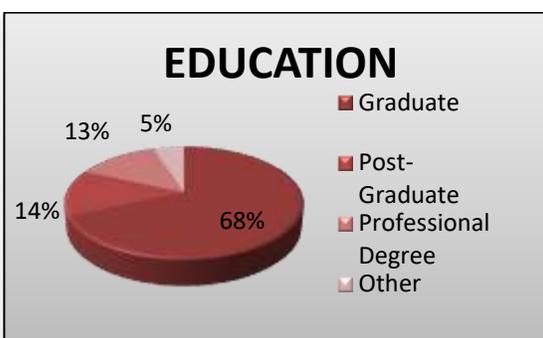
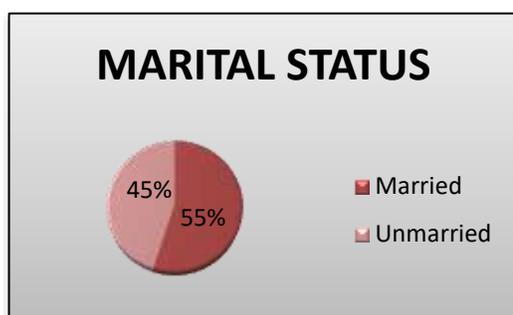
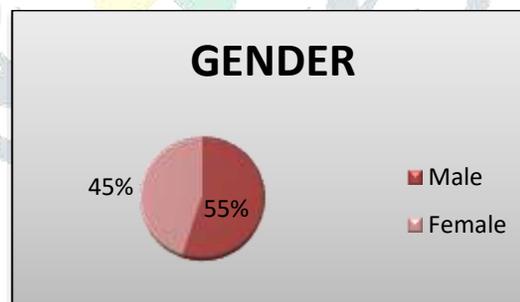
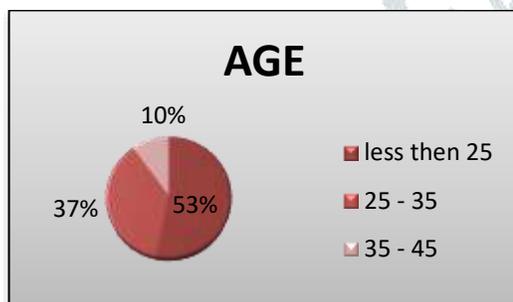
A structured questionnaire is used to collect data, and the sample size is 60. The data were analyzed using frequency and reliability tests. For research analysis, and Mann-Whitney test used. Job improvement and satisfaction were dependent variable, while welfare facilities were the independent variable.

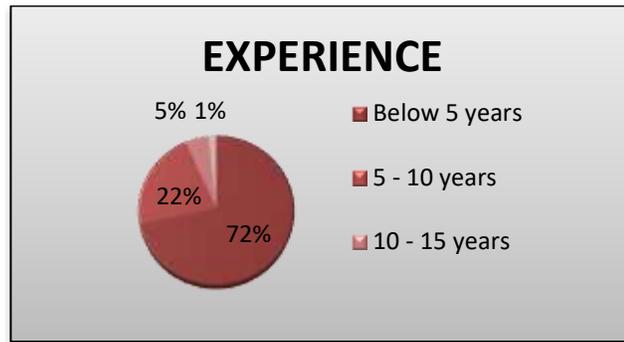
Table 1 Demographic profile of the respondents

Demographic	Variable	Frequency	Percentage
Age	Less than 25	32	53.3
	25-35	22	36.7
	35-40	6	10.0
	Above 40	0	0
Gender	Male	33	55.0
	Female	27	45.0
Marital Status	Married	33	55.0
	Unmarried	27	45.0
Education	Graduate	41	68.3
	Post-Graduate	8	13.3
	Professional Degree	8	13.3
	Other	3	5.0
Experience	Below 5 year	43	71.7
	5-10 years	13	21.7
	10-15 years	3	5.0
	More than 15 years	1	1.7

Source: Various Questionnaires from Respondent

GRAPH





Source: Various Questionnaires from Respondents

Table No.1 displays the demographic information gathered from the respondents in the form of various graph. According to study, 55 percent of employees are male and between less than 45. This age group has the highest graph. As a result, it can be deduced that majority of the staff is quit young. On the hand, senior employee over the age of above 40 is not included in the table. This indicates that highly skilled personnel are not available. Aside from that, 72 percent of its employee have a below 5 years and 22 percent have a between 5-10 years. As a result, it indicates that the company prefers freshers as well as experience employees.

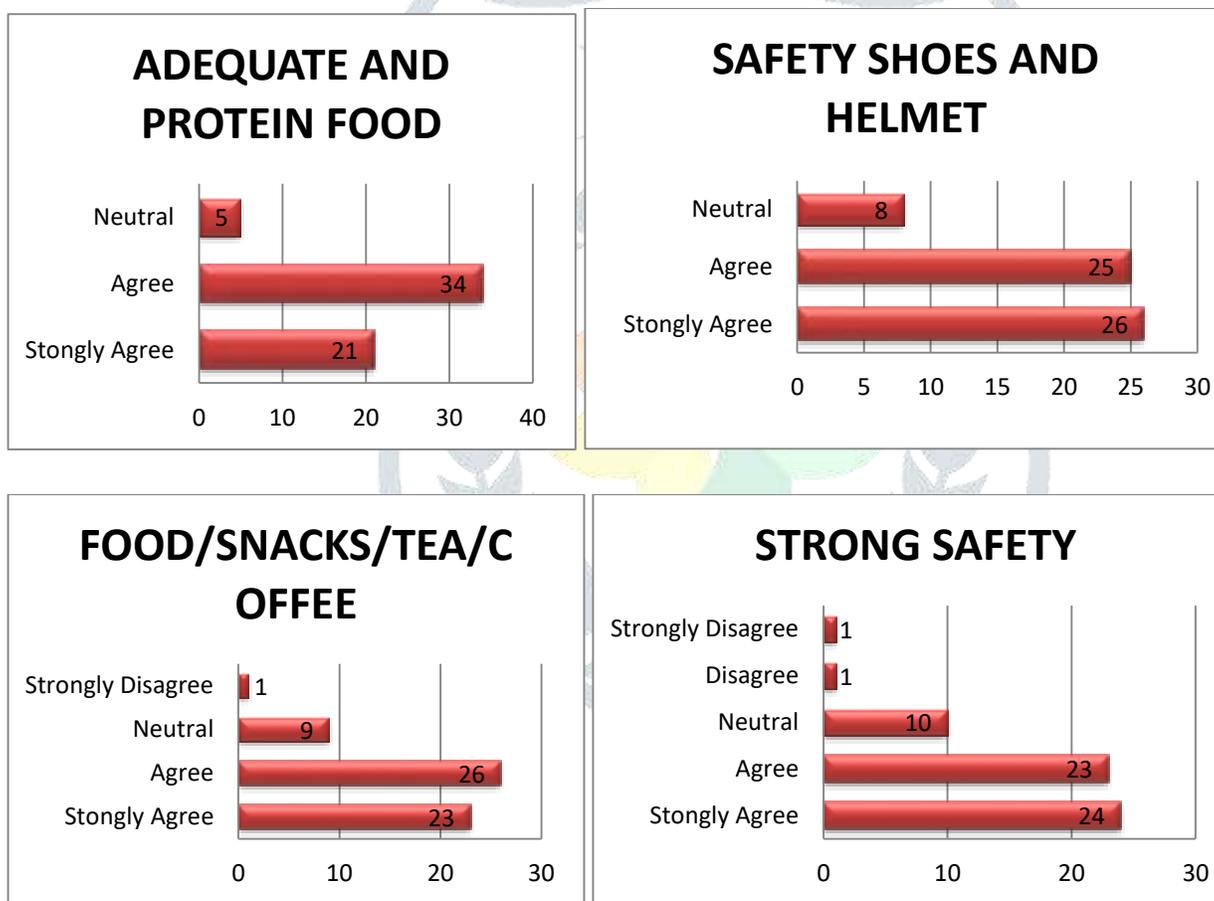
Table 2 Put tick marks in the appropriate column:

Factors		Frequency	Percentage
My company provides you adequate and proteins food.	Highly Satisfied	21	35.0
	Satisfied	34	56.7
	Neutral	5	8.0
	Dissatisfied	0	0.0
	Highly Dissatisfied	0	0.0
My workers satisfied with safety shoes and helmet provided by the company.	Highly Satisfied	26	43.3
	Satisfied	25	41.7
	Neutral	8	13.3
	Dissatisfied	0	0.0
	Highly Dissatisfied	0	0.0
I am satisfied with the food/snacks/tea/coffee provided to you at different intervals.	Highly Satisfied	23	38.3
	Satisfied	26	43.3
	Neutral	9	15.0
	Dissatisfied	0	0.0
	Highly Dissatisfied	1	1.7

	Dissatisfied		
My company following strong safety measures.	Highly Satisfied	24	40.0
	Satisfied	23	38.3
	Neutral	10	16.7
	Dissatisfied	1	1.7
	Highly Dissatisfied	1	1.7

Source: Various Questionnaires from Respondents

GRAPH



Source: Varipus Questionnaires from Respondents

Table 3 Age*Washing allowance employees crosstabulation

Crosstab						
Count						
		Washing Allowance				Total
		Stongly Agree	Agree	Neutral	Disagree	
Age	Less then 25	5	18	8	1	32
	25-35	9	8	5	0	22
	35-45	3	2	1	0	6
Total		17	28	14	1	60

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	6.436 ^a	6	.376
Likelihood Ratio	6.880	6	.332
Linear-by-Linear Association	3.486	1	.062
N of Valid Cases	60		

a. 6 cells (50.0%) have expected count less than 5. The minimum expected count is .10.

Interpretation:

It has been observed that the employees of age group of less than 25 are motivated with the washing allowances and the employees of the age group 25-35, 35-45 are somewhat motivated. Here it has been observed that the significance test value for washing allowances is greater than the significance level 0.05, hence the null hypothesis is rejected which suggests that there is a significant relationship with age.

Table 4 Gender * plant premises satisfactory employee crosstabulation

Crosstabs						
Count						
		Plant premises satisfactory				Total
		Stongly Agree	Agree	Neutral	Disagree	
Gender	Male	16	15	2	0	33
	Female	17	8	1	1	27
Total		33	23	3	1	60

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.923 ^a	3	.404
Likelihood Ratio	3.320	3	.345
Linear-by-Linear Association	.289	1	.591
N of Valid Cases	60		

4 cells (50.0%) have expected count less than 5. The minimum expected count is .45.

Interpretation:

It has been observed that the male employees are motivated with the plant premises satisfactory as compare to female employees.

Here it has observed that significance test value for washing allowances is greater than significance level 0.05, hence null hypothesis is rejected which suggest that there is significant relationship with ag.

Gender * Education facilities employee crosstabulation**Crosstab**

Count		Education facilities					Total
		Stongly Agree	Agree	Neutral	Disagree	Strongly Disagree	
Gender	Male	15	13	4	0	0	32
	Female	4	17	2	3	1	27
Total		19	30	6	3	1	59

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	11.225 ^a	4	.024
Likelihood Ratio	13.118	4	.011
Linear-by-Linear Association	6.754	1	.009
N of Valid Cases	59		

a. 6 cells (60.0%) have expected count less than 5. The minimum expected count is .46.

INTERPERTATION

It has been observed that the male employees are motivated with the education facilities satisfactory as compare to female employees.

Here it has observed that significance test value for education facilities is greater than significance level 0.05, hence null hypothesis is rejected which suggest that there is significant relationship with age.

MAJOR FINDING:

1. 40% of employees are between the age of 30-40 and 2% of employees are above 50
2. It is noticeable that the nearly 79% are the workers and 19% are the staff members.
3. Out of the 100% of the employees there are 56% of the employees who work in the organisation from last 20 years.
4. Almost 30% employees are graduated and 63% of the employees have other qualification.
5. Safety at work place, leaves of employees, canteen and other facilities are much to the satisfaction level of employees.
6. Out of the 100 % of the employees 23% employees declared that they feel that they are too much loaded with work.
7. 55% of the employees get a package of up to 400000 per annum and 8% of the employees get a package of up to 300000 per year.
8. 15% employees are highly satisfied with their participation in management.

RECOMMENDATIONS:

1. Company should help employee achieve their professional goals.
2. Organisation should encourage learning and personal development.
3. Raise salaries, expand benefit.
4. Keep open lines of communication.
5. Implement a health and wellness program.
6. Do plan for employee mediclaim & life insurance.
7. Implementation modern communication and collaboration tools

CONCLUSION:

In this research it is conducted that overall respondents are satisfied with the welfare measure of employee's performance method. It also increases the effectiveness and productivity of employees and organization as a whole. The employees are aware about social security measures provided by the organisation. Overall the welfare measure of employer's performance method is designed well and is beneficial to the employees

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