



A Study on Employee Welfare Measures With Reference To On Load Gears Private Ltd. Chennai

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ABSTRACT:

An employee has an important role in the industrial production of the Organization. The personnel management really concern with work done by the people. Therefore, it is very necessary to seek the co-operation of the employees force to increase the production and to earn higher profits. The Co-operation of employees is possible only when they are fully satisfied with their employer and the working conditions of the job. In order to seek the Co-Operation of the employees, provision of better working environment, adequate facilities and in general a pleasant atmosphere is very necessary to get them to realize that the management thinks of their welfare. Such welfare activities benefit not only the workers but also the management to increase the productive efficiency. Today progressive managers realize that these welfare facilities pay a good role in the long term, in which they contribute in a large degree towards the health and efficiency of the workers and towards a high morale. Labour welfare defined as efforts to make life worth living for workmen. Labour welfare entails all those activities of employer which are directed towards providing the employees with certain facilities and services in addition to wages or salaries

KEYWORDS:

Employee Welfare Measures, Employee Performance, Industrial Relations

INTRODUCTION:

Employee Welfare measures an important facet of industrial relations, the extra dimension, giving satisfaction to the worker in a way which evens a good wage cannot. With the growth of industrialization and mechanization, it has acquired added importance. The workers in industry cannot cope with the pace of modern life with minimum sustenance amenities. He needs an added stimulus to keep body and soul together. Employers have also realized the importance of their role in providing these extra amenities. And yet, they are not always able to fulfill workers"

demands however reasonable they might be. They are primarily concerned with the viability of the enterprise. Employee Welfare though it has been proved to contribute to efficiency in production, is expensive. Each employer depending on his priorities gives varying degrees of importance to labour Welfare measure.

The study will help them to find out if they are fulfilling the needs of employees and if they are following the legal provisions.

Hence, this project is undertaken to know the present welfare facilities at On Load Gears Private Limited and an assessment on their performance with reference to the welfare measures adopted and to suggest suitable measures to further enhance them.

OBJECTIVES OF THE STUDY

In this study an attempt has been made to examine the welfare measures offered by On Load Gears Private Limited to its employees and its impact on job satisfaction. The specific objectives of the study are:

- To find out the prevailing labour welfare measures and social security in the On Load Gears Private Limited
- To analyse employees motivation towards the enriching asset of the organization.
- To evaluate the existing service, on the job and orientation measures of employees.
- To analyse the welfare measures of employees that may require improving the employee's productivity.

REVIEW OF LITERATURE:

(Swlvan, 2011),

Title: "Labor Welfare Measures- Step Stone of Healthy Industrial Relations".

In his paper concentrates on how welfare measures are taken into considers due to sustain in competitive market. To make due in rising condition there is have to get ready and build up their worker to contend in such a situation in aptitudes, productivity and viability. What's more, consequently sufficient welfare measures will make solid relations.

Ramasatyanarayana, M. (2012).

Title: Labour Welfare measures in cement industries

The study was undertaken to know the satisfaction levels of employees about labour welfare measures in KCP limited (Cement Division). For the purpose of the study, convenience random sampling method is adopted to carry out the study by the researcher. Out of 925 employees, 90 are selected covering almost all the departments. A questionnaire is used for present study to know the opinions of the employees on each statement. The results of the research reveal that majority of the employees are satisfied with all the welfare measures provided by the organization.

Laddha, R. L. (2012)

Title: A Study on Employee Welfare Strategies With Special Reference To Sholapur Janta Saharawi Bank Ltd, Solapur

Employee welfare facilities enable workers to live a richer and more satisfactory life. After employees have been hired, trained and remunerated they need to be retained and maintained to serve the organization better. Welfare facilities are designed to take care of the wellbeing of the employees, they do not generally result in any monetary benefits to the employees nor are these facilities provided by employers alone, government and non- governmental agencies and trade unions too contribute towards employee's benefits.

RESEARCH METHODOLOGY

A research design is purely and simply the framework or plan for a study that guides the collection and analysis of data. This study is being conducted based on **Descriptive Research method**.

Structured questionnaire is used for the collection of data from the respondents. It has prepared after the discussion with company officials and industry experts

SAMPLING PLAN:

Sampling technique: Non-probability sampling technique, Convenience sampling Sample size: Sample size chosen for this study is 120 employees from On Load Gears Private Limited

LIMITATIONS

- Findings of the research may change due to area, demography, age condition or economy.
- Area of the study and respondents is confined to the employees in On Load Gears Private Limited, Chennai only.
- The accuracy of findings is limited by the accuracy of statistical tools used for analysis.

TOOLS USED IN THE ANALYSIS

• PERCENTAGE ANALYSIS

Percentage refers to a special kind of ratio in marketing comparison between two or more data to describe Relationships. Percentage can be used to compare the relative terms. The distribution of two or more series of data.

$$\text{PERCENTAGE} = \frac{\text{NUMBER OF RESPONDENTS}}{\text{TOTAL RESPONDENTS}} \times 100$$

• CHI-SQUARE TEST:

A Chi-square test is a statistical hypothesis test in which the sampling distribution of the teststatistic is a chi-square distribution. The formulae used to calculate the chi – square value is

$$\chi^2 = \sum \frac{(O - E)^2}{E}$$

χ^2 = Pearson's cumulative test statistic, when asymptotically approaches a χ^2 distribution. O_i = an Observed Frequency.

E_i = an expected frequency, asserted by the null hypothesis. n = the number of cells in the table.

Table-1 - Showing the 'Rest room facilities given to the respondent'

Satisfaction level	Number of respondents	Percentage
Highly Satisfactory	5	4.16
Satisfactory	39	32.5
Not aware	14	11.66
Not satisfactory	50	41.66
Highly not satisfactory	12	10
Total	120	100%

Inference:

The table shows that 41.6% of the respondents are not satisfied with the rest room facility given to them. And 11.6% of the respondents are not aware about the rest room facility given to them. The analysis shows that the respondents are not at all satisfied with the rest room facility provided to them. As rest room is one of the main and important facilities in an organization.

Chart-1 - Showing the Rest room facilities given to the respondent

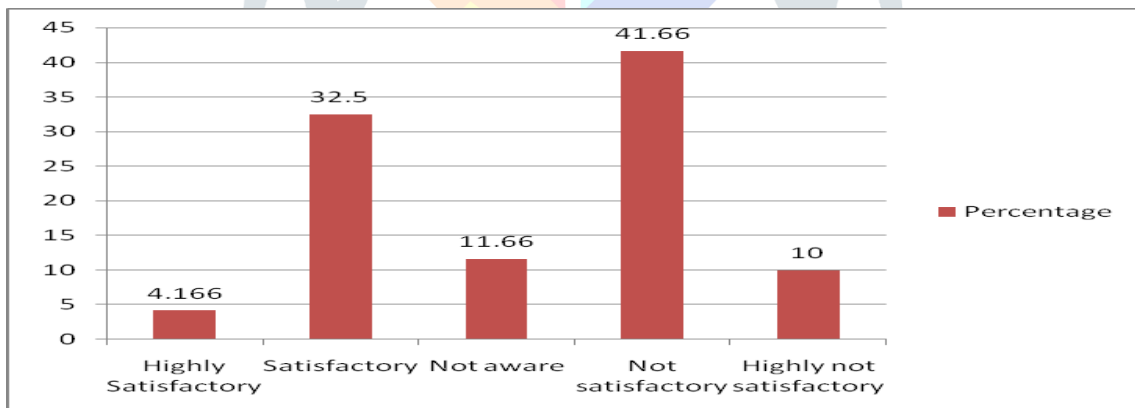


Table-2 - Table showing 'Opinion about the drinking water facility'

Satisfaction level	Number of respondents	Percentage
Highly Satisfactory	2	1.66
Satisfactory	115	95.83
Not aware	0	0
Not satisfactory	1	0.83
Highly not satisfactory	2	1.66
Total	120	100%

Inference:

The table shows that 95.8% of the respondents are very much satisfied with the drinking water facility provided to the respondents. Drinking water facility provided by On Load Gears Private Limited is mostly satisfied by the respondents.

Chart-2-Chart shows the Opinion about the drinking water facility

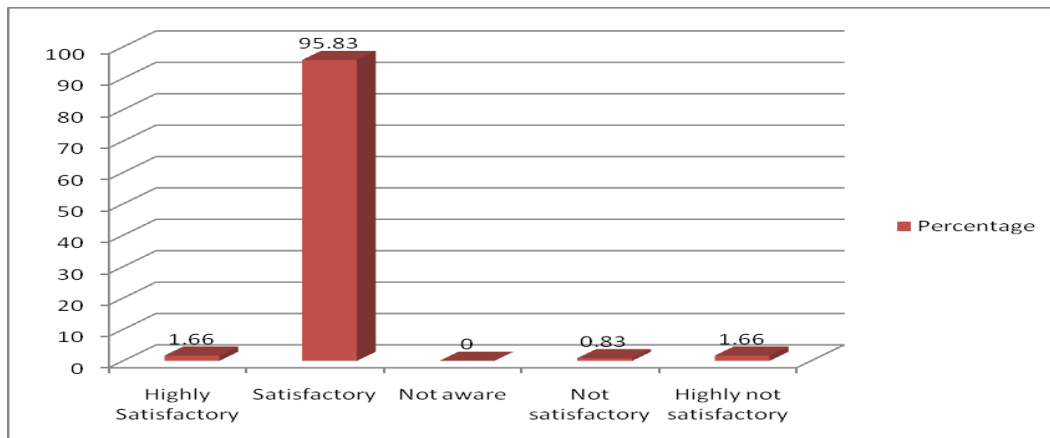


Table-3 -Showing ‘Opinion about Medical and first aid facilities provided to therespondents’

Satisfaction level	Number of respondents	Percentage
Highly Satisfactory	0	0
Satisfactory	105	87.5
Not aware	5	4.16
Not satisfactory	10	8.33
Highly not satisfactory	0	0
Total	120	100%

Inference:

The table shows that 87.5% if the respondents are satisfied with the medical and first aid facilities provided by the company but there are 8.33 % of the respondents who are not satisfied with the medical facilities given to them. The company also has to verify why the other 8% of the respondents are not satisfied and verify them.

Chart-3-Chart Shows the Opinion about Medical and first aid facilities provided to the respondents

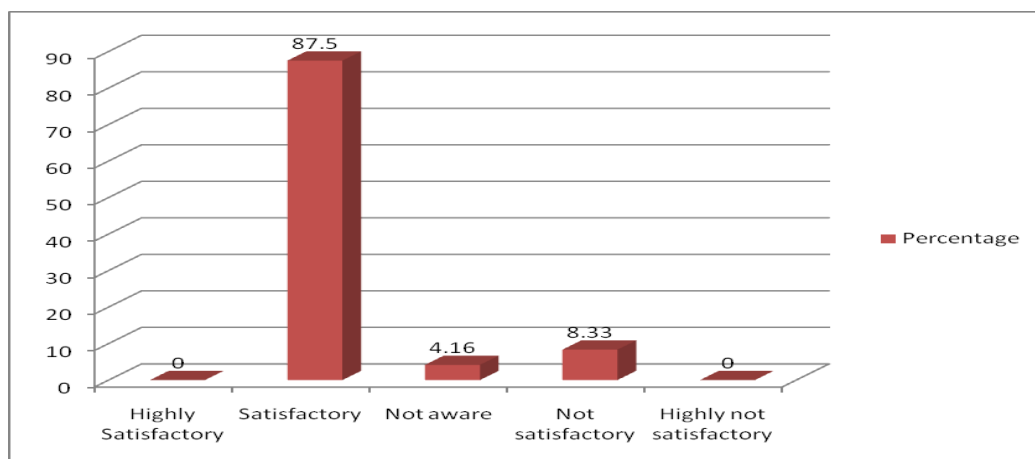


Table-4 showing 'The opinion regarding the canteen facilities provided to the respondents'

Satisfaction level	Number of respondents	Percentage
Highly Satisfactory	0	0
Satisfactory	29	24.16
Not aware	70	58.33
Not satisfactory	19	15.83
Highly not satisfactory	2	1.66
Total	50	100%

Inference:

The table shows that 58.3% of the respondents are not aware about the canteen facility in the organization and 15.8% of the respondents are not satisfied with the canteen facility. So On Load Gears Private Limited have to start the canteen as fast as possible, this can be one of the motivating factor for the Employees.

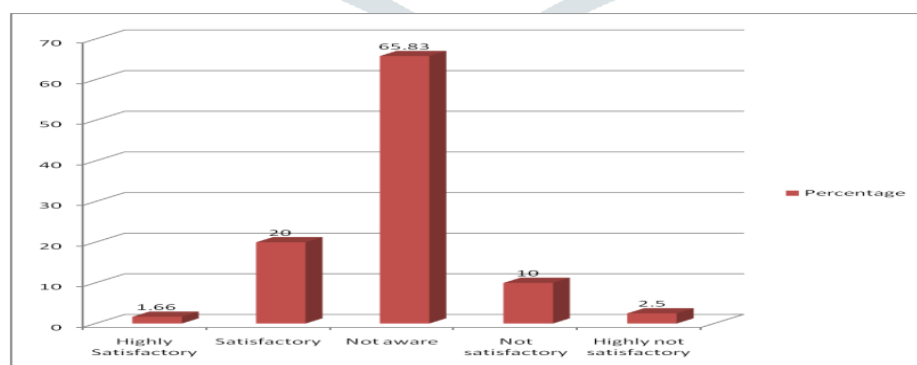
Table-5 showing 'Opinion about the crèche facility provided to the respondents'

Satisfaction level	Number of respondents	Percentage
Highly Satisfactory	2	1.66
Satisfactory	24	20
Not aware	79	65.83
Not satisfactory	12	10
Highly not satisfactory	3	2.5
Total	120	100%

Inference:

The table shows that 65.8% of the respondents are not aware of the crèche facility and 10% of the respondents are not satisfied with the facility. On Load Gears Private Limited does not provide crèche facility to the respondents and if they provide it would be of great help to the female Employees in the organization.

Chart- 5 - Chart showing the Opinion about the crèche facility provided to the respondents



CHI-SQUARE ANALYSIS – I

NULL HYPOTHESIS H₀: There is no significant difference between age of the respondents and comfort and convenience at the work place.

ALTERNATIVE HYPOTHESIS H₁: There is a significant difference between age of the respondents and comfort and convenience at the work place.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Age * comfort and convenience at the work place	120	100.0%	0	.0%	120	100.0%

Age * comfort and convenience at the work place Cross tabulation

		comfort and place	convenience	at the work	Total
		Highly Satisfactory	Satisfactory	Not satisfactory	
Age	21-30 yrs. Count	2	41	0	43
	ExpectedCount	.7	40.5	1.8	43.0
	31-40 yrs. Count	0	31	0	31
	ExpectedCount	.5	29.2	1.3	31.0
	41-50 yrs. Count	0	19	0	19
	ExpectedCount	.3	17.9	.8	19.0
	51-60 yrs. Count	0	15	0	15
	Expected Count	.2	14.1	.6	15.0
	>61 yrs. Count	0	7	5	12
	ExpectedCount	.2	11.3	.5	12.0
Total	Count	2	113	5	120
	ExpectedCount	2.0	113.0	5.0	120.0

Chi-Square Tests

	Value	Df	Asp. Sig. (2-sided)
Pearson Chi-Square	50.459 ^a	8	.000
Likelihood Ratio	29.263	8	.000
Linear-by-Linear Association	21.954	1	.000
N of Valid Cases	120		

a. 10 cells (66.7%) have expected count less than 5. The minimum expected count is .20.

$$\chi^2 = \sum(O_i - E_i)^2 / E_i = \sum(O_i - E_i)^2$$

EiChi-Square (X²) Calculation Calculated

value = 50.459

Degree of Freedom = 12

(Note: (r-1) (c-1) = (5-1) (3-1) = (4) * (2) = 8

Table value = 15.507

50.459 > 15.507

Significant Result = Significant at 5 % level

CHI-SQUARE ANALYSIS – II

NULL HYPOTHESIS H₀: There is no significant difference between monthly income of respondents and absenteeism and turnover of the employees.

ALTERNATIVE HYPOTHESIS H₁: There is a significant difference between monthly income of respondents and absenteeism and turnover of the employees.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Monthly Income: Absenteeism and employees turnover could be reduced if better welfare measures are provided by on load Gears Private Limited	120	100.0%	0	.0%	120	100.0%

Monthly Income * absenteeism and employees turnover could be reduced if better welfare measures are provided by On Load Gears Private Limited Cross tabulation

			absenteeism and employees turnover could be reduced if better welfare measures are provided by On Load Gears Private Limited					
			Strongly agree	Agree	Un decided	Disagree	Strongly disagree	Total
Monthly Income	BELOW 10000	Count	29	19	0	0	0	48
		Expected Count	11.6	19.2	14.4	2.0	.8	48.0
	10001-30000	Count	0	19	0	0	0	19
		Expected Count	4.6	7.6	5.7	.8	.3	19.0
	30001-50000	Count	0	10	21	0	0	31
		Expected Count	7.5	12.4	9.3	1.3	.5	31.0
	ABOVE 50001	Count	0	0	15	5	2	22
		Expected Count	5.3	8.8	6.6	.9	.4	22.0
Total		Count	29	48	36	5	2	120
		Expected Count	29.0	48.0	36.0	5.0	2.0	120.0

Chi-Square Tests

	Value	Df	Asymp. Sig.(2-sided)
Pearson Chi-Square	1.466E2 ^a	12	.000
Likelihood Ratio	165.853	12	.000
Linear-by-Linear Association	85.591	1	.000
N of Valid Cases	120		

a. 9 cells (45.0%) have expected count less than 5. The minimum expected count is .32.

$$\chi^2 = \sum (O_i - E_i)^2 / E_i = \sum (O_i - E_i)^2 / E_i$$

E_i

Chi-Square (X^2) Calculation Calculated value = 1.466

Degree of Freedom = 12 **(Note: $(r-1) (c-1) = (4-1) (5-1) = (3) * (4) = 12$)**

Table value = 21.026

1.466 < 21.026

Significant Result = Significant at 5 % level

Inference

It enumerates from the above analysis that calculated chi-square value is lesser than the table value at 12 degree of freedom. Hence the null hypothesis is accepted and alternative hypothesis is rejected. So, we conclude that there is no significant difference between monthly income of respondents and absenteeism and turnover of the employees.

FINDINGS:

- The analysis shows that the respondents are not at all satisfied with the rest room facility provided to them. As rest room is one of the main and important facilities in an organization.
- Drinking water facility provided by On Load Gears Private Limited is mostly satisfied by the respondents.
- The analysis shows that most of the respondents are satisfied with the medical facilities provided by the company but the company also has to verify why the other 8% of the respondents are not satisfied and verify them.
- On Load Gears Private Limited have to start the canteen as fast as possible, this can be one of the motivating factor for the Employees.

SUGGESTIONS

1. On Load Gears Private Limited should provide canteen facility to the Employees.
2. The Employees should be more sincere to their work.
3. The Employees should be more committed to their work as well.
4. On Load Gears Private Limited should appoint more young people to their organization.
5. The company should take some measures like intensive personality and career development, and there should be suggestion boxes which will the management to recognize the new suggestions from the Employees.

CONCLUSION

Employee's welfare refers to taking care of the well-being of the workers by employers, recognizing the unique place of the worker in the society and doing good for him/her retaining and motivating Employees, minimizing social evils, and building up the local reputation of the company are the arguments in favor of employees welfare.

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