

The Impact of Labour Welfare Measures on Employee Satisfaction

A Study At Go-Go International Private Limited, Hassan

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Abstract: *The Indian textile industry the largest industry in India accounting for above 20% of the total industrial production. Labor welfare it is an essential variable of enterprises relations because it measures one of the key contributors to know the level of fulfillment, inspiration profitability of the of the representative in the association. The labor welfare facility helps to persuade and hold representatives. The majority of welfare facilities are matters of sanitation and hygienic which is not given dissatisfaction among specialists are inspired by giving welfare measures. The labor welfare cover condition of well being, happiness, satisfaction, protection and advancement of HR. The study aims to find out the various labor welfare facility to know the significant influence on the employee's satisfaction level. To assess rapport between labor welfare measures and employee satisfaction. The study used primary and secondary data collection method. The study based on descriptive research design is used for the existing problem in the organization. From this survey, the GO-GO international Pvt Ltd is giving good labor welfare facilities to their employees. The study reveals that most of the labor welfare facilities are satisfactory at GO-GO international Pvt Ltd, Hassan.*

Index words: *employee welfare, satisfaction, and facilities.*

I. INTRODUCTION

Labour welfare, the term including far-reaching distinct administrations merits and offered facilities to employees by the employer. Labour welfare enhancing the health and work is for safety and all-purposive prosperity and efficiency of the specialists past the base norms lay down by work enactment. The concept of labor welfare is adaptable and versatile and varies broadly with times area to locale industry nation social qualities and traditions level and traditions level of industrialization and general social monetary advancement of people. The term labor welfare proposes numerous thoughts, which means and implications, for example, the state wealth wellbeing satisfaction respectability and the advancement of HR as an aggregate least level of welfare it is an appealing condition of existing including physical mental good and passionate prosperity. Labour welfare infers to giving better work conditions, for example, honest to good lighting, warm control, cleanliness, low commotion level, toilet and drinking water offices, flask and restroom prosperity and safety efforts. Welfare administrations, for example, lodging, training, amusement, transportation, and guiding.

II. STATEMENT OF PROBLEM

This study is important to find out how labor welfare facilities significantly influence the level of employee satisfaction and whether the statutory and non-statutory labour welfare facilities are better predicts of employee satisfaction.

III. NEED OF THE STUDY

1. The dynamics workers and supervisors relationship play a vital role with respective employee satisfaction.
2. The labor welfare measures provided in an organization affect the attitude of employees towards work.
3. To promote the employee's welfare measures like recreation facilities

IV. OBJECTIVES OF THE STUDY

1. To study the labour welfare measures existing at Go Go International Private limited.
2. To identify the attributes of welfare measures leading to employee satisfaction.
3. To evaluate the relationship between labour welfare measures and employee satisfaction.

V. SCOPE OF THE STUDY

1. The scope of the study is to understand employee welfare in the company since employee welfare is very important, the study limitations more on types of welfare provided to the employees within and outside the organization.
2. The scope of the study is limited to labor welfare schemes with the position of go-go international Pvt Ltd.
3. This study helps to assist top management to pick up the measures for labor welfare in approving for employees of go-go international Pvt Ltd.

VI. RESEARCH METHODOLOGY

The descriptive methodology is used which is single cross-sectional in nature, this method is helpful to know the measures taken for the welfare of the labors in both statutory and non-statutory benefits which lead to employee satisfaction

Methods to collect data:

- **Primary data:** interview method, direct observation and also by a structured questionnaire
- **Secondary data:** available books, articles, websites, and journals
- **Sample design** – sample technique used in simple random sampling, convenience sampling technique
- **Sample size:** The sample size of 250 labors was chosen from this industry.

VII. LIMITATIONS

1. The laborers were not able to express their opinion in front of the superiors and co-workers.
2. Unable to meet all the due to lack of time, the researcher labor of concern.
3. Bias from the part of respondents was another limitation of the study.

VIII. LITERATURE REVIEW :

Meenakshi and Yadav Kumar (2013) The paper looks at the view of specialists towards labor welfare measures in the changing financial environment. This research aims to ought to give these offices to laborers. It has been because of the increment in mindfulness among laborers. With a specific end goal to keep up better modern relations and solidness in the associations, keeping in the view the impression of specialists towards work welfare measures the corporate division ought to concentrate on these measures in a successful way.

KeerthisriyaDr.Panatulamurali Krishna (2014) The results indicates that the general mindfulness level of various arrangements of the Factory Act, it is not highest but rather an acceptable level, in with these facilities given by the industries, all the accounts sufficient among the workers. Security and welfare measured by the organization which is keeping the employees satisfied.

R Santana Krishnan (2015) In this study the labor welfare activities are for the most part impacted by compassionate standards and enactment in any country. In India, before the presentation of welfare and another enactment the states of the work were hopeless, misuse of kid work, work of long hours, terrible cleanliness and nonappearance of wellbeing measures are the consistent elements of industrial facility life in India. This article highlights the labor welfare measures and programmes.

K. Logasakthi& K. Raja Gopal (2013) this researcher things to see the welfare measures were taken in the compounded business, the representative's fulfillment levels and to distinguish the general nature of work life of the workers and employees. The information gathering was finished on the timetable. Now and again the individual meeting was required around then of topping off of questionnaire, to break down, the gathered information the analyst utilized basic rate examination.

IX. STATISTICAL HYPOTHESIS

1. **H1** - There was no mean difference in employee satisfaction score among the demographic classification of the employees.
2. **H2** - There was no mean difference in labor facility score among the demographic classification of the employees.
3. **H3** - There was no correlation between employee satisfaction and welfare facilities.

X. DATA ANALYSIS AND INTERPRETATION

Age - To test H1 & H2 one way ANOVA was used and the computation made were tabulated

		ANOVA				
		Sum of Squares	df	Mean Square	F	Sig.
Employee satisfaction	Between Groups	7.083	3	2.361	1.921	.129
	Within Groups	178.165	145	1.229		
	Total	185.248	148			
Facilities	Between Groups	102.127	3	34.042	.469	.705
	Within Groups	10535.980	145	72.662		
	Total	10638.107	148			

Since $P = 0.129$ greater than 0.05 the test was not significant at 5% levels that is there was no significant mean difference in the employee satisfaction scores among different age groups of the employees.

Gender – T-test

To test H1 & H2 one way ANOVA was used and the computation made were tabulated

		Group Statistics					
		Gender	N	Mean	Std. Deviation	t-value	Sig.
Employee Satisfaction	MALE		53	3.74	1.059	1.958	.052
	FEMALE		96	3.36	1.134		
Facilities	MALE		53	93.6415	8.85371	1.570	.119
	FEMALE		96	91.3750	8.19917		

Since $P = 0.052$ greater than 0.05 the test was not significant at 5% levels that is there was no significant mean difference in the employee satisfaction scores among different gender of the employees.

Education qualification

To test H1 & H2 one way ANOVA was used and the computation made were tabulated

		Sum of Squares	Df	Mean Square	F	Sig.
Employee satisfaction	Between Groups	1.885	2	.943	.751	0.474
	Within Groups	183.363	146	1.256		
	Total	185.248	148			
FACILITIES	Between Groups	50.056	2	25.028	.345	0.709
	Within Groups	10588.052	146	72.521		
	Total	10638.107	148			

Since P= 0.474 less than 0.05 the test was significant that is there exist a significant mean difference in employee facilities score among education qualification of employees at 5% levels indicated that there exists a significant mean difference in employee facility score between educational qualification was found to be statistically significant.

EXPERIENCE

To test H1 & H2 one way ANOVA was used and the computation made were tabulated

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Employee satisfaction	Between Groups	6.466	2	3.233	2.640	0.075
	Within Groups	178.782	146	1.225		
	Total	185.248	148			
Facilities	Between Groups	462.922	2	231.461	3.321	0.039
	Within Groups	10175.185	146	69.693		
	Total	10638.107	148			

Interpretation:

Since capital P=0.75 greater than 0.05 the test was not significant that is there was no significant mean difference in employee satisfaction score among different experienced employees at 5% levels. But post-test indicated that there was the significant mean difference in employee satisfaction scores between 0-5 years of experience and 10-15 years and there exist a significant main difference in the employee's satisfaction score between 5-10 years experience and 10-15 years of experience and it was found to be statistically significant at 5% levels.

Since P= 0.039 less than 0.05 the test was significant that is there exist significant mean difference in employee facilities score among different experience employees at 5% levels also post of test indicated that there exist significant mean difference in employee facility score between 0-5 years and 10-15 years of experience of employees and it was found to be statistically significant.

Multiple Comparisons				
LSD				
Dependent Variable	(I) experience	(J) experience	95% Confidence Interval	
			Lower Bound	Upper Bound
employee stasifaction	0-5	5-10	-.27	.54
		10-15	.09	1.34
	5-10	0-5	-.54	.27
		10-15	.00	1.16
	10-15	0-5	-1.34	-.09
		5-10	-1.16	.00
Facilities	0-5	5-10	-.1031	5.9895
		10-15	.9742	10.3975
	5-10	0-5	-5.9895	.1031
		10-15	-1.6284	7.1137
	10-15	0-5	-10.3975	-.9742
		5-10	-7.1137	1.6284

MARITAL STATUS – T-TEST

To test H1 & H2 one way ANOVA was used and the computation made were tabulated

Group Statistics						
	Marital status	N	Mean	Std. Deviation	t-value	Sig.
Employee satisfaction	MARRIED	103	3.38	1.011	-1.945	0.054
	UNMARRIED	46	3.76	1.303		
Facilities	MARRIED	103	92.6796	7.90906	1.074	0.284
	UNMARRIED	46	91.0652	9.63190		

Since P=0.054 greater than 0.05 the test was not significant at 5% levels that is there was no significant mean difference in the employee satisfaction scores among different marital status of the employees.

INCOME

To test H1 & H2 one way ANOVA was used and the computation made were tabulated

ANOVA						
		Sum of Squares	Df	Mean Square	F	Sig.
employee satisfaction	between Groups	.276	2	.138	.109	.897
	Within Groups	184.972	146	1.267		
	Total	185.248	148			
facilities	between Groups	31.721	2	15.860	.218	.804
	Within Groups	10606.387	146	72.646		
	Total	10638.107	148			

Since P=0.897 greater than 0.05 the test was not significant at 5% levels that is there was no significant mean difference in the employee satisfaction scores among different income of the employees.

JOB DESIGNATION

To test H1 & H2 one way ANOVA was used and the computation made were tabulated

ANOVA						
		Sum of Squares	Df	Mean Square	F	Sig.
employee satisfaction	between Groups	2.604	4	.651	.513	.726
	Within Groups	182.645	144	1.268		
	Total	185.248	148			
facilities	between Groups	446.695	4	111.674	1.578	.183
	Within Groups	10191.412	144	70.774		
	Total	10638.107	148			

Since P=0.726 greater than 0.05 the test was not significant at 5% levels that is there was no significant mean difference in the employee satisfaction scores among different job designation of the employees.

LABOUR WELFARE FACILITIES

- Finishing v/s checker-0.31
- Checker v/s helper -0.34
- Since P= 0.031 less than 0.05 the test was significant that is there exist a significant mean difference in employee facilities score among different experienced employees at 5% levels also post of the test indicated that there exist a significant mean difference in employee facility score and it was found to be statistically significant.
- Since P= 0.034 less than 0.05 the test was significant that is there exist a significant mean difference in employee facilities score among different experienced employees at 5% levels also posthoc test indicated that there exist a significant mean difference in employee facility and it was found to be statistically significant

To test H3 correlation analysis was used and the computations made were tabulated

Correlations		
		employee satisfaction
welfare facilities	Pearson Correlation	.053
	Sig. (2-tailed)	.518
	N	149
statutory facilities	Pearson Correlation	.163*
	Sig. (2-tailed)	.047
	N	149
non-statutory facilities	Pearson Correlation	.453**
	Sig. (2-tailed)	.000
	N	149

- The correlation between employee satisfaction and welfare facilities was positive $r = 0.053$ with $P=0.518$ and it was found to be statistically not significant at 5% levels.
- The correlation between employee satisfaction and statutory facilities was positive $r= 0.163$ with $P= 0.047$ and it was found to be statistical significant 5% levels.
- The correlation between employee satisfaction and non-statutory facilities was positive, $R=0.453$ with $P=0.00$ and it was found to be statistically significant at 5% levels.

XII. FINDINGS :

1. There was no significant mean difference in the employee satisfaction scores among difference age ways
2. There was no significant mean difference in the employee satisfaction scores among difference between male and female employees
3. There was the significant mean difference in the employee satisfaction scores among there is no difference between employee qualification
4. There was no significant mean difference in the employee satisfaction scores among difference experience of employees
5. There was no significant mean difference in the employee satisfaction scores among difference marital status of employees
6. There was no significant mean difference in the employee satisfaction scores among difference between the income of the employees
7. There was no significant mean difference in the employee satisfaction scores among the difference between job designation of the employees
8. There was a significant mean difference in employee facilities score among different experience in employees
9. There exist a positive correlation between employees satisfaction and facility it is not significant
10. There exist a significant positive correlation between employee satisfaction and statutory facilities
11. There exist a significant positive correlation between employee satisfaction and non-statutory facilities

XIII. SUGGESTIONS :

1. All employees should actively participate in welfare activities
2. The superior need to have a good rapport with their subordination to build a healthy relations
3. The organization need to provide a better and ergonomically sitting arrangement to the workers
4. The organizations need to take care that the workers get paid on specified due dates to avoid any contingency
5. The organization need to provide workers with good employee engagement activity and recreational facilities so have to retain the enthuse in the workers

XIV. CONCLUSION :

The welfare facilities give better working conditions and living environment to their workers which as increased morale satisfaction commitment towards the objective of the organization. From the study there is no significant difference between the employee satisfaction and facilities and there is a positive relationship between the employee satisfaction and statutory and with the non-statutory facilities. From the study, it is found that some of the workers are not satisfied with the relationship with their superior building good so the organization should take care so that healthy communication occurs between the workers and superior. Most of the workers are neutral in their response with respect sitting arrangements in the organization. According to this study some of the workers expecting to improve existing welfare facilities within the organization.

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