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Impact Of Welfare Measures On Employees' Job Involvement With Special Reference To Steel Industry In Coimbatore

***A.Ayyanar, Ph.D -Research scholar, BSMED,**
Assistant professor, PSY Arts and Science College, Sivagangai.
***Dr.N.Umadevi, Assistant professor, BSMED, Bharathiar University, Coimbatore.**

ABSTRACT: The perception of employee welfare is energetic. Employee welfare necessary all those activities of employer which are directed towards providing the employees with certain facilities and services in addition to wages or salaries as a concern towards safety, health, efficiency and wellbeing of the employees at the work place. The study throws light on impact of welfare measures on the employees' involvement with respect to the steel industry. The primary data for the study was collected through a questionnaire. The sample size of the study was 50 and the sample design adopted was systematic random sampling technique.

Key words: welfare, measures, Job involvement, Employees'

1. Introduction

Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high. The welfare measures need not be in monetary terms only but in any kind/forms statutory and non-statutory welfare schemes .The statutory schemes are those schemes that are compulsory to provide by an organization as compliance to the laws governing employee health and safety. These include provisions provided in industrial acts like Factories Act 1948, Dock Workers Act (safety, health and welfare) 1986, Mines Act 1962. The non-statutory schemes differ from organization to organization and from industry to industry. Therefore, Employee welfare necessary all those activities of employer which are directed towards providing the employees with certain facilities and services in addition to wages or salaries as a concern towards safety, health, efficiency and wellbeing of the employees at the work place.

Objectives

- To study impact of welfare measures on the employees
- To find out the present level of Job involvement of employees.

2. Literature Reviews

Dr.P.Bhujanga Rao (2017) state that welfare measure is a process of recognizing the unique place of the worker in the society and doing good for them, retaining and motivating employees and building up the local reputation of the company.

Madhesh (2014) instated that employees having 5-10 years' experience are highly satisfied welfare measures provided by their companies in SIPCOT industrial area in Tamilnadu. He suggested some recommendations regarding welfare inspector, transfer policies &disciplinary rules for betterment of employees.

Gurusamy (2012) asserted that there is no significant relationship between the sex of the respondent& level of satisfaction on washing facilities in textile industry at Coimbatore district. Also he stated that there is a positive relationship the income of the respondent& the level of the satisfaction on canteen facilities

3. Methodology

Research methodology is a scientific and systematic way to solve research problems. Primary Data was collected through questionnaire and, secondary data are from journals, books, and websites. The method of sampling followed for this study is Simple Random Sampling. Sample size taken for the study is 50.

4. Data Analysis and Interpretations

4.1. Pilot study

Pilot Study:

Before under taking the survey, a pilot test involving 50 respondents randomly chosen from six steel companies under the study was administered to test the reliability of the questionnaire. Based on the results of the pilot study the interview schedule was modified and restructured.

4.2. Reliability test

Table: 1

Reliability Statistics	
Cronbach's Alpha	N of Items
.924	43

Inference: This Cronbach's alpha value is more than 0.7. Hence the reliability of the question is proved.

Analysis of Variance

H1: Age influences the Job Involvement of the respondents

H2: Education level influences the Job involvement of the respondents.

H3: Influence level of age is same as education level on Job involvement of respondents.

Table:2 Anova test

Tests of Between-Subjects Effects						
Dependent Variable: Job Involvement						
Source	Type III Sum of Squares	df	Mean Square	F	P value	Partial Eta Squared
Corrected Model	5.223[a]	11	.475	4.254	.000	.127
Intercept	1325.018	1	1325.018	11871.954	.000	.974
Age	.237	2	.119	1.062	.347	.007
education	.926	3	.309	2.765	.042	.025
Age * education	2.490	6	.415	3.718	.001	.065
Error	35.827	321	.112			
Total	6464.679	333				
Corrected Total	41.049	332				
a. R Squared = .127 (Adjusted R Squared = .097)						

A two-way analysis of variance tested whether Job involvement influenced by the age and the education level of the respondents or not. The independent variable age has p value =0.347 which is greater than 0.05. Hence H1 is not accepted. It concludes that Job involvement of the respondents is not influenced by their Age. Another independent variable Education level has p value =0.042 which is less than 0.05. Hence H2 is accepted. It concludes that Job involvement of the respondents is influenced by their educational level. But interaction p value =0.001 which is less than 0.05. Hence H3 is accepted. Hence it concludes that influence level of age is same as education level on Job involvement of the respondents.

Partial beta square is 0.007 for age and 0.025 education level. That is, the relative impact of education level is more than age group. R square value show that 12.7 per cent of variance in job involvement influenced by age and education level of the respondents.

Table: 3 Anova test

Multiple Comparisons						
Dependent Variable: Job Involvement						
Tukey HSD						
(I) Age	(J) Age	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
21-30	31-40	-.04801	.050319	.606	-.16649	.07047
	41-50	-.13485	.063421	.086	-.28418	.01449
31-40	21-30	.04801	.050319	.606	-.07047	.16649
	41-50	-.08684	.049958	.193	-.20447	.03080
41-50	21-30	.13485	.063421	.086	-.01449	.28418
	31-40	.08684	.049958	.193	-.03080	.20447
Based on observed means. The error term is Mean Square(Error) = .112.						

INFERENCE:

Post Hoc-Tukey HSD test is used to test the significant difference between the groups based on p value. The p value between age group 21 and age group 30 is 0.606. Hence the Job involvement between the age group 21 and age 30 is same. The p value between age group 41 and age group 50 is 0.086. Hence the Job involvement between the age group 41 and age 50 is same. The p value between age group 31 and age group 40 is 0.193. Hence the Job involvement between the age group 31 and age 40 is same. It concludes that Job involvement is same in all age groups.

Table: 4 Anova test

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Multiple Comparisons						
Dependent Variable: Job Involvement						
Tukey HSD						
(I) Educational Qualification	(J) Educational Qualification	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
ITI	Diploma	-.02635	.104453	.994	-.29611	.24340
	Engineering	-.10836	.112122	.769	-.39792	.18120
	Others	-.23749	.095093	.062	-.48308	.00809
Diploma	ITI	.02635	.104453	.994	-.24340	.29611
	Engineering	-.08201	.079443	.731	-.28718	.12315
	Others	-.21114*	.052750	.000	-.34737	-.07491
Engineering	ITI	.10836	.112122	.769	-.18120	.39792
	Diploma	.08201	.079443	.731	-.12315	.28718
	Others	-.12913	.066659	.215	-.30128	.04302
Others	ITI	.23749	.095093	.062	-.00809	.48308
	Diploma	.21114*	.052750	.000	.07491	.34737
	Engineering	.12913	.066659	.215	-.04302	.30128
Based on observed means. The error term is Mean Square(Error) = .112.						
*. The mean difference is significant at the .05 level.						

INFERENCE:

Post Hoc-Tukey HSD test is used to test the significant difference between the groups based on p value. The p value between ITI and Diploma is 0.994. Hence the Job involvement between is same. The p value between ITI and Engineering is 0.769. Hence the Job involvement between is same. The p value between ITI and Other education is 0.062. Hence the Job involvement between is same. The p value between Diploma and Engineering is 0.731. Hence the Job involvement between is same. The p value between Diploma and Other education is 0.731. Hence the Job involvement between is same. The p value between Engineering and other education is 0.215. Hence the Job involvement between is same. The p value between other education and Diploma is <0.05. Hence the Job involvement between is same. It concludes that education level help to increase job involvement of the respondents.

5. Conclusion

From the study, It has been found that the welfare schemes provided to the employees in the steel industrial sector can increase their effectiveness by providing proper welfare scheme to the employees. Every organization must provide welfare facilities based on the Factories Act. Like statutory and non-statutory welfare facilities. Welfare helps in keeping the morale and motivation of the employees high.

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