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# **JOURNAL OF EMERGING TECHNOLOGIES AND INNOVATIVE RESEARCH (JETIR)**

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## **A STUDY ON EMPLOYEE BENEFITS IN SHRI AMMAN STEEL AND ALLIED INDUSTRIES ( P ) LTD, TIRUCHIRAPALLI**

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**ABSTRACT:.** Employee benefits which are the various non wage compensations provided to employees in addition to their normal wage compensations provided to employees in addition to their normal wages or salaries cannot be overlooked by the management of the organization ,since the human resource of the organization is the most valued resource .

**Keywords :** Employee benefits, Compensation, human resource.

## INTRODUCTION

Employee benefits are basically any forms of compensation that are offered by the employer organizations in addition to wages and salaries which may be paid once or in parts. These benefits be paid to the employees together with their salaries or separately at once or sometimes in parts. Employee benefits may be offered to employees on the basis of their performance, demands, and needs, or overall performance, efficiency, and economic growth and sustainability of the organization which in turn is dependent on the probability income of organizations. Some Organization increased employee benefits when their financial position rises; they give bonuses and incentives to their employees who are the real performers behind their success and growth.

## LITERATURE REVIEW

1. Miller (2008) In a study on health paid leave benefit has found that health coverage remains by far the most costly benefits provided to employees more than one quarter of human resource professionals, 29% indicated there organization now provide health saving accounts, paid family leaves and paid paternity leave all declined in 2008 compared with 2007

2. Giesel (2005) in a study on New York City Council passes has found that grocery stores and other retailers that sell groceries to make contribution towards their employees health insurance coverage costs by the council, estimated amount of Contribution to each employee hour , coverage of the mandate, implications of the legislation for the employees retirement income security act.

3. Hone (2007) in a study on health plans has found that the seven step plan that can guide companies towards their transformation to customer driven health plans and health saving account in the US companies should established at honest assessment of their health benefits and health status.

4. Oberoi 2010 benefits differentiated rewards and performance matrix these are all key aspects play the important role in ROI measurement and essential part of an Organization's reward architecture. In benefits. Organization has the mind-set that Their high performance will only stay with them if their salary was externally competitive not only on aspects, but also in terms of benefits and total remuneration.

## RESEARCH METHODOLOGY .

### Sources of data:

#### Primary data

The crux of the report is based on information collected through questionnaires method distributed to the concerned employees.

#### Tools of analysis

1. percentage analysis

2. Anova analysis

## Percentage analysis:

Percentage are uses in making comparison between two or more series of data to desirable the relationship percentage can be used to compare the distribution of two or more serious of data.

$$\% = \text{No. Of. Respondents} * 100$$

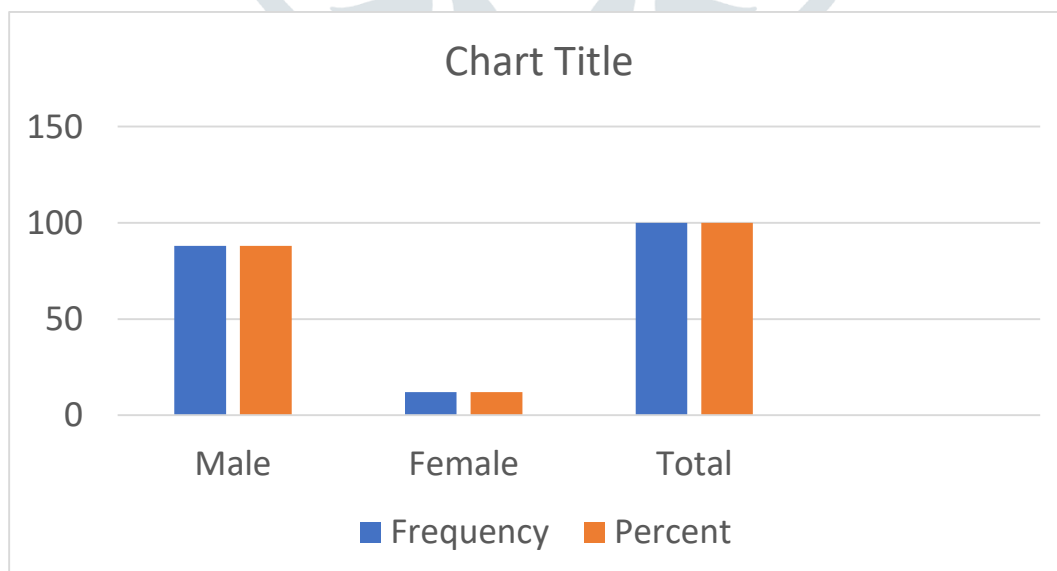
Total no of respondent

## Anova technique

One way ( or single factor) ANOVA: under the one way ANOVA, we consider only the factor and then observe that the reason for said factor to be important.

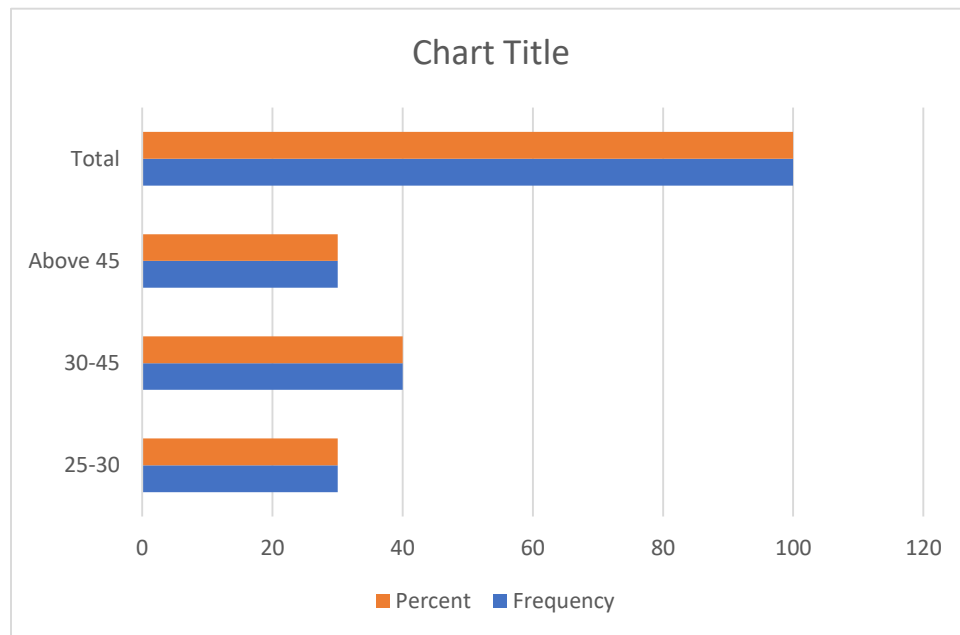
**TABLE: 1** Gender of the respondents

Gender	Frequency	Percent
Male	88	88.0
Female		12.0
Total	100	100.0



**Table -2** Age of the respondents

Age	Frequency	Percent
25-30	30	30.0
30-45	40	40.0
Above 45	30	30.0
Total	100	100.0



## Conclusion

These types of benefits may include group insurance ( health, vision, life, ) , disability income protection, retirement benefits, tuition reimbursement, sick leave , vocation, funding of education, as well as flexible and alternative work arrangements. Based on the result of survey can say that the top three benefits employees rated as very important to their job satisfaction were paid time off, health care/ medical benefits, and flexibility to balance life and work issues.

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