



A STUDY ON EMPLOYEES WELFARE MEASURES

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ABSTRACT

The present study was under taken with such a task in mind and it aims at unearthing the strengths and weakness of the welfare measures in Patanjali Foods Ltd that is prevalent in the organization that sponsored this project work.

Since organizations exist to achieve goals. The degree of success that individual employees have in reaching their individuals goals is important in determining organizational effectiveness. The assessment of how successful employees have been at meeting their individual goals, therefore, becomes a critical part of Human Resource Management. This leads us to the topic of Employees Welfare Measures.

This project aims at knowing “Welfare System”. In this project the work atmosphere and the welfare measures provided by the organization has studied.

It also aims at finding out the employee’s relationship with the management.

This survey is done within the organization. The sample size is 120. The data was collected by administering questionnaire and by adopting direct personal contact method. The persons met are all employees of the concern.

Collections of data were analyzed and tabulated in a sequential manner and the interpretations are given along with the tabulation. The conclusion and suggestions are also given in this report for the improvement of this system in the organization.

INTRODUCTION

“Welfare is comfortable living and working conditions”. Employee welfare means the efforts to make life

worth living for workman.

“Welfare is comfortable living and working conditions”. People are the most important asset of an organization, and the accounting profession has to assess and record the value and cost of people of an organization. Once this is accepted, the need for measuring the value for recording it in the books of accounts arises. The value of human assets can be increased substantially by making investment in their training and welfare activities in the same way as the value of repairs/ overhauling, etc.

While the cost on training, development, etc., can be recorded separately and to be within the eventual, the expenditure on welfare activities can be added to the ‘investment’ and the returns judged. Unlike other assets which have depreciation value as year’s passes by, value of human assets appreciates with passing years. The value can depreciate by aging process which is generally hastened up by worries, unhealthy conditions, etc. once this process is slowed down, or at least if the employee is made to feel ‘young in spirits’ the value of this asset appreciates considerably.

Any investment constitutes the assets of a company and therefore, any investment for welfare of labor would constitute an extra investment in an asset. Industrial progress depends on a satisfied labor force and the importance of labor welfare measures was stressed as early as 1931, when the Royal Commission on labor stated ‘the benefits which go under this nomenclature, are of great importance to the worker and which he is unable to secure by himself. The schemes of labor welfare may be regarded as a “wise investment” which should and usually does bring a profitable return in the form of greater efficiency.

OBJECTIVES:

- ✓ To know different types of welfare facilities provided to employee in organization.
- ✓ To understand the impact of employee welfare policies.
- ✓ To understand the needs, importance and impact of social security measures to employees.
- ✓ To know how much utilization of welfare facilities provided by the organization are utilized by the employees.
- ✓ To find employee satisfaction towards security measures provided

REVIEW OF LITERATURE

- ✓ Naveen and Madhavi (2017), analyzed the different dimensions of labor welfare measures and satisfaction levels of employees. This study helps to improve the welfare schemes in N.T.P.S Ibrahim patnam. The data was collected through well-structured questionnaire. Primary and secondary sources have been used as source of data. Percentage analysis and mean square method has been used for data analysis.
- ✓ Ramya et al., (2016), discussed the factors of employee satisfaction and understanding of various welfare benefits offered by the company to keep workers happy, as well as the effect of welfare

facilities on worker satisfaction. Johri and Mehrotra (2014), says that voluntary welfare measure should be given to employees. They examine the level of awareness of various welfare measures by the employees.

- ✓ Bharti and Kumar (2013), says that there is a link between welfare measures and employee satisfaction. His study also examines on welfare benefits and employee satisfaction.
- ✓ Mohan & Panwar (2013), conducted a study about employee welfare schemes prevalent in retail stores in the Udaipur region. Their studies not only give information about intra-mural facilities but also extra-mural facilities. Its goal is to explore the retail sector which creates innovative concepts to attract and retain talented employees over a long period of time.
- ✓ Choudhary (2011) identifies the employee welfare measures in Indian railways. The study analyzed that insufficient financial resources is main reason given by railways for providing welfare measures to customers. From the study, it suggests that railways should reduce the cost of social burden and apply government royalties to improve benefits.
- ✓ Finger (2005), says that that it is possible to improve the morale and spirit of employees by addressing moral issues. Measures to protect workers includes housing, medical, recreational, library facilities, among others with the hope of making a profit & increases the satisfaction level of an employee

RESEARCH METHODOLOGY

- ✓ Sample size 70 has been taken for survey. The samples are collected from levels of executives and supervisors.
- ✓ To examine report definite methodology were utilized to impose the topic in a clear approach. This research design uses descriptive research method, which will rely on primary data.
- ✓ Tools Used : Percentage Method, cross tabulation method

DATA ANALYSIS AND INTERPRETATION

Table-1-The satisfaction level towards the gratuity benefits provided by the company

Satisfaction level	No. of Respondents	Percentage (%)
Highly satisfied	29	41
Satisfied	36	51
Neutral	5	7
Dissatisfied	0	0
Highly Dissatisfied	0	0
Total	70	100

Inference:

From the above, 41% of employees says that they are highly satisfied with the gratuity benefits provided by the company. 51% of employees say that they are satisfied, 7% of the employees are neutral about the gratuity benefits provided by the company.

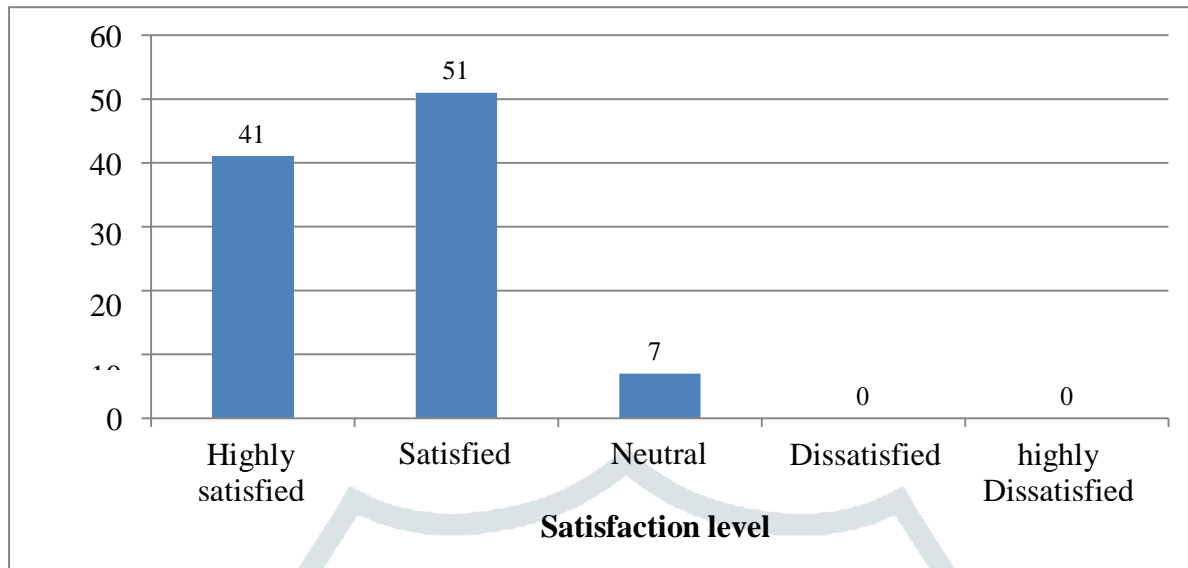


Chart-1- The satisfaction level towards the gratuity benefits provided by the company

Table -2- The satisfaction level of the employees towards Medical insurance benefits

Satisfaction level	No. of Respondents	Percentage (%)
Highly satisfied	30	43
Satisfied	31	44
Neutral	7	10
Dissatisfied	2	3
Highly Dissatisfied	0	0
Total	70	100

Inference:

From the above, 43% of employees says that they are highly satisfied with the medical insurance provided by the company. 44% of employees says that they are satisfied, 10% of the employees are neutral, 3% of the employees are dissatisfied with the medical insurance provided by the company.

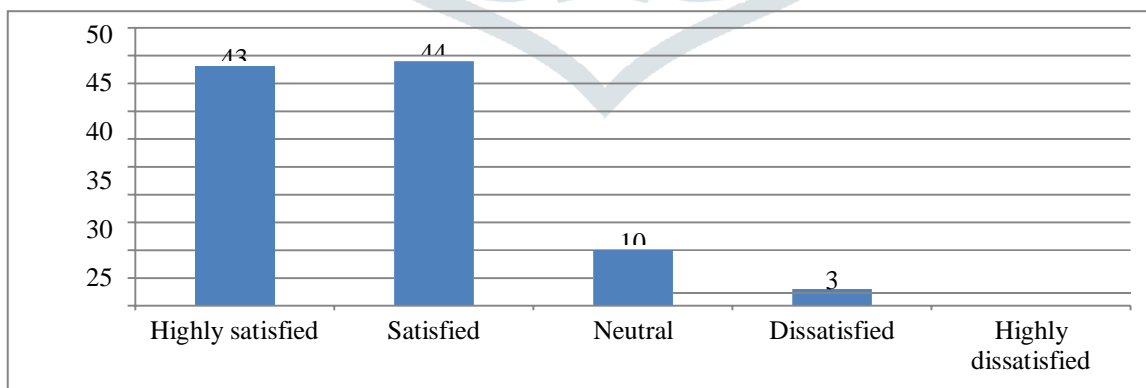


Chart-2- The satisfaction level of the employees towards Medical insurance benefits

Table -3- Whether the company adopts safety measures for employee safety

Category	No. of Respondents	Percentage (%)
Yes	65	93
No	3	4

Don't know	2	3
Total	70	100

Inference:

From the above, 93% of employees says that company adopt safety measures for employee safety. 4% of employees say that company adopt safety measures for employee safety and 3% of the employees don't know whether company adopt safety measures for employee safety.

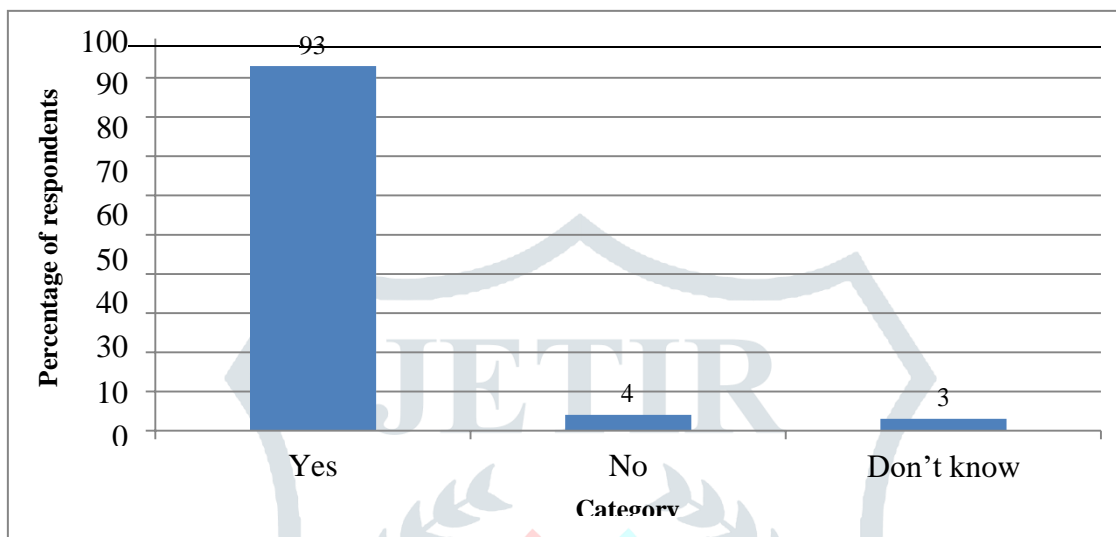


Chart -3-Whether the company adopts safety measures for employee safety

Table- 4- Table showing cross tabulation of Gender, Age and Training programmes

Does the organization educate regarding the new technology developments	Age	No. of respondents (n)	Gender		Total
			Male	Female	
Yes	20-29yrs	n	4(7%)	0(0%)	4(6%)
	30-39yrs	n	4(7%)	5(5%)	9(13%)
	40-49yrs	n	5(8%)	3(45%)	8(11%)
	50yrs-above	n	32(54%)	2(18%)	34(49%)
No	20-29yrs	n	1(2%)	0(0%)	1(1%)
	30-39yrs	n	3(5%)	1(9%)	1(1%)
	50yrs-above	n	6(9%)	0(0%)	6(9%)
Nil	30-39yrs	n	1(2%)	0(0%)	1(1%)
	50yrs-above	n	3(5%)	0(0%)	3(4%)
Total		n	59	11	70

Inference:

From the above mentioned table no.4.2.1,the employees who says that company provides training to improve skills are 6% with age group 20-29yrs, 13% with age group 30-39yrs, 11% with age group 40-49yrs, 49% with age group 50yrs& above. The employees who say that company does not provides training to improve skills are 1% with age group 20-29yrs, 1% with age group 30-39yrs , 9% with age group

50yrs & above. The employees who say that company provides nil training to improve skills are 1% with age group 30-39yrs, 4% with age group 50yrs-above.

Table- 5- Table showing cross tabulation of gender, age and leave policy.

How do you rate the leave policy of the organization	Age	No. of respondents(n)	Gender		Total
			Male	Female	
Highly satisfied	30-39yrs	n	1(2%)	0(0%)	1(1%)
	40-49yrs	n	2(3%)	1(9%)	3(4%)
	50yrs-above	n	11(19%)	2(18%)	13(19%)
Satisfied	20-29yrs	n	4(7%)	0(0%)	4(6%)
	30-39yrs	n	3(5%)	5(45%)	8(11%)
	40-49yrs	n	3(5%)	2(18%)	5(7%)
	50yrs-above	n	30(51%)	0(0%)	30(43%)
Neutral	20-29yrs	n	1(2%)	0(0%)	1(1%)
	30-39yrs	n	3(5%)	0(0%)	3(4%)
Dissatisfied	30-39yrs	n	1(2%)	1(9%)	2(3%)
Total		n	59	11	70

Inference:

From the above mentioned table no. 4.2.7, the employees who are highly satisfied with leave policy are 1% with age group 30-39yrs, 4% with age group 40-49yrs, 19% with age group 50yrs & above. The employees who are satisfied are 6% with age group 20-29yrs, 11% with age group of 30-39yrs, 7% with age group of 40-49yrs, 43% with age group 50yrs&above. The employees who are neutral about the satisfaction level towards leave policy are 1% with age group 20-29yrs, 4% with age group 30-39yrs. The employees who are dissatisfied about the satisfaction level towards leave policy are 3% with age group 30-39yrs.

FINDINGS

- ✓ Majority of the respondents feel very good about the canteen facility provided by the company.
- ✓ Majority of the respondents were satisfied towards the lunch room and rest room facility.
- ✓ Respondents were satisfied with the drinking water facility.
- ✓ Majority of the respondents feels that suitable ventilation and lightening in the workplace is been provided.
- ✓ Majority of the respondents are highly satisfied with medical facility provided by the company.
- ✓ Respondents say that transportation facility is not provided.
- ✓ Housing facility is provided to the employees

SUGGESTIONS

- ✓ Recreation facilities can be improved to increase the morale of the employees and reduces the stress of the employees.
- ✓ More training classes should be conducted to enhance the efficiency of the employees.
- ✓ Quality of food, canteen facility can be improved.
- ✓ Annual health checkups, employee counseling should be improved by conducting healthcamps at least in a month.
- ✓ Company should provide breakfast facility

CONCLUSION

Employee welfare measures are the state of wellbeing, satisfaction, protection and help to motivate the employees. It was explored that employee welfare measures helps in employee satisfaction. With the result of improving the quality of work life among the employees, their involvement in job will be increased and productivity of the organisation will be increased.

Employee welfare measures boost the morale of the employees if they are effectively implemented and carried out. The welfare measures which are provided are appreciable, as the employees are satisfied with the existing welfare measures.

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