

# A STUDY ON EMPLOYEE WELFARE MEASURES

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## 1. INTRODUCTION:

### INTRODUCTION OF THE TOPIC

the workplace is an important part of the work on the protection of labor relations. After work, paid and trained staff, and they should be managed and to serve the organization's effectiveness. Wellness Center has been developed to protect the safety of employees; They are not employees of the financial benefits. for example, various devices, not employment. State and non-governmental organizations and the Union, as well as to contribute to the welfare of employees. Needs and multicultural world recognized the importance of being professional. industrial and agricultural workers can do for the development of modern life and hope. You need to move with the body and attitude. Employers may provide additional services, understands the importance of their role. Based on the priorities of each level of each employee to ensure a few important facts. This government is interested in the development of entrepreneurs and industrial workers based on fixed assets with a different amount of time to create laws that benefit policy measures to ensure that believeth.

### THE SCOPES OF EMPLOYEE WELFARE IS:

1. It improves the quality of life.
2. performance improvement.
3. To increase productivity.
4. Labor relations and industrial peace-building.
5. To increase the level of employees.
6. Improving the purchase of electrical energy and power services.
7. The staff of the national economy to make systematic work.

8. To facilitate the work. The welfare of the spectrum released by the economy, and the public, because of the political and social situation, may be different depending on the country.

### NEED FOR STUDY:

Management is working with community art; Therefore, to improve productivity and increase profits should seek the cooperation of the staff. They were satisfied with the staff and can be implemented with the participation of an employee. The size and the right and pediatrics, pediatric, pediatric education, recreation, and another similar body to reach the center of the family.

Terms of staff. The scope of benefits to produce a high standard of ethics

Food and help improve the country's industrial standards. He's employees, as well as employees in different positions is difficult to obtain information about the activities and problems is a topic because I chose this topic.

## 2. LITERATURE SURVEY

### MEANING AND DEFINITIONS OF EMPLOYEE WELFARE

Protection functions described in many ways. But unfortunately, the "one-sided" to create a life that is good for more employees have received this as defined in the Oxford Dictionary of Well-being.

Professor Richardson is the organization for the work environment, work and social welfare, health club, and known promotion "component of health

and safety for the effective organization, finance, safety, education, and other.

Prof. Angelica S. Pinker "The protection, as well as, which has a network function, can be established based on the separation of all roads and services, tools and services with a healthy environment and a good, behavior and performance are defined as support for the value."

Benefits more about the achievements of the best workers in the life and the work environment is voluntary. "For the employer, he describes the work as a force for the benefit of employees.

Tasks defined in many ways and so is shown in some way in some countries.

### **IMPORTANCE OF WELFARE WORK IN INDIA**

- 1) Activities targeting affected employees. When he sees that the business and the government are blatantly, destructively, and distracted by the actions it has taken. Do so, along the way with the peace industry.
- 2) The CPA's various relief measures also let employees know that they have been involved in activities that you have participated in and three times before considering any activity that is intended to violate.
- 3) Health Keep it free in peanut bags, medical supplies, and training, etc. Direct increase in real income of workers from conflicts in industry. Therefore, they try to avoid weakening the possible industry-front conflict and the lack of a reason.
- 4) The ceremony will take a long time to improve mental health and less heart attack with economic growth.
- 5) The job of making it usable and unskilled and permanent workers are also attractive services for employees.
- 6) The Health of the physical, mental, and employee's lives, which will increase productivity and productivity, will be better.

### **3. RESEARCH METHODOLOGY**

#### **► INTRODUCTION & MEANING OF RESEARCH**

##### **MEANING OF RESEARCH:**

Research is based on common sense on the search for knowledge. Over time, each research as a scientific study of information to define a related topic. Studies of art are scientific. The dictionary of advanced students in the UK is now used to describe the importance of studies such as "full or part-time research is a search for new truth in all fields of science." See some research as a movement, a movement of the unknown were the unknown. This journey is far from clear. We all have feelings that are important to remember that time is unknown to us, with wonder and mind and to discover and understand the nature of information endlessly and beyond. This is the maternal notion of all knowledge and methods, which can be used in the name of research to obtain knowledge of what is known.

##### **► TITLE OF THE PROJECT:-**

**“EMPLOYEE WELFARE”**

##### **► OBJECTIVE OF THE PROJECT:-**

Some of the main goals are:

- 1). the study is the response of well-trained company team staff.
- 2). Research fitness services provided by the organization.
- 3). reading is a good team, which is recommended.
- 4). give a good team-mate to the company team.

##### **► DATA COLLECTION:-**

To obtain information on the objectives of this work, they are summarized below.

##### **a) Primary Data:-**

Reference is examined through. Questions about health services were released and released. All

information is provided in support of personal interviews with staff.

#### b) Secondary Data:-

Collection of data is made using official records, reports and project information collected usually with the help of Sunbeam Auto Pvt Ltd This country can be accessed using this collection.

1) Books 2) Websites 3) Brochures

#### ► SAMPLING PLAN:

##### SAMPLE SIZE SELECTION:

The size of the test is determined by the number of companies. Therefore, it also depends on the nature of the population, the type of class that is proposed, the nature of the survey, and the type of example. Total workers 700. The size of these projects is around 100 employees.

#### METHOD OF SAMPLING:

Probabilistic example methods can be applied to the work since these also call "random samples" to the structure that was tested, all in the universe having the same function to fit in the model. Samples that have the same normal population of healthy people that are mentioned in the way they choose are not likely to function in the same sample at all possible and every population.

#### ► RESEARCH DESIGN:

#### DESCRIPTIVE RESEARCH:

Describe the work-study, which is intended to determine the style of the individual or group that will. Brokers for deeper and more accurate knowledge of the subject; In practice, the plan should be carefully followed.

## QUESTIONNAIRE DESIGN

Completion of the questionnaire completed on this project.

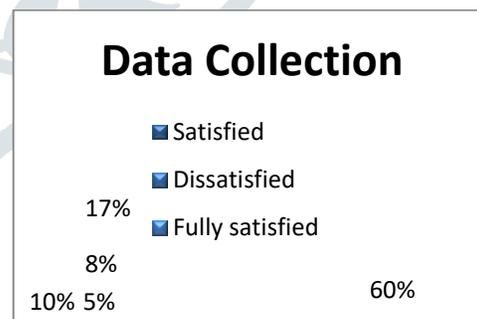
## STATISTICAL METHODS:

In this work, we will explore ways and means for graphic pie painting.

## 4. DATA ANALYSIS & INTERPRETATION

1). Are the criteria followed by a variety of legal work realized?.

| Opinion             | No of Respondents | Percentage |
|---------------------|-------------------|------------|
| Satisfied           | 60                | 60         |
| Dissatisfied        | 10                | 10         |
| Fully satisfied     | 5                 | 5          |
| Not fully satisfied | 8                 | 8          |
| No Answer           | 17                | 17         |
| <b>Total</b>        | <b>100</b>        | <b>100</b> |

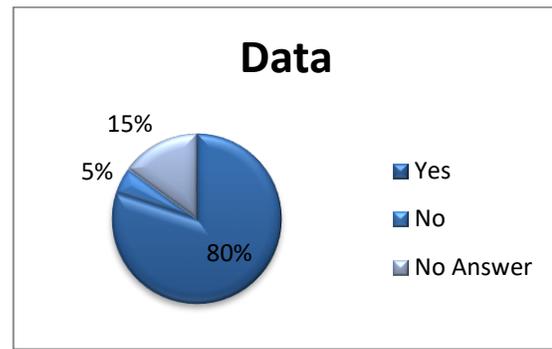


## INTERPRETATION:

Numbers 100 indicate that workers pursue vacant activities. 60% full. 10% of workers are not satisfied. 5% overall fat. It is 8%, with 17% of staff not satisfied with the response.

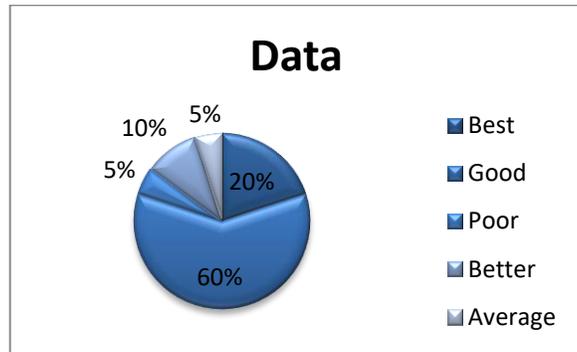
2). Are you satisfied with the entertainment?.

| Opinion      | No Respondents | of Percentage |
|--------------|----------------|---------------|
| Best         | 20             | 20            |
| Good         | 60             | 60            |
| Poor         | 5              | 5             |
| Better       | 10             | 10            |
| Average      | 5              | 5             |
| <b>Total</b> | <b>100</b>     | <b>100</b>    |



**INTERPRETATION:**

The diagram above shows that 80% of workers take safety precautions when they are with and 5% of their employees take safety precautions, not when they are out of work. However, in discussions with staff, it was noted that staff awareness is 15%.



**INTERPRETATION:**

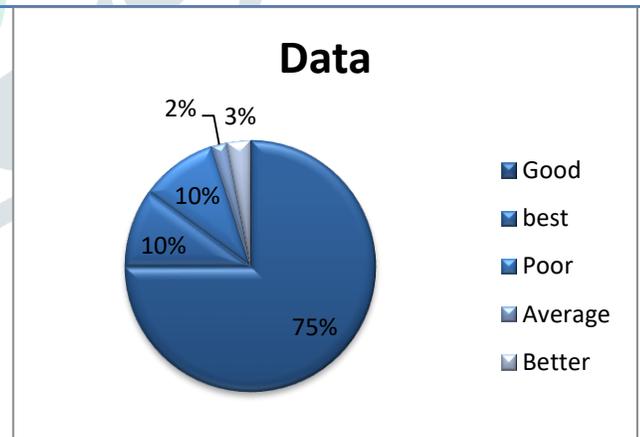
The charts above show that 60% of the respondents are better, 20% of the respondents are good, 5% is less than the employees, 10% of the respondents are good, and 5% of the respondents are working.

3). Why and then serve the company you installed?.

| Opinion      | No Respondents | Of Percentage |
|--------------|----------------|---------------|
| Yes          | 80             | 80            |
| No           | 5              | 5             |
| No Answer    | 15             | 15            |
| <b>Total</b> | <b>100</b>     | <b>100</b>    |

4) Why security measures while working?

| Opinion      | No Respondents | of Percentage |
|--------------|----------------|---------------|
| Good         | 75             | 75            |
| Best         | 10             | 10            |
| Poor         | 10             | 10            |
| Average      | 2              | 2             |
| Better       | 3              | 3             |
| <b>Total</b> | <b>100</b>     | <b>100</b>    |



**INTERPRETATION:**

The charts above show that 75% of reviews are good employees, 10% good employee reviews, 10% fewer employee reviews, 2%, employee reviews They are average and 3% reviews are good.

## 5. FINDINGS OF THE STUDY

This part of the analysis and reporting, data collection, and analysis; The translation here to see some results.

The study results are based on employee well-being and the public survey by Sunbeam Auto Pvt. Industry focus on health activities and analysis of primary and secondary data.

- 1) All the staff has been satisfied with the health of the company when the doctors visited the organization twice a week.
- 2) There is no impact on quality food balance and food health in personal communication with employees.
- 3) Due to the lack of management reports on leisure activities, most employees do not participate in spare activities.
- 4) Ready Cooked Training Center
- 5) a large number of workers involved in problem-solving.
- 6) The company provides security for the employees most of the employees are safe while working in the company.
- 7) They provide good offices and service personnel.
- 8) Working conditions in the workplace are not good.
- 9) Storage and lift the bad tram.

## SUGGESTIONS

Recommendations based on the data and analysis that follow.

Counseling aimed at improving the organization and reducing interference between attitudes, and the practice of civil courts.

- 1) The organization must establish the Advisory Committee to solve the personnel problem.
- 2) Medical Center (ready twice a week by doctors) available through staff willing through the company. It is necessary to ensure the sustainability of your company.
- 3) Organizations can take important steps to improve safety awareness among employees at all levels.

4) The organization can participate in the cement check to improve the quality of the staff of food and health commissions.

5) Organizations need to increase communication to ensure that the public is fully satisfied employees to improve understanding of the model. empty.

6) Is your clothes and an essential towel to improve job satisfaction.

7) Washing the workplace should be increased.

8) Rules and regulations are followed by employees.

9) means of transportation provided by the employee.

## LIMITATIONS

1) Due to many hours and staffing plans, and difficult communication companies.

2) Some people are not interested in answering questions.

3) Response preferences can be influenced by public administration.

4) Due to the confidentiality of difficult data entry

## 6. CONCLUSION

The result is based on data analysis and analysis. Municipal center following the 1928 Law. The license is valid. Each organization was to give employees the task.

Health center is a factor that is important in any organization. Fitness center organizations help increase productivity and employee productivity.

The Lightning Auto Pvt Ltd Many employees are not satisfied by the great health care center very little employee is not happy because the company did not provide charity. Some companies don't care to run the company. gym played an important role in the organization.

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