

A Study on Employee Welfare Measures

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ABSTRACT: The topic of the project is “A Study on Employee Welfare Measures”. The main objective of the study is to find out the Welfare of the employees in their job which is being influenced by various factors like pay, working condition, supervision, subordinate relationship, job security participation in decision making and welfare facilities. Mainly internal welfare, external and statutory welfare satisfaction level of employees in this company is studied. Individuals in the organization have certain expectation upon these factors.

I. INTRODUCTION

Welfare means facing or doing well. It is a comprehensive term and refers to the physical, mental, moral and well being of an individual. Further the term welfare is a relative concept relative in time and space. It therefore varies from time to time from region to region and from country to country.

Employee welfare and social measures are known as labour’s service program or fringe benefits. Employees enjoy these services (such as canteen crèches, education and recreation facilities) without any references to the specific work done by them.

‘Welfare’ is a broad concept referring to a state of living of an individual or a group in a desirable relationship with the total environment ecological, economic and social Labor welfare. It includes both the social and economic content of welfare. Social welfare is primarily concerned with the solution of various problems of the weaker section of the society like prevention of destitution and poverty.

It aims at social development by such means as social legislation, social reform, social action services, social work and social action. The object of economic welfare is to promote economic development by increasing production, productivity and through equitable distribution. The Employee welfare is a part of social welfare, conceptually and

operationally converts a broad field and connects a state of well-beings, happiness, satisfaction conservation and development of human resources.

Employee Welfare such facilities sanitary and medical facilities arrangement for travel to and from work for the accommodation of the Employees employees at a distance from the homes and such other service amenities and facilities including social security measure has contribute to and improvement in the condition under Employees are employed.

II. REVIEW OF LITERATURE

Aswathappa k. (2003) says that “Welfare means faring and doing well”. It is a comprehensive term and refers to the physical, mental, moral and emotional well-being of an individual.

According to Hopkins, (1955) “Welfare is fundamentally an attitude of mind on the part of management, influencing the method in which management activities are undertaken. Employers concerned with introducing or extending welfare programme now or in the future must be concerned, not only with the past and current experience, but with developing trends”

Richardson, (1954) an eminent defines; Employee welfare work as, “any arrangement of working conditions, organization of social and sports club and establishment of funds by a firm which contribute to workers’ health and safety, comfort, efficiency, economic security, education and recreation.”

Panindikar (1933) defines employee welfare as “work for improving the health, safety and general well-being and the industrial efficiency of the the workers beyond the minimum standard laid down by labour legislation.”

According to N. M. Joshi (1927) employee welfare work covers “all the efforts that employers make for the benefit of their employees over and above the minimum standards of working conditions

fixed by the social legislation providing against accidents, old age, unemployment and sickness”.

1. Research Methodology

This research will be descriptive in nature for a study on employee welfare measures. A structured questionnaire is prepared and being circulated which contains set of statements so that the respondent will find it easy to give the level of agreement on the given statements. The questions are structured in such a way that the respondents will feel easy to understand the topic and answer properly. The sample size is 48. Primary details collected specifically for the purpose of this research project. The source of your primary data is the population sample from which you collect the data. Here the data is collected in the form of questionnaire that is adapted from previous

literature and is given to the customers by means of Qualtrics – an online survey form, making this research a communicative study.

2. Calculation

Percentage analysis this method is used to compare two or more series of data, to describe the relationship or the distribution of two or more series of data. Percentage analysis test is done to find out the percentage of the response of the respondent. In this tool various percentages are identified in the analysis and they are presented by the way of Bar Diagrams in order to have better understanding of the analysis.

$$\text{Percentage of respondents} = \frac{\text{Number of respondents}}{\text{Total respondents}} \times 100$$

3. Analysis and Interpretation

**TABLE NO: 4.1
 AGE OF THE RESPONDENTS**

Valid		Frequency	Percent	Valid Percent	Cumulative Percent
	20-30	24	24.0	24.0	24.0
	30-40	31	31.0	31.0	55.0
	40-50	20	20.0	20.0	75.0
	Above 50	25	25.0	25.0	100.0
	Total	100	100.0	100.0	

SOURCE: Primary Data

III. DATA ANALYSIS AND INTERPRETATIONS

INFERENCE:

The above table shows that out of 48 respondents, 24% of the respondents are in the age group of 20-30, 31% of the respondents are in the age group of 30-40, 21% of the respondents are in the age group of 40-50 and 25% of the respondents are in the age group of above 50.

CHART NO: 4.1

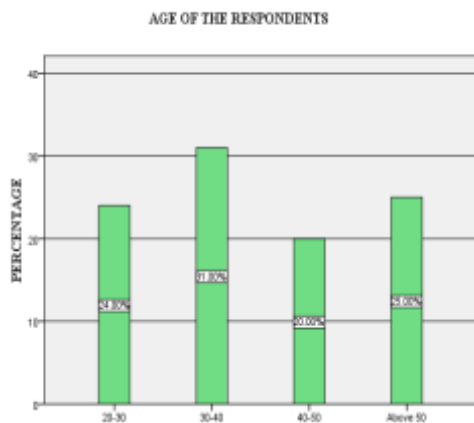


TABLE NO: 4.2

INCOME OF THE RESPONDENTS

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Below Rs.10000	20	20.0	20.0	20.0
Rs.10000-15000	35	35.0	35.0	55.0
Rs.15000-20000	22	22.0	22.0	77.0
Above Rs.20000	23	23.0	23.0	100.0
Total	100	100.0	100.0	

INFERENCE:

The above table shows that out of 48 respondents, 20% of the respondents belong to the income category of below Rs.10,000, 35% of the respondents belong to the income category of Rs.10,001 – 15,000, 22% of the respondents belong to the income category of Rs.15,001-20,000, 23% of the respondents belong to the income category of Rs.20,000.

CHART NO: 4.2

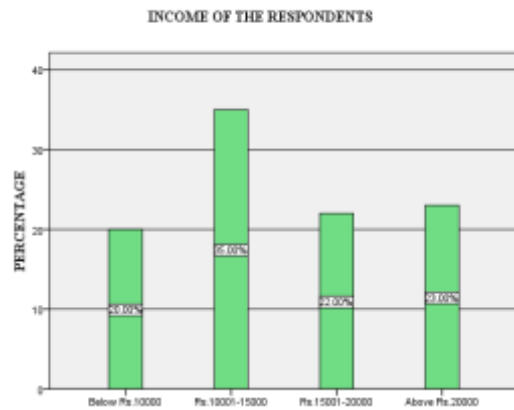


TABLE NO: 4.3

EXPERIENCE OF THE RESPONDENTS

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Below 5 years	5	66.0	66.0	66.0
5-10 years	18	18.0	18.0	84.0
10-20 years	13	13.0	13.0	97.0
Above 20 years	3	3.0	3.0	100.0
Total	100	100.0	100.0	

INFERENCE:

The above table shows that out of 48 respondents, 66% of the respondents have work experience below 5 years, 18% of respondents have work experience for 5-10 years, 13% of the respondents have work experience for 10-20 years

and 3% of the respondents have work experience above 20 years in the company. 66% of the respondents have work experience is below 5 years.

CHART NO: 4.3

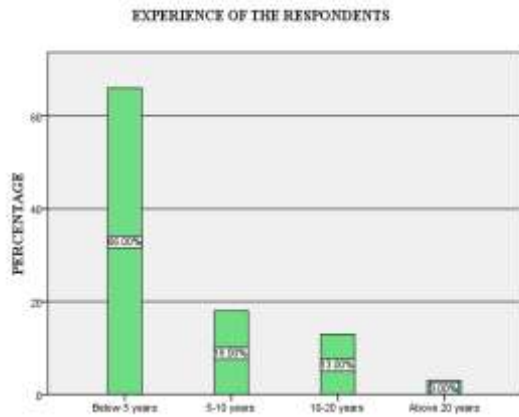


TABLE NO: 4.4

ORGANIZATION FULLFILLS EMPLOYEES' NEEDS

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Yes	64	64.0	64.0	64.0
No	36	36.0	36.0	100.0
Total	100	100.0	100.0	

The above table shows that out of 48 respondents 64% of the respondents said that organization fulfills the needs and 36% of the respondents said that organization does not fulfill the needs.

CHART NO: 4.4

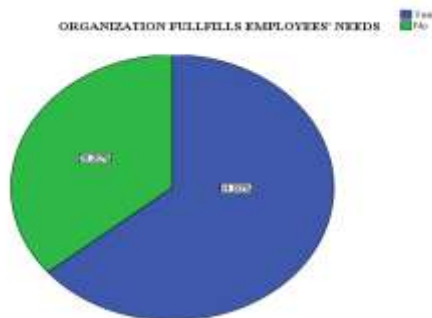


TABLE NO: 4.5

SATISFACTION TOWARDS THE JOB

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Highly satisfied	34	34.0	34.0	34.0
Satisfied	24	24.0	24.0	58.0
Neutral	23	23.0	23.0	81.0
Dissatisfied	10	10.0	10.0	91.0
Highly dissatisfied	9	9.0	9.0	100.0
Total	100	100.0	100.0	

The above table shows that out of 48 respondents, 34% of the respondents said that they are highly satisfied, 24% of the respondents said that they are satisfied, 23% of the respondents said that they are neutral, 10% of the respondents said that they are dissatisfied and 9% of the respondents said that they are highly dissatisfied towards the job.

CHART NO: 4.5

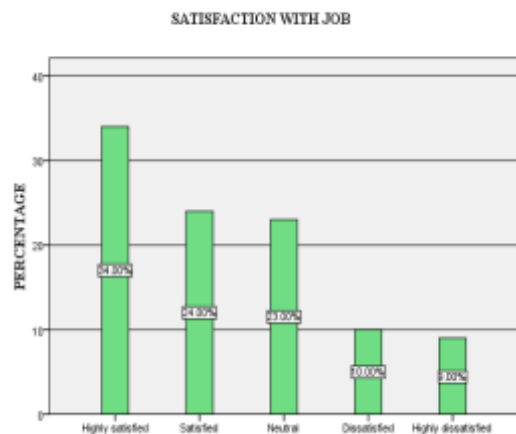


TABLE NO: 4.6

SATISFACTION WITH SAFETY MEASURES

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Highly satisfied	13	13.0	13.0	13.0
Satisfied	34	34.0	34.0	47.0
Neutral	30	30.0	30.0	77.0
Dissatisfied	16	16.0	16.0	93.0
Highly dissatisfied	7	7.0	7.0	100.0
Total	100	100.0	100.0	

The above table shows that out of 48 respondents, 13% of the respondents said that highly satisfied, 34% of the respondents said that satisfied, 30% of the respondents said that neutral, 16% of the respondents said that dissatisfied and 7% of the respondents said that highly dissatisfied towards the satisfaction towards the job

CHART NO: 4.6

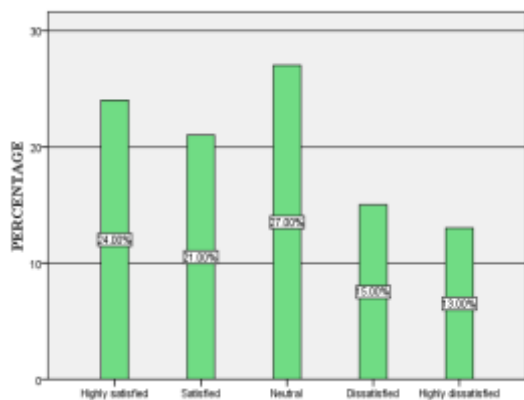


TABLE NO: 4.7

SATISFACTION WITH PROVISION OF SAFETY ACCESSORIES

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Highly satisfied	24	24.0	24.0	24.0
Satisfied	21	21.0	21.0	45.0
Neutral	27	27.0	27.0	72.0
Dissatisfied	15	15.0	15.0	87.0
Highly dissatisfied	13	13.0	13.0	100.0
Total	100	100.0	100.0	

The above table shows that out of 48 respondents, 24% of the respondents said that highly satisfied, 21% of the respondents said that satisfied, 27% of the respondents said that neutral, 15% of the respondents said that dissatisfied and 13% of the respondents said that highly dissatisfied towards the provision of safety helmet and mask.

CHART NO: 4.7
SATISFACTION WITH PROVISION OF SAFETY ACCESSORIES

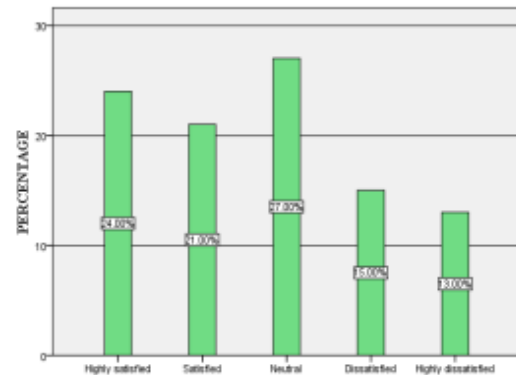


TABLE NO: 4.8

SATISFACTION WITH LIGHTING FACILITY

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Highly satisfied	28	28.0	28.0	28.0
Satisfied	26	26.0	26.0	54.0
Neutral	29	29.0	29.0	83.0
Dissatisfied	8	8.0	8.0	91.0
Highly dissatisfied	9	9.0	9.0	100.0
Total	100	100.0	100.0	

The above table shows that out of 48 respondents, 28% of the respondents said that highly satisfied, 26% of the respondents said that satisfied,

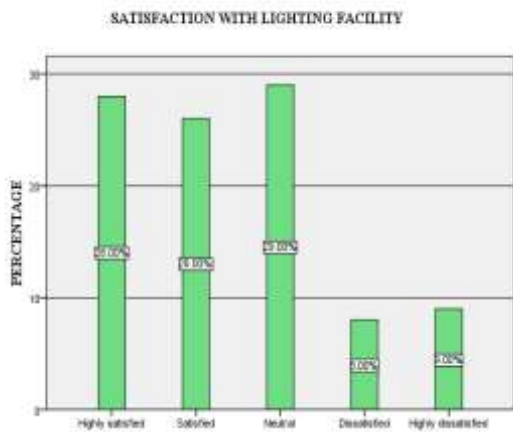


CHART NO: 4.8

TABLE NO: 4.9

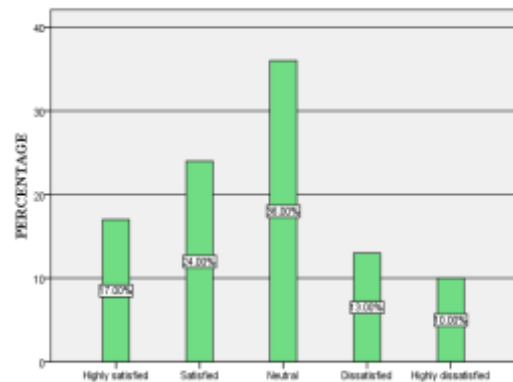
SATISFACTION ABOUT MACHINES MAINTAINANCE FOR EMPLOYEES SAFETY

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Highly satisfied	17	17.0	17.0	17.0
Satisfied	24	24.0	24.0	41.0
Neutral	36	36.0	36.0	77.0
Dissatisfied	13	13.0	13.0	90.0
Highly dissatisfied	10	10.0	10.0	100.0
Total	100	100.0	100.0	

Valid Highly satisfied	17	17.0	17.0	17.0
Satisfied	24	24.0	24.0	41.0
Neutral	36	36.0	36.0	77.0
Dissatisfied	13	13.0	13.0	90.0
Highly dissatisfied	10	10.0	10.0	100.0
Total	100	100.0	100.0	

The above table shows that out of 48 respondents, 17% of the respondents said that highly satisfied, 24% of the respondents said that satisfied, 36% of the respondents said that neutral, 13% of the respondents said that dissatisfied and 10% of the respondents said that highly dissatisfied towards the machines maintenance for employees safety

CHART NO: 4.9
SATISFACTION ABOUT MACHINES MAINTAINANCE FOR EMPLOYEES SAFETY



IV. CONCLUSION

Welfare facilities provided to the employees was found to be satisfactory in this company. It has been found from the study that the worker had a positive attitude towards their job and management. The study conducted also revealed that a majority of the employees of this company were satisfied with their job and work environment. The relationship with the supervisors and the co-workers also provides conducive work environment for the workers. The study therefore highlights the various aspects on welfare facilities provided satisfaction for the employees.

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