

A Study on Employee Welfare Measures with Special Reference to Employees of Sree Vinayaga Organic Cotton Wadding Industries

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ABSTRACT: Employees welfare refers to “the efforts made to provide good life worth for employees”. Welfare measures may be both statutory and non-statutory. The purpose of this study is to enrich the life of employees and keep them happy and contented. Welfare facilities enable workers to have a satisfying life. It raises the standard of living of workers by reducing the burden on their pocket. The work place should provide reasonable amenities for the worker’s essential need. The objective of this study is to analyze the employee welfare measures in Sree Vinayaga Organic Cotton Wadding Industries. To understand the concept of employee welfare measures. To analyze the supportive relationship between employees and management. A structured questionnaire had been used for primary data collection. This study was conducted on employees who are working in Sree Vinayaga Organic Cotton Wadding Industries. The sample size of this study is 110. The research design of this study is Descriptive in nature. The tools used for this study is Chi Square. It was found that there is a significant relationship between Bonus and Work Experience of the respondents and the welfare facilities provided by the company to employees are satisfied.

KEYWORDS: Employee Welfare measure, Workplace, Satisfaction level.

I. INTRODUCTION

According to Todd”, ‘Employee welfare means anything done for the comfort and improvement, intellectual or social, of the employees over and above the wages paid which is

not a necessity of the industry’.

An employee who feels appreciated will further be comfortable, satisfied and more prolific. It has leads not only towards higher productivity but also improves the quality of performance which helps to capture the market share which is profitable for the company. Welfare includes anything that is done for the comfort and improvement of employees and is facilitated with over and above the wages.

The provision of welfare measures helps in keeping the morale and motivation of the employees high to retain the employees for a longer duration.

OBJECTIVES OF THE STUDY

1. To analyze the Employee welfare measures in Sree Vinayaga Organic Cotton Wadding Industries.
2. To understand the concept of employee welfare measures.
3. To analyze the supportive relationship between employees and management.

SCOPE OF THE STUDY

The study analyses certain parameters like cleanliness around the work-place, removal of dust and wastage, adequate lighting, quality drinking water and food, good rest-rooms, adequate medical facilities, good toilet facilities and sufficient first aid boxes. This will be helpful to know about the various levels of welfare benefits extended to the employees.

II. RESEARCH METHODOLOGY

Research Methodology is a way to analytically solve the research problem.

Method of Data Collection

In this research data was collected through Questionnaire method

Sample Size

The sample size of the study is 110

Tools Used

Chi Square

III. REVIEW OF LITERATURE

1. **Ms. CH.N. S. Pujitha (2022)**, has undertaken the study on “Employee Welfare Measures in Manufacturing Industry” published in the “International Journal of analytical and experimental modal analysis”. The study has been conducted among 100 employees. The data has been analyzed using Percentage analysis and correlation. The objective of the study is to analyses the employee satisfaction towards the welfare measures. Finding of the study is that the most of the employees are highly benefited with the welfare measures and also it has the positive effect in the level of work satisfaction. It has been concluded that the strength of any organization depends entirely on sincere working of all the employees. The management should take special care to frame certain policies procedures to improve the welfare and Safety Measure of the organizations.
2. **Patel Vidhi (2021)**, has undertaken the research on “A Study on Employee Welfare Measure” published in the “Journal of Emerging Technologies and Innovative Research”. The total sample size taken for this study is 60. For this study Descriptive Research method has been used and the data has been analyzed using Chi-Square tests. The objective of the study is to analyses the impact of welfare facilities on employee satisfaction and to know the employees’ opinion about the present welfare facilities. Finding of the study is that Safety at work place, leaves of employees, canteen and other facilities are much to the satisfaction level of employees. In this research it is conducted that overall respondents are satisfied with the welfare measure of employee’s performance method. It also increases the effectiveness and productivity of employees and organization as a whole
3. **Harini. I. S (2020)**, has undertaken the research on “A Study on Employee Welfare Measures with reference to animation industry” published in the “Journal of Human Resource Management and Development”. The total sample size taken for this study is 100. The tools used for data collection are Percentage Analysis and Chi Square Analysis. The objective of the study is to analyses the effectiveness of labour welfare measures and the worker’s attitude towards the various welfare measures. Certain actions to be taken to enhance the level of awareness of welfare schemes, protect from unions and legislations. Successful implementation of these suggestions will enhance the value of service to the employees, there by management and employees can feel pleasant.
4. **Harsha Vardhan M (2019)**, has undertaken the study on “Employee welfare measures about mahatma Gandhi sahakara sakkare karkhane (N) Bhulki Karnataka” published in the “Iconic research and engineering journals”. The total sample size taken for this study is 50. Tool used for this data analysis is Percentage analysis. The objective of the study is to provide better life and health to the workers and to make workers happy and satisfied. The finding of the study is that most of the respondent vehicle allowances paid by the organization. At last it can be concluded that in the process larger part of the respondents are exceptionally positive towards the offices and the workplace.
5. **T. R. Thiruvekatraj (2018)**, has undertaken the study on “A Study on Employee Welfare Measures” published in the “International Journal for research trends and innovation”. The total sample size taken for this study is 100. To analyse the data Percentage analysis method, weighted average method and Chi – square test was used. The objective of the research is to know the Employees opinion about the present welfare facilities and helps to know the working condition of the company. Based on the employee welfare the company is very keen in the promoting all the welfare facilities. Employees are satisfied to medical and HR allowance. Finally the study concludes that the employees are satisfied with the present welfare facilities in the organization.
6. **Parameswara Rao B (2017)**, has undertaken the research on “A Study on Impact of Non-Statutory Welfare Facilities on Employees Performance At Reliance” published in the “International Journal of Research Culture Society”. The total sample size taken for this study is 100. Tools used for this data analysis is Descriptive Research. The objective of the study is to analyze the factors influencing

employee performance and study the impact of Non-Statutory Welfare facilities on employee performance. The findings of the study is that employees in the organization strongly believes that welfare measures influence the job satisfaction. At last it conclude that the existing facilities company should concentrate on education loans to the children and subsidized loans to lower level employees. The study revealed that non-Statutory facilities will definitely influence and motivates the employees at work.

7. **B. Anvitha (2016)**, has undertaken the research on “Employee welfare measures in Indian banking industry” published in the “International journal of human resource management”. The total sample size taken for this study is 30. Tool used for the data analysis is Percentage analysis. The objective of the study is to find out how effectively existing welfare measures have been implemented and to examine the satisfaction level of employees regarding welfare measures provided by the organization. The development and survival of any organization is influenced by a vital factor “HUMAN RESOURCE”. The conclusion and suggestion are also given in this report for the improvement of this syst3em in the organization.
8. **Chandra sekhar patro (2015)**, has undertaken the research on “Employee Welfare measures in public and private sector: A Comparative Analysis” published in the “International journal of service science, management, engineering and technology”. The total sample size taken for this study is 90. Tool used for the data analysis is Weighted Average Method. The objective of the study is to analyze the satisfaction level of employees. Organization have to provide welfare facilities to their employees to keep their motivation levels high, A comparative study was undertaken to know the satisfaction level of the employees on the enforceability of various welfare measures in both the public and private sector organizations. The study also throws

light on impact of welfare measures on the employees performance.

9. **T. Priyanka (2014)**, has undertaken the research on “A Study on Employee Welfare Measures with Reference to IT Industry” published in the “International Journal of Engineering Technology, Management and Applied Science”. The total sample size taken for this study is 100. Data analysis Data was analysed by simple qualitative analysis for the study. The objective of the research is to know the employees opinion about the present welfare facilities and study the satisfaction of workers towards the present welfare facilities. This study aims to find out the satisfaction of the employees. Based on the study of Employee Welfare Facilities in IT industry it is clear that the companies are very keen in the promoting all the welfare facilities provided by IT industries.
10. **Dr. P. Venugopal (2011)**, has undertaken the research on “Employee welfare activities with respective measures in industrial sector” published in the “International journal of research in Commerce, IT & Management”. The total sample size taken for this study is 366. Tools used for this data analysis is Correlation. The objective of the study is to analyze overall satisfaction level of employee regarding welfare programmes and to obtain relationship between departments & welfare activities. In this research it was found that Employees in industrial cluster at Chittoor district are availing welfare measures such as recreational, medical, educational, housing, transportation, sanitation, safety and also statutory welfare measures such as Workmen Compensation, ESI, Sickness, P.F and Maternity benefits but these industries have to provide some more welfare facilities to their employees such as Gratuity, Pension, Welfare fund, so that they may retain the employees and their quality of work life. The organizations maintaining smooth relationship between Employees and management, which leads to attainment of organization efforts.

IV. DATA ANALYSIS AND INTERPRETATION CHI SQUARE

Chi square is a non-parametric test can be used to determine if categorical data show dependency or the two classifications. It can be used to make comparison between the critical population and actual data when categories are used.

Hypotheses were formulated keeping the content and coverage of the framed objectives. The formulated hypotheses are tested by employing appropriate statistical tool.

In hypothesis testing there are two conflicting statements about the value of a population parameter

1. The Null Hypothesis (Ho)
2. The Alternative Hypothesis (H1)

HYPOTHESIS STATEMENT

Null Hypothesis [Ho]: There is no significant relationship between Gender of the respondents and

Time Flexibility.

Alternative Hypothesis [H1]: There is a significant relationship between Gender of the respondents and Time Flexibility.

Table No: 4.1

Relationship Between Gender of the respondents and Time Flexibility

	Value	Df	AsymptoticSig.(2-tailed)
PearsonChi-Square	9.63	3	.022
LikelihoodRatio	11.54	3	.009
Linear-by-LinearAssociation	3.62	1	.057
NofValidCases	110		

INTERPRETATION

From the above Table No. 4.1, it was found that the Pearson Chi-Square significant value is 0.022, which is less than 0.05. Hence Null hypothesis (Ho) is Rejected and Alternative hypothesis (H1) is Accepted. Therefore, it is inferred that there is a significant relationship between Gender of the respondents and Time Flexibility.

HYPOTHESIS STATEMENT

Null Hypothesis [Ho]: There is no significant relationship between Bonus and Work Experience of the respondents.

Alternative Hypothesis [H1]: There is a significant relationship between Bonus and Work Experience of the respondents.

Table No: 4.2

Relationship Between Bonus and Work Experience of the respondents

	Value	Df	AsymptoticSig.(2-tailed)
PearsonChi-Square	58.83	9	.000
LikelihoodRatio	13.55	9	.139
Linear-by-LinearAssociation	.01	1	.906
NofValidCases	110		

INTERPRETATION

From the above Table No. 4.2, it was found that the Pearson Chi-Square significant value is 0.000 which, is less than 0.05. Hence Null hypothesis (Ho) is Rejected and Alternative

hypothesis (H1) is Accepted. Therefore, it is inferred that there is a significant relationship between Bonus and Work Experience of the respondents.

V. FINDINGS

1. There is a significant relationship between Gender of the respondents and Time Flexibility.
2. There is a significant relationship between Bonus and Work Experience of the respondents.

VI. SUGGESTION

1. The company's medical facility is good. But the organization may also improve the medical facilities according to employee's needs.
2. The company may arrange transport facilities to the employees.
3. It is suggested that management should maintain the same level of amenities and relationship in future also.

VII. CONCLUSION

In this research it is concluded that overall respondents are satisfied with the welfare measures. It also increases the effectiveness and productivity of employees and organization as a whole. The welfare measures are more important for every employee, without the welfare measures employee cannot work effectively in the organization. It is observed that the welfare measures reduce the employee absenteeism and increase the efficiency of the employees. Successful implementation of these suggestions will enhance the value of service to the employees, thereby management and employee can feel pleasant.

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