

“Employees Welfare Measures in State Bank of Mysore after Merged with State Bank India”

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ABSTRACT: Indian banking sector has been playing vital role in the global world. It is diversified and expanding rapidly. Banking Industry is the backbone for Indian economy. It is India has annual growth rate of 23%, contributing nearly 6% of the GDP growth. We are also astonished by knowing that the Banking Sector is second largest employment provider organization in our nation. The State bank of Mysore was established in 2 of October 1913 as bank of Mysore Ltd. Investment by the Government of Mysore, at the instance of the banking committee headed by the great Statesmen and Engineer, Dr., Sir.M. Visveswaraya. In March 1960, the bank was associated with the State Bank of India and in 2017 merged with SBI. This bank holds 90% of shares in State bank of Mysore.

Employee’s welfare has acquired an important place in the modern commercial world. It increases the productivity of organization and promotes healthy industrial relations. When an Organizations provide huge welfare facilities to their employees to keep their motivation level high. Employee’s motivation is one of the strategies of managers to enhance effective job performance among the employees in an organization. This study is conducted to know whether the employees are satisfied with their welfare facilities provided by the State Bank of Mysore. This paper is also an attempted to study the relationship between gender ration of the respondents, and awareness on various welfare measures. The outcome of the study may help the practices of employee welfare measures, administration and policy makers to differentiate the satisfying factors from dissatisfying and to take effective steps to improve the employees welfare facilities and measures in State Bank of Mysore after merged with SBI .

Keywords: Employee, Performance, Workforce, Motivation, Satisfaction, Welfare,Measures and SBM

I. INTRODUCTION:

Human resource management is the management of an organizations work force or human resources. It is one of the most complex and challenging field of management and plays a very important role in the development of the organization. Indian being the welfare state wedded to the philosophy of socialistic pattern of society, it is imperative to have a contended workforce, enjoying a reasonable standard of living with adequate facilities and provisions for the well-being of them. An efficient banking system is recognized as basic requirement for the economic development of any economy. Banks mobilize the savings of community into productive channels. The banking system of India is featured by a large network of bank branches, serving many kinds of financial needs of the people.

Concept of welfare:

Welfare is a broad concept referring to the state of living of an individual or a group, in a desirable relationship with the total environment – ecological, economical and social development of the people and political ideologies prevailing at a particular time. It is also molded according to the age, sex, groups’ socio-cultural background, marital, and economic status and educational level of the workers in various industries. The term welfare refers to a state of living of an individual or group in a desirable relationship with total environment.

Employee welfare:

Employee Welfares are flexible and elastic which differs widely with time, region, industry, social values and customs, degree of industrialization, molded according to the age, sex, socio - cultural background, marital and economic status and educational level of the employees working in an organization. The welfare includes both the social and an economic content of welfare

depends upon the value system, level of education, social customs, and degree of industrializations.

Definition:

According to **the committee on Labour Welfare (1969)** “Such facilities and amenities as adequate canteens rest recreation facilities, sanitary and medical facilities arrangements’ for travel to and for accommodation workers employed at a distance from their homes and such other services, amenities and facilities including social security measures”.

II. LITERATURE REVIEW:

Mc. Carthy (2010)¹pointed the outcomes of a substantial broad-based employee’s share – ownership scheme for employee attitudes and behavior in a privatized firm. This is attributed to a failure in creating a sense of employee participation and line of sight between employee performance and reward. The aim of employee share – ownership often includes aligning employee objectives with those of other shareholders, and thus improving labour performance. The findings in this study highlight a need to provide employees with a sense of ownership and control.

Asiya Chaudhay (2011)²studied the effect of welfare measures on employee satisfaction in Indian railways. It is pointed out that railways have been discouraging the social burden at the cost of their own employees. Hence, it suggested that the Indian railway should minimize the cost of social burden and suggested to improve the facilities by having modern equipment in Hospital and Clinic.

Jane Lewies, May (2011)³Explains the idea that any further development of the concept of ‘welfare regime’ must incorporate the relationship between unpaid as well as paid work and welfare. Consideration of the privately domestic is crucial to a gendered understanding of welfare because historically women have typically gained entitlements by virtue of their dependent within the family as wives and mothers. The paper suggests that the idea of the male – breadwinner family model has served historically to cut across established typologies of welfare regimes.

Kulkarni. A.A (2012)⁴ conducted a study on employees’ welfare, industrial accident, and safety measures. An organization can provide better wages and other welfare facilities to the workers. Thus employee’s welfare, health and safety measures related with each other. It was pointed out that industrial health depends upon the worker health and worker health depends on safety measures provided by the organization. Hence,

every organization should take care of employee’s health and provide welfare measures.

Shrinivas K T (2013)⁵pointed the employee welfare facility is very important for increase the motivation level of employees. It helps in improving the health efficiency and health towards the production capacity of the company. Finally, it is based on the primary and secondary sources, the employees aware about the statutory and non-statutory welfare measures in the organization, and it includes many facilities like medical facilities, canteen facilities, and restroom facilities.

ABOUT THE BANK:

The State Bank of Mysore is popularly known as SBM. It is one of the leading banks of public sector in India, as it is previously known as Mysore Bank Ltd, and it was established in 1913 at the instance of Sir M Visvesvaraya, the engineer, Statesmen, a state bank aided Bank, under the patronage of his highness the maharaja of Mysore. Sri Krishnarajawodeyar IV, was established this bank under the sponsorship of the Government of Mysore. During the year 1953, the bank was appointed as an agent of reserve Bank of India to undertake government business and treasury operations. The bank became an associate Bank of State Bank of India. SBM has been working under the slogan of “Working for a better tomorrow”. In the year 2013, the bank has completed 101 years in the field of financial services.

The bank has a dedicated workforce of 10627 employees are working in different position in the bank. Supervisory staffs 3886 and 6741 non supervisory staffs. This bank has comprehensive 997 branches wide spread all over the nation. Out of 997 branches 772 branches working in our state only, remaining 204 branches are tentatively in the other states. Out of 997 (as on 30-04-2014) branches are the bank has 20 specialized Small and medium enterprises branches, 4 industrial financial branches, 3 corporate Accounts branches, 7 specialized Personal and banking branches, 10 agricultural Development branches, 3 treasury branches, 1 assets recovery branch, 3 government business branches, 2 specialized NRI Branches. 7 branches offering wide range service to the customers. This bank regional office is in Bengaluru, Mysuru, Mangalore, Mandya, Hassan, Shimoga, Davangere, Bellary, Tumkur, and Kolar, even also its regional offices are inclusive in other states like Chennai, Coimbatore, Hyderabad, Mumbai, and New Delhi. Its Bank head Office located at Bengaluru.

Statement Of The Problems:

Employees are active resources in any organization. The interpersonal relations are becoming more and more complex at work place. Employees are aware about their rights of work place, so it is difficult to satisfy their requirements and also it is difficult to boost their morale. So this study will through the light on the hygiene and motivational factors relating to employees' welfare measures in the State Bank of Mysore after merged to SBI.

Scope Of The Study:

This study would give an overview of the welfare measures existing in the State Bank of Mysore after merged to SBI. Since safety and welfare are two important elements for essential for improving the productivity of any organizations. A study on the existing welfare measures would help the organization to perform better. This study throws light on the perception of the employees regarding welfare. It can identify the areas where it can improve the performance of the employees.

Objectives:

1. To study the conceptual framework of the employees welfare measure.
2. To analyze the existing welfare measures.
3. To observe the employees welfare measures practices.
4. To suggestions for improve the welfare measures.

Hypothesis:

Ho: Majority of the employees are highly satisfied with their welfare measures.

H1: Majority of the employees are highly dissatisfied with their welfare measures.

III. RESEARCH METHODOLOGY:

Research methodology is a way of systematically solving the research problem. The methodology deals with the research design used and methods used to present study. The research design adopted for study is descriptive research, this method deals with description of the state of affairs, as it exists at present.

Sources of Data: The data collection process follows the formulation of research design including the sample plan, while taking a decision regarding the method of data collection to be used. I have been taking both primary and secondary data. The primary data have been collecting through the interview of the employees and the secondary data's have collect through the brochures, journals, annual

yearbooks of published magazines, newspaper and reports, internet sources in The State Bank Mysore.

Sample size: The 180 Branch employees will be taken in the State Bank of Mysore, even also equal weight- age will be given to each department, collection of the data and observed facts are subjected to statistical and mathematical analysis.

Limitation Of The Study:

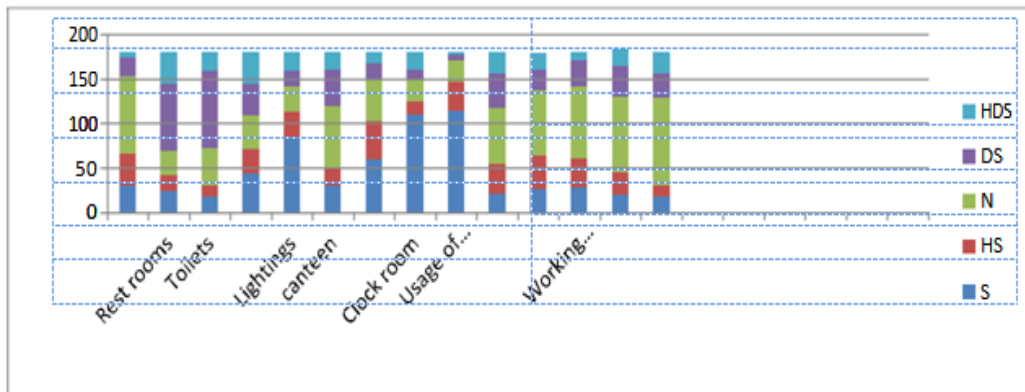
1. the sample size is 180 branches have been taking.
2. The study area is restricted to only for State Bank.
3. I have been taking for data collection, Top level, Middle Level, And Bottom Level Employees in State Bank of Mysore after merged with SBI.

IV. DATA ANALYSIS:
Table No. 1

S. No.	Facilities	S	HS	N	DS	HDS	Mean	Rank
01	Drinking Water	30	36	87	21	6	10.1499	V
02	Rest rooms	24	18	27	75	36	7.5501	XII
03	Toilets	18	12	42	87	21	7.548	XIII
04	First aid appliance	44	27	38	36	35	7.350	XIV
05	Lightings	85	28	28	18	21	9.8350	VII
06	canteen	30	20	70	40	20	11.365	III
07	Sitting place	60	43	47	18	12	8.789	VIV
08	Clock room	110	15	25	10	20	12.558	II
09	Usage of Technology	114	33	24	6	3	13.149	I
10	Holidays facility	21	33	63	39	24	8.7999	VIII
11	Time of working	26	38	73	23	19	10.05	VI
12	Working environment	28	33	80	30	09	11.3499	IV
13	Washing place	20	25	85	35	20	8.788	X
14	Regarding to ID card	18	12	99	27	24	8.4501	XI

(Primary sources)

Figure No.1



Interpretations: The above table clearly shows that 14 variables of the satisfaction level of the facility and the mean score. The options for the facilities are Satisfied-H, Highly Satisfied – HS, Neutral –N Dissatisfied – D, Highly dissatisfied – HDS, each option were given score as HS-25 points, S- 20 points, N- 15 points, DS- 10 points, HDS-05 points. The table depicts that respondent’s satisfaction level of bank. Most of the sample respondents are usage of technologies mean score 13.149, so it is Ist rank, Clock room IInd rank, canteen IIIrd rank, Working environment IVth rank, Drinking Water Vth rank, Lightings VIIth rank, Holidays facility VIIIth rank, Sitting place IXth rank, Washing place Xth rank, Regarding to ID card issued XIth rank, Rest rooms XIIth rank, Toilets XIIIth rank, First aid appliance XIVst rank.

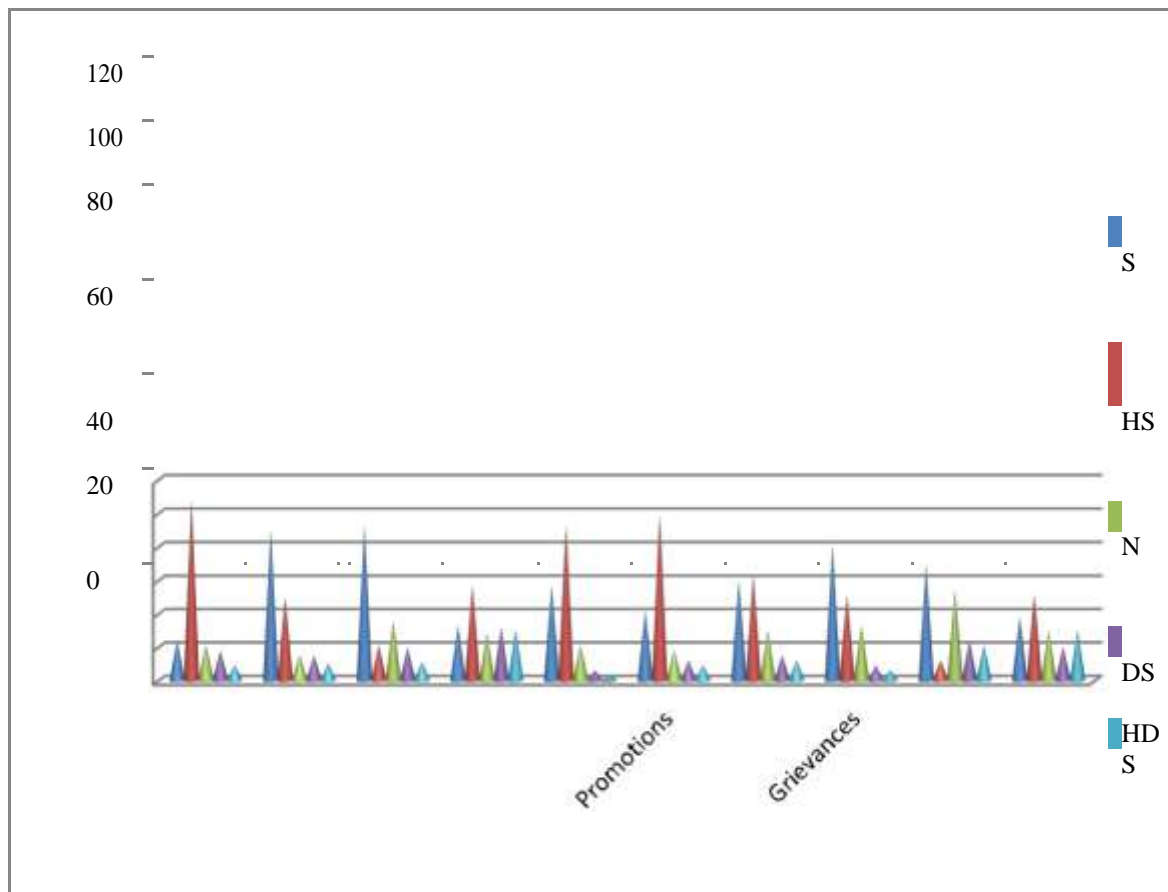
Opinion about SBM Welfare Measures after merged to SBI:

Table No.2

S. No.	Facilities	S	HS	N	DS	HDS	Mean	Rank
01	Medical facilities	24	108	21	18	9	12.399	III
02	Maternity benefits	90	50	15	15	10	11.4	VI
03	Staff insurance	93	21	35	20	11	10.858	IX
04	Maternity benefits	33	57	28	32	30	11.3561	VII
05	Safety measures	57	93	21	6	3	12.8499	I
06	Promotions	42	99	18	12	9	12.5001	II
07	Recreations	60	63	30	15	12	11.4501	V
08	Grievances	81	51	33	9	6	11.7	IV
09	Union activities	69	12	54	24	21	9.45	X
10	Harassment policies	38	52	30	20	30	11.2567	VIII

(Primary sources)

Figure No.2



Interpretations: The above table clearly shows that 10–N Dissatisfied – D, Highly dissatisfied – HDS, each variables of the welfare measures of the bank facilities option were given score as HS-25 points, S- 20 points, and the mean scores. The options for the welfare N- 15 points, DS- 10 points, HDS-05 points. The table measure are Satisfied-H, Highly Satisfied – HS, Neutral depicts that respondent’s satisfaction level of bank.

Most of the sample respondents are Safety measures [4]. mean score 128499, so it is Ist rank, Promotions IInd rank, Medical facilities IIIrd rank, Grievances IVth rank, [5]. Recreations Vth rank, Maternity benefits VIth rank, Maternity benefits VIIth rank, Harassment policies VIIIth rank, Staff insurance IXth rank, Union activities Xth rank.

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FINDINGS:

1. Most of the employees are satisfied with their rest and clock rooms' facility.
2. Employees are satisfied with the drinking water facilities.
3. Employees have good opinion regarding to medical facility.
4. A large portion of the employees are neutral with the working environment and wash place facility.
5. Employees have a good feeling towards the welfare measures are provided by the state bank of Mysore.

SUGGESTIONS:

1. In SBM a clean and healthy environment is helping in reduce the absenteeism.
2. According to this study bank should focus on the Harassment policies, staff welfare policies in the bank to protect the male and female employees.
3. Employees are active resources, because they have feelings. so it is necessary that they always get work satisfactions.

V. CONCLUSIONS:

This study was done to analyze the impact of welfare measures on employees working conditions. This study was basically covering a specific area i.e. State Bank of Mysore. The study revealed that the employees have been satisfied with the employee's welfare facilities. The employee's welfare measures are more important for every organized or un-organized sector. Every employee has been expecting welfare facilities by the employers, in the modern commercial world, without welfare measure, employees can't work effectively in any organization.

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