



TO STUDY THE EXISTING WELFARE MEASURE ADOPTED BY THE ORGANISATION

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Abstract

Welfare of employee and his family members is an effective advertising and also a method of buying the gratitude and loyalty of employees. Employee welfare is a comprehensive term including various services, benefits and facilities offered by the employer. The basic purpose of labour welfare is to enrich the life of employees and keep them happy and contented. Welfare facilities enable workers to have a richer and more satisfying life. It raises the standard of living of workers by indirectly reducing the burden on their pocket. Welfare of employee and his family members is an effective advertising and also a method of buying the gratitude and loyalty of employees. Employee welfare is a comprehensive term including various services, benefits and facilities offered by the employer. The basic purpose of labor welfare is to enrich the life of employees and keep them happy and contented. Welfare facilities enable workers to have a richer and more satisfying life. It raises the standard of living of workers by indirectly reducing the burden on their pocket. Organization is made up of people there for if people do not change then the organization cannot change for obtaining the full co-operation & enthusiastic support of the members in achieving the organizational objectives, the organization must satisfy their needs and insurer their feelings. Every organization is different and less a unique feelings and character beyond its structures characters these each org, deals with its members in a distinct way through its policies on allocation of resources, commune action pattern reward and penalty leadership and decision making style etc. the org policy and connection with regard to all these and a cluster of other related activities influence the feelings attitudes and behavior of its members and results in the creation of a unique organizational This paper challenges the view of CEE labor as a uniformly weak actor. It argues that CEE unions' ability to shape the bargaining agenda and social policies depends largely on the degree of privatization, which overlaps with sectorial divisions. We find that unions in exposed sectors are unable to oppose greater flexibility even when there are no considerable wage gains, whereas workers in protected sectors manage to maintain their status and at times even enhance their welfare, both in terms of higher wages and better working conditions.

Keywords: Welfare measures, employee satisfaction, employee welfare facilities, organization.

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1. INTRODUCTION

Employee welfare is a term including various services, benefits and facilities offered to employees by the employers. The welfare measures need not be monetary but in any kind/forms. This includes items such as allowances, housing, transportation, medical insurance and food. Employee welfare also includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families. Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. The ILO (International Labour Organization) defined, "welfare as a term which is understood to include such services and amenities as may be established in or the vicinity of undertaking to perform their work in healthy, congenial surrounding and to provide them with amenities conducive to good health and high morale".

Employee welfare raises the company's expenses but if it is done correctly, it has huge benefits for both employer and employee. An employee who feels appreciated will be more fulfilled, satisfied and more productive.

This will not only lead to higher productivity but also satisfied customers and hence profitability for the company. A satisfied employee will also not go looking for other job opportunities and hence an employer will get to keep the best talents and record lower employee turnover. Employee welfare measures on the whole increases the productivity and efficiency of the company.

I. OBJECTIVES

- To study the existing welfare measure adopted by the organization
- To identify the impact of welfare measure upon the workers, health and productivity
- To identify the place of deviation in the implementation of welfare measure from the statutory regulation of the factories act 1948
- To recommended suitable remedies related to welfare problems so as to increase the job satisfaction and productivity of the employees

II. REVIEW OF LITERATURE

the mines and thermal power station is more affected with the health facilities, and safety measurements for the workers provided by the corporation. The female employees are less satisfied with the recreational facility and the crèches in the provided by the corporation. The extramural like

Pushpa (2016) The study has made an attempt to identify welfare measures and satisfaction level of employees about the welfare measures adopted at VST Tillers Tractors Limited, Bangalore. The basic purpose of employee welfare is to enrich the life of employees by providing them decent and congenial work environment. The Welfare measures are more important for every employee. Without welfare measures an employee cannot work effectively in the organization. The present study reveals that most of the employees are aware about the facilities provided by the company and satisfied.

L. Santhana Raj and E. Savitha (2014) This paper highlights the welfare measure taken in the TANFAC industry, Cuddalore. The employee satisfaction level identifies the overall quality of work life of the employee. The data collection was done through questionnaire. In some cases personal interview was needed at the time of filling up questionnaire. To analyze the collected data the research used simple percentage analysis, chi-square test, NOVA test. Based on the analysis it can be stated that employees are satisfied with the safety measure in the organization.

T.R.Dhivya and R. Vijayaraj (2016) identifies that the employees satisfaction towards labour welfare measures in Tamilnadu state transport corporation limited, Kumbakonam. To analyse the Statistical Tool used is Chi-square test. This study analyses the various dimensions of labour welfare measures that are administered to the labours. It highlights the perception and level of satisfaction of the labours regarding the various welfare measures and the methods to improve the welfare measures in Tamil Nadu State Transport Corporation, Kumbakonam. The researcher concluded the employees of TNSTC are satisfied in statutory and non- statutory welfare. Some of the dissatisfaction level is identified in the areas of recreation facility and special reference to other hospitals. It is pointed and suggested with alternative to overcome the dissatisfaction level in the particular area.

Dr. K. Vijayarani and Mr. G. Suresh (2015) highlights the employees' welfare programme towards productivity of Neyveli Lignite Corporation limited. The study identified the employees working in facilities of medical, township administration, education, and vocational training are also important factors among the employee productivity.

Dr.P.Bhujanga Rao(2017) Welfare refers to taking

care of the well-being of workers by employers ,trade unions, and governmental and non-governmental agencies, recognizing the unique place of the worker in the society and doing good for him/her retaining and motivating employees ,minimizing social evils, and building up the local reputation of the company are the arguments in favour of employee welfare. The study was made to inform the management about the areas/ causes of displeasure among the workers and enable the management to take necessary actions to avoid such displeasure and help to improve their productivity.

2. RESEARCH METHODOLOGY

RESEARCH DESIGN: This research deals with descriptive research type. It includes surveys and fact-finding enquiries of different kinds.

RELIABILITY TEST

Table 1 showing the reliability test

		N	%
Cases	Valid	10	100.0
	Excluded ^a	0	.0
	Total	10	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.928	44

INFERENCE: Cronbach alpha value of the reliability test is 0.928 which is more than 0.75. Hence the questionnaire is highly reliable. The total sample size of 80 has been taken for this study. Both male

DATA ANALYSIS AND INTERPRETATION

Table 2 showing the Chi Square test to show the association between department and work efficiency has an impact on welfare measures of the employees.

NULL HYPOTHESIS There is no significant association between department and impact of welfare measures towards work efficiency.

ALTERNATE HYPOTHESIS

There is significant association between department and impact of welfare measures towards work efficiency. **count**

	work efficiency- impact of welfare measures			Total
	very effective	Effective	neutral	

human resources	0	26	0	26
department Marketing	15	5	17	37
Finance	0	17	0	17
Total	15	48	17	80

Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	54.718 ^a	6	.000
Likelihood Ratio	55.975	6	.000
Linear-by-Linear Association	2.144	1	.143
N of Valid Cases	80		

a. 7 cells (58.3%) have expected count less than 5. The minimum expected count is 1.70.

P value = 0.000

Since p value is <0.05 Reject null hypothesis Accept alternate hypothesis

Hence the p value is less than 0.05, the null hypothesis is rejected and alternate hypothesis is accepted. There is significant difference between department and impact of welfare measures towards work efficiency. Work efficiency differs from department to department and employees may get less motivated. Proper welfare measures should be provided to motivate the employees and increase efficiency.

Find the coefficient of correlation between the Medical Expenses and Insurance from the following data.

Attitude towards medical expenses and insurance is correlated. High Karl Pearson correlation coefficient index with high scores at higher satisfaction level indicates that the attitude is equally distributed with respect to the variable.

CORRELATION ANALYSIS

Medical Expenses (X)	24	53	20	1	2
Insurance (Y)	21	51	19	7	2

X	Y	DX=X - \bar{X}	DY=Y - \bar{Y}	DX ²	DY ²	DXDY
24	21	4	1	16	1	4
53	51	33	31	1089	961	1023
20	19	0	-1	0	1	0
1	7	-19	-13	361	169	247
2	2	-18	-18	324	324	324
N=5	N=5	0	0	1790	1456	1598

Here $\bar{X} = 100/5 = 20$ $\bar{Y} = 100/5 = 20$

$$R = \frac{\sum dx dy - (\sum dx)(\sum dy) / n}{\sqrt{(\sum dx^2 - (\sum dx)^2 / n) * (\sum dy^2 - (\sum dy)^2 / n)}}$$

$$= \frac{(\sum 1598) - \sum(0) * \sum(0) / 5}{\sqrt{(\sum 1790 - (0)^2 / 5) * (\sum 1456 - (0)^2 / 5)}}$$

$$\begin{aligned} &= \frac{\Sigma 1598}{\sqrt{(\Sigma 1790) * (\Sigma 1456)}} \\ &= \frac{\Sigma 1598}{\sqrt{2606240}} \\ &= \frac{1598}{1614.385} \\ &= 0.9898 \quad R = 0.979. \end{aligned}$$

RESULT: Theiris highly correlation

FINDINGS

This study is carried out with the objective of analyzing the Labour welfare measures followed in Airsea line container Pvt ltd. To examine and understand the role of health and safety measures followed in the company. This chapter attempts to highlight the findings of the study.

- It is found that 92.52% of the respondents are males, and rest 7.48% is female respondents.
- It is found that 57.01% of the respondents are the age group of 31 to 45, and 15.89% of the respondents are in the age group of 46 – 60.
- It is found that 51.40% of the respondents are having about more than 20 years of experience and 23.36% of the respondents are in 10 – 20 years of experience
- It is found that 40.19% of the respondents are diploma, while 30.84% of the respondents are ITI.

SUGGESTIONS

- Employee's participation should be encouraged in order to improve the health measures.
- Some of the respondent neither satisfied nor dis-satisfied with the available health measures, so necessary step should be taken to satisfy those employees.
- Total employee involvement in suggestion scheme is recommended.
- Employee involvement can be encouraged further (for eg ,if theiris no accident occurring in a year the employees can be provided with bonus).

3. CONCLUSION

In the following major critical areas, 100% of the respondents have given good opinion.

In general it can be said that Airsea line container Pvt ltd., has effectively implement the provisions of the factory act 1948 with regard to health and safety provisions. Employees are having the good relationship with the management it's to improve their growth to achieve their goal.

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