

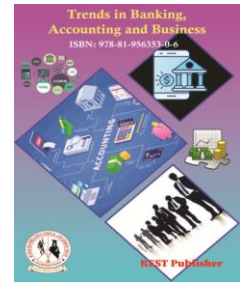


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A Study on Employee Welfare Facilities on Kems Shakti Precision Castings Private Limited, Hosur

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Abstract: A study on employee welfare under taken with such a task in mind and it aims at unearthing the strengths and weakness of the welfare measures in KEMS SHAKTHI PRECISION CASTING PVT. LTD that is prevalent in the organization that sponsored this project work. Since organizations exist to achieve goals. The degree of success that individual employees have in reaching their individuals goals is important in determining organizational effectiveness. The assessment of how successful employees have been at meeting their individual goals, therefore, becomes a critical part of Human Resource Management. This leads us to the topic of Employee Welfare measures. This project aims at knowing "Welfare System". In this project the work atmosphere and the welfare measures provided by the organization has studied. It also aims at finding out the employee's relationship with the management. This survey is done within the organization. The sample size is 60. The data was collected by administering questionnaire and by adopting direct personal contact method. The persons met are all employees of the concern. Collections of data were analyzed and tabulated in a sequential manner and the interpretation are given along with the tabulation. The conclusion and suggestions are also given in this report for the improvement of this system in the organization.

Key Words: Welfare, Safety, Allowances, Benefits, Medical.

1. INTRODUCTION

Employee welfare is the efforts to make life worth living for workmen and its emotional attitude held by the employee towards the organizational and its values. Through this project, a proper understanding can be gained with respect to the degree of welfare measure of the employees in KEMS and the corresponding methods to increase the welfare measure level in the organization can be undertaken which will definitely be helpful to the employer as well as employee. The study entitled "The employee welfare measure in KEMS. The study covers statutory and non-statutory provisions concerning labour welfare, which includes salaries and wages, promotion, training, leave facility, medical facility, housing facility, transport facility, welfare fund, canteen, recreation, safety measures etc. provided by the company. India, being a welfare state follows the philosophy of socialistic pattern of society, so that it is imperative to have contended workforce, enjoying reasonable stand and of living with adequate facilities and provisions for the wellbeing of workforce. For this full-fledged implementation of employee welfare measure is essential.

Review

Kim, et al (2019). This paper aims to study how the negative spiral of incivility from customers to employees happens by measuring the mediating effect of employees' burnout. Moreover, it investigates how to mitigate the detrimental influences of customer incivility by assessing the moderating effect of employee's emotional intelligence.

Bryson (2019). Higher replacement rates often imply higher levels of absenteeism, yet even in generous welfare economies, employers provide sick pay in addition to the public sick pay. Using comparative population-representative workplace data for Britain and Norway, we show that close to 50% of private sector employers in both countries provide sick pay in excess of statutory sick pay.

Carby-Hall, (2016). One of the common law duties owed by the employer is his duty to take reasonable care for the safety of his employee. This common law duty is an implied term in the contract of employment and is therefore contractual in nature.

Shi, (2017). The purpose of this paper is to examine the influence of the household registration and of employment contract on employee job insecurity in the Chinese state-owned enterprises (SOEs). Job satisfaction is found to be positively related to one of the components of job insecurity: the perceived severity of job loss.

Research Design

Research design is the method that a researcher selects to organize their research project or study. Research designs can provide instructions for collecting, analyzing and measuring data effectively. Survey Research design was adopted in this project work and questionnaire was used as a tool for survey to know about the employee perception and opinion.

2.DATA ANALYSIS

Table showing Employee’s grouping based on different gender Chart showing Employee’s grouping based on different gender.

GENDER	NO OF RESPONDENT	PERCENTAGE
Male	35	52.94117647
Female	25	47.05882353
TOTAL	60	100

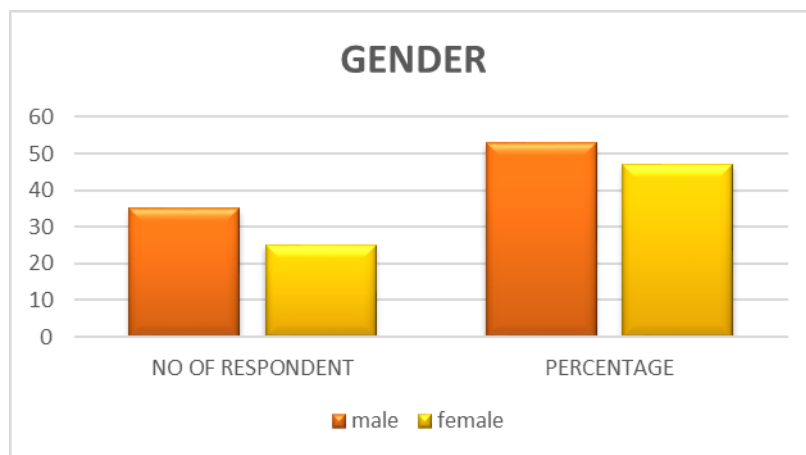


FIGURE 1. Showing Employee’s grouping based on different education qualification.

EDUCATION QUALIFICATION	NO OF RESPONDENTS	PERCENTAGE
HIGHER SECONDARY SCHOOL	3	5
DIPLOMA	6	10
UNDER GRADUATE	24	40
POST GRADUATE	27	45
TOTAL	60	100

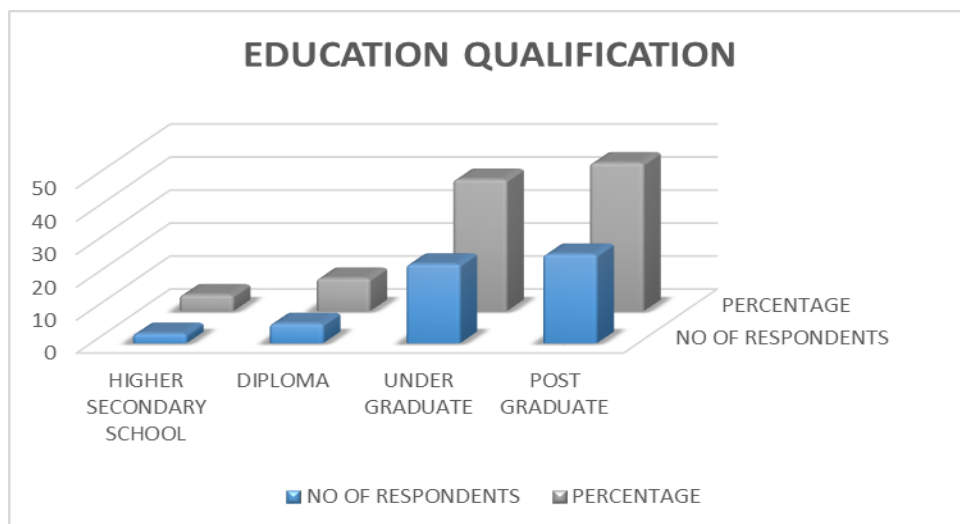


FIGURE 2. showing Employee’s grouping based on different education qualification.

3. ONE WAY ANOVA TEST

Table showing Employee's grouping gender between how do you rate the working Environment of the organization

Groups	Count	Sum	Average	Variance
Gender	60	85	1.416667	0.247175
How do you rate the working Environment of the organization	60	103	1.716667	0.511582

Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	2.7	1	2.7	7.116902	0.008709	3.921478
Within Groups	44.76667	118	0.379379			
Total	47.46667	119				

Findings

- It is found that most of the respondent's age is 21-30 years. This shows the organization has many young and energetic employees.
- It is found that most of the respondents (53%) are male candidates which helps the organization to maintain productivity as male is physically energetic.
- It is found that most of the respondents are unmarried which helps the organization to allot flexible shift timings.
- It is found that most of the respondents are working as a role of employees in the organization who are the backbones for the success of the company and its success.

Suggestions

- The Management has to improve the adequate items of the food which is one of the most important basic amenities and it helps to satisfy the employees.
- The Number of spittoons provided at the work place is not sufficient, so the company has to increase the number of spittoons which keeps the environment clean.
- Rest room facility has to be sufficiently provided.
- Providing some monetary or non-monetary benefits will be more helpful in retaining the employees in the organization for longer period.

4. CONCLUSION

As a part of my project work, I got an opportunity to spend a period of 60 days in KEMS SHAKTHI PRECISION CASTING PVT. LTD. It helped me to analysis the working of the organization which helped has to convert our theoretical knowledge to practical. The present study is an earnest attempt to determine employee welfare measures in the organization. It is necessary for any organization to understand the need of their employees and fulfil them before they leave the organization.

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