

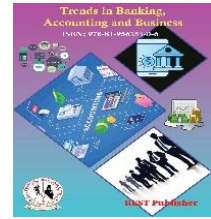


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# A Study on Employee Welfare Measures with Reference to Titian Company Limited (Jewellery Division) at Hosur

\*M. Dhanasekaran, Ajith Kumar R

Adhiyamaan college of Engineering, Hosur, Tamil Nādu, India.

\*Corresponding author: [dhanasekaran.mba@adhiyamaan.in](mailto:dhanasekaran.mba@adhiyamaan.in).

**Abstract:** *The Employee welfare measure as “the efforts to make life worth living for workmen”. Employees are the most valuable asset of an organization. The employee welfare measure is an additional benefit provided by the company to the employees along with their salary. Employees welfare has everything from service, facilities and benefits that are provided or done by the employer for the advantage or comfort of an employee. It is undertaken in order to motivates employees and raise the productivity levels. The objectives are to know the employee welfare is to improve the life of the working class, to bring about holistic development of the worker’s personality. Employee’s welfare facilities include housing facilities, free medical facilities, retirement benefits, children and adult educational benefits, welfare measures for the employee’s families, loan facilities, etc. The research design used is descriptive in nature. The data collection instrument is primary data is collected through questionnaires. There is a need for the employee’s welfare in type of organisation. Hence, it is necessary for any organisation to ensure employee satisfaction with regard to welfare measure.*

**Key Words:** *welfare, employees, performance, satisfaction, perception*

## 1. INTRODUCTION

Employee welfare means anything done for the comfort and (intellectual or social) improvement of the employees, over and above the wages paid. In simple words, it means “the efforts to make life worth living for workmen.” It includes various services, facilities and amenities provided to employees for their betterment. But economic status governs his social status in modern society; type of food which he can afford, types and quality of dresses which he and his family members wear and nature of house with types of comforts determine his social status. Thus, welfare is a physical concept as well as a social concept. Every society has its own moral codes and conduct. An employee has to adobe by its ethical values. There are dos and don’ts of society. For example, prohibition may be a state law but it may be a customary practice to provide drinks to the guests on certain social occasions like marriage ceremony, death ceremony, etc. All these concepts of employee welfare, physical, social and moral, are interrelated. Purchasing powers of money-wages determine a worker’s social status and morals of the society govern his day-to-day behavior. Thus, welfare is a total concept. Totalitarian concept on the other hand, concept of employee welfare differs from society-to-society, country-to-country and it also changes with changing time. So, it is difficult to decide minimum and maximum condition of employee welfare. Whatever are the minimum requirements for western employees, it might be maximum for developing country’s employees. Similarly, whatever is minimum for officers might be maximum for lower cadre employee needs of young employees differ from those of old employees.

### Objectives of study:

- a) Provides social comfort to employees.
- b) Support overall improvement of employees.
- c) Provide financial support indirectly to the employees.
- d) Contribute to developing a sense of responsibility and belongingness among employees.
- e) Improve working conditions at the workplace for employees.
- f) Maintain and retain the existing workforce.
- g) Reduce the rate of absenteeism from work and labor turnover from job.
- h) Improve productivity and efficiency of employees at workplace.
- i) Provide healthy and proper working conditions.
- j) Ensure betterment of employees and families and society as a whole.

**Scope of the study:**

Welfare services are divided into two groups – (a) Welfare services within the premises of the factory (intra-mural) such as – drinking and washing facilities, bathing, creche, canteen, rest room, shelter, prevention of fatigue and safety devices and (b) Welfare amenities outside the establishment (extra-mural) include social security measures like social insurance, social assistance, recreation, sports, workers’ education, etc.It also includes cooperative credit societies transportation, housekeeping. Scope of labour welfare takes care of workers’ life from cradle to grave as employees’ state insurance scheme. Provides medicine to a worker child and provides funeral benefit to a worker after his last minutes in this world. Scope of labour welfare includes statutory and non-statutory welfare amenities which are also increasing day-by-day in most of workers’ welfare is by and large acceptable to society. On the whole labour welfare aims at minimizing stress and strains of industrial workers. It observes that workers get clean and neat environment of work. They should get safe working conditions with minimum hazards of work life. They should be able to live a life with dignity, status and self-respect Scope differs from industry-to-industry and country-to-country.

**2. LITERATURE REVIEW**

**P.V.Satyanarayana (1997):** In his work A Study on the welfare measures and their Impact on QWL provided by the Sugar companies declared that improved quality of work life among the employees increases their involvement in job and results in increased productivity of the organization. The organizations make efforts to maintain smooth relationship between workers and management, which leads to attainment of organization efforts.

**David A Decenzo (2001) and Stephen P. Robbinsin:** Their book, “Personnel Human Resource Management explained the various benefits and services provided by the companies to their employees. According to them, the legally required benefits and services include social security premiums, unemployment compensation, workers compensation and state disability programs. They felt that the cost of the voluntary benefits offered appears to be increasing.

**Michael (2001):** In his book, “Human Resource Management and Human Relations” said that the provision of intra-mural and extra-mural welfare facilities help in improving the quality of work life of employee’s thereby good human relations will develop among different cadres of employees.

**Punekar, Deodhar and Sankaran (2004):** In their book, “Labor Welfare, Trade Unionism and Industrial Relations” stated that labor welfare is anything done for the comfort and International Journal of Engineering Technology, Management and Applied Sciences

**Binoyjoseph,josephinjodey (2009):** Studies in the article points out that, the structure of welfare states rests on a social security fabric. Government, employers, trade unions have done a lot to promote the betterment of workers conditions.

**3. RESEARCH METHODOLOGY**

Meaning of Research Methodology as a scientific and systematic search for pertinent information on a specific topic. We can say research is an art of scientific investigation related to the topic. Typically, it encompasses concepts such as paradigm, theoretical model, phases and quantitative or qualitative techniques. Scientists have undertaken research on them and found their causes, solutions, explanations and applications.

**4. DATA ANALYSIS**

Percentage analysis:

**TABLE 1.** Department

	<b>Particular</b>	<b>Noofrespondents</b>	<b>Percentage</b>
<b>DEPARTMENT</b>	Production	29	29%
	Manufacturing	24	24%
	Assembly	30	30%
	Testing	17	17%
	<b>Total</b>	<b>100</b>	<b>100%</b>

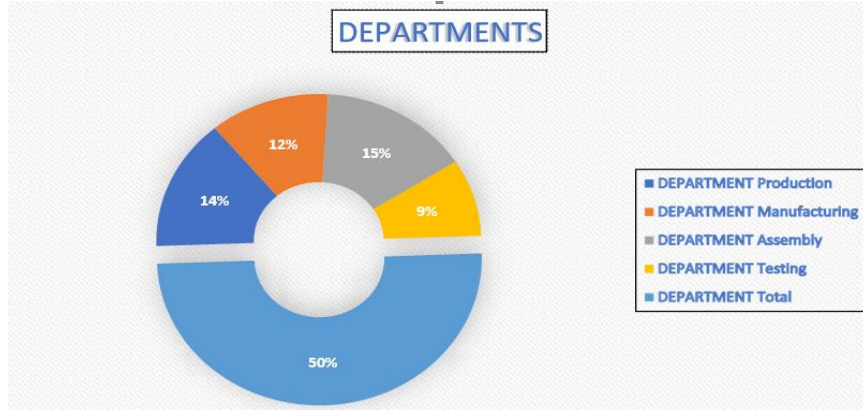


FIGURE 1.Department

Chi-square test:

TABLE 2.Difference between Gender with respect to Health and safety

Chi-SquareTests			
	Value	df	Asymptotic Significance (2-sided)
<b>Pearson Chi-Square</b>	2.924 <sup>a</sup>	4	.571
<b>Likelihood Ratio</b>	3.204	4	.524
<b>Linear-by-Linear Association</b>	.002	1	.960
<b>N of Valid Cases</b>	100		

a.5cells(50.0%) have expected count less than 5. The minimum expected count is.84.

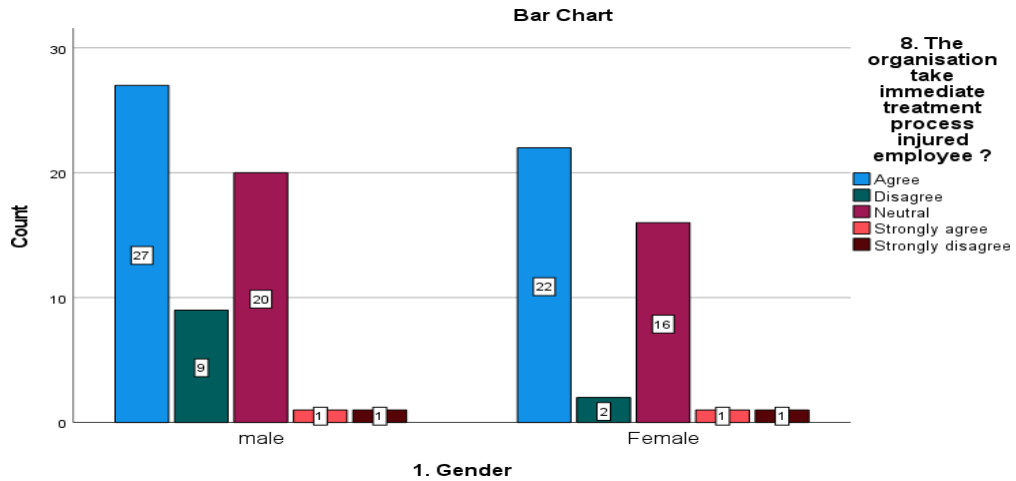


FIGURE 2. Difference between Gender with respect to Health and safety

Findings:

- Majority of 58% of employees are male
- It is found majority of employees are 18-20 age
- It is clear that there is excellent canteen facility provided by the company
- Most of the employees say that welfare measures help in solving problems faced by them
- About 42% of the employees are agree with welfare facilities provided by the company
- 39% of employees are less than 2 years experienced

- Majority of 50% of employees are agree the working environment in the company
- Majority of 50% of employees are agree the present welfare facilities provided by the company

**Suggestions:**

- Majority of 58% of employees are male.
- It is found majority of employees are 18-20 age
- It is clear that there is excellent canteen facility provided by the company
- Most of the employees says that welfare measures help in solving problems faced by them
- About 42% of the employees are agree with welfare facilities provided by the company
- 39% of employees are less than 2 years experienced
- Majority of 50% of employees are agree the working environment in the company

## **5. CONCLUSION**

The objective of the study was to know the various welfare measures adopted by Titan Company Limited (Jeweler Division). of company and to know the effectiveness of welfare measures in the company from this study we can understand that 60% of the employees satisfied from the company and majority states that welfare measures improves their productivity, from this study we can understand that welfare measures reduce the labor turn over, absenteeism and increase the efficiency of the employees. We can understand that welfare measures are directly related to productivity and company provides many welfare packages to employees to increasing their efficiency and productivity.

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