

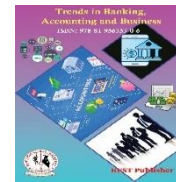


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A study on Employee Welfare Measures with Reference KEMS SHAKTI Precision Pvt Ltd

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Abstract: *Employees in a company play a vital role in the existence and growth of the company, hence, welfare measure are essential. The employee welfare measure is an additional benefit provided by the company to the employees along with their salary. The study analyses the various dimension of employee welfare measures as perceived by their employees. Employee welfare measures include free medical facilities, housing facility, retirement benefits, educational benefits to their employees' children, loan facilities etc. This study highlights the employee's perception and level of satisfaction regarding the multiple welfare measure in the company. This is to understand how well these measures improve the motivation of employees with regard to their performance. In this study the descriptive research design is used to know the characteristic features of the respondent and as a sampling technique. I have used random sampling. And the primary data with the help of a structure questionnaire is collected. Every organization wants to be ahead in this competitive market, and it is indeed necessary for any organization to understand the needs of their employees and fulfil them before they leave the organisation. If nothing is done by the organisation, then there is a chance to lose talented employees from the organisation to its competitors. Hence, it is necessary for any organisation to ensure employee satisfaction with regard to welfare measures.*

KEY WORDS: *welfare, employees, performance, satisfaction, perception*

1. INTRODUCTION

Employee welfare relates to taking care of the well-being of workers by employers, trade unions, governmental and non-governmental institutions and agencies. Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for a longer duration. Employee welfare 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. According to ILO, labor welfare can be defined as a term, which is understood to include such services, facilities, and amenities as may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy, congenial surroundings and to provide them with amenities conducive to good health and high morale. Employee welfare entails all those activities of the employer, which are directed towards providing the employees with certain facilities and services in addition to wages or salaries. Employee welfare implies providing better work conditions, for example, proper lighting, cleanliness, low noise, etc. and amenities viz. recreation, housing, education, etc. Arthur James Todd- "Employee welfare means anything done for the comfort and improvement, intellectual and social, of the employees over and above the wages paid which is not a necessity of the Industry."

2. REVIEW OF LITERATURE

Bhogoliwal .T. N. (2006): Argues that employee welfare is those facilities which help motivate and retain the employees. The welfare facilities are meant to increase the satisfaction of employees. Besides increasing the level of satisfaction, the welfare facilities create loyalty of the employees for the organization. He says that the welfare facilities minimize social evils.

Gohil, D.G(2007): Studied that Staff Development is a process of increasing the potential of the workers in terms of knowledge, skills and capabilities. This can be achieved by appropriate training, counseling, career planning, and performance appraisal, etc. besides all these, the labor welfare activities play an important role in the development of labor. This helps the organization to meet its goals. As a result, it can create a more satisfying environment for the employee and the organization as a whole. They said that if the employees are satisfied, their morale is boosted, and the productivity of the organization increases.

Kwong-leung T and Chau-kiu C. (2008): Studies that employs survey data from 1240 welfare recipients in Hong Kong to investigate.

McGuire J and McDonnell J. (2008): Suggested that the employee welfare facilities help considerably in enhancing the self-confidence and intellectual level of an employee. This will sooner or later increase employees 'productivity in the workplace, which will lead to improved motivation. This will make the employee to be challenged, and ready to take on more challenging tasks and responsibilities. This is a good signal of financial performance in the organization created through adding greater value to employee 's welfare.

Joseph B, & Joseph I, & Varghese R, 2009: Labor Welfare in India, Journal of Workplace Behavioral Health, Volume 24 Issue 1 & 2, PP., 221 – 242 Joshi, N., K., 1968, "Labor welfare - concept, meaning and scope", Indian Labor Journal, Objectives of the study:

- Improve working conditions at the workplace for employees.
- Maintain and retain the existing workforce.
- Reduce the rate of absenteeism from work and labour turnover from job.
- Improve productivity and efficiency of employees at workplace.
- Provide healthy and proper working conditions.
- Ensure betterment of employees and families and society as a whole.

Scope of the study: 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.

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.

DATA ANALYSIS AND INTERPRETATION

Chi-Square Test: Hypothesis- **Null hypothesis (H0):** There is no significant difference between Gender with respect to welfare facilities. **Alternative hypothesis (H1):** There is significant difference between Gender with respect to welfare facilities.

TABLE 1. Difference between Gender with respect to welfare facilities

Chi-Square Tests			
	Value	df	Asymptotic Significance 2 sides
Pearson Chi-Square	2.807 ^a	4	.591
Likelihood Ratio	3.161	4	.531
Linear-by-Linear Association	.172	1	.678
N of Valid Cases	100		

a. 3 cells (30.0%) have expected count less than 5. The minimum expected count is .42.

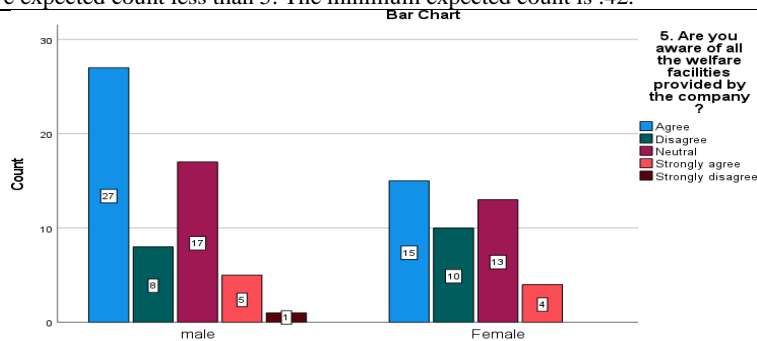


FIGURE 1. Difference between Gender with respect to welfare facilities

From the above table it is analyzed that the calculated value is more than the level of significance (0.05), There was no significance between Health and safety and gender ($\chi^2=2.807$, $df=4$, $p= .591$), Hence H1 not supported hypothesis. **Null hypothesis (HO):** There is no significant difference between Gender with respect to welfare facilities. **Alternative hypothesis (H1):** There is significant difference between Gender with respect to welfare facilities.

TABLE 2. Difference between Gender with respect to welfare facilities

Chi-Square Tests			
	Value	df	Asymptotic Significance sig 2
Pearson Chi-Square	2.592 ^a	3	.459
Likelihood Ratio	2.709	3	.439
Linear-by-Linear Association	.009	1	.923
N of Valid Cases	100		

a. 2 cells (25.0%) have expected count less than 5. The minimum expected count is 1.26.

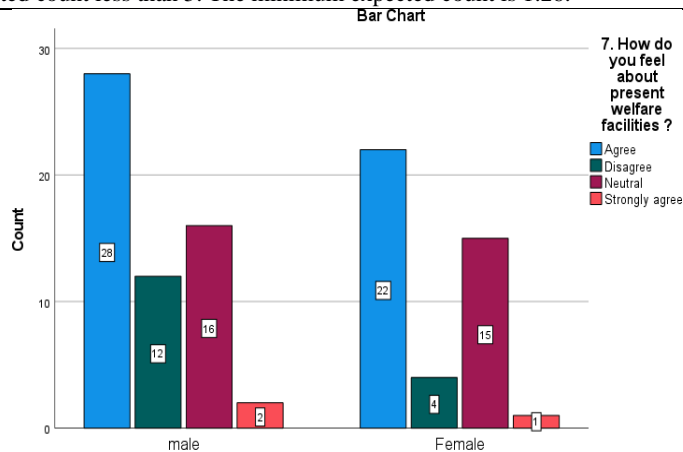


FIGURE 2. Difference between Gender with respect to welfare facilities

From the above table it is analyzed that the calculated value is more than the level of significance (0.05), There was no significance between Health and safety and gender ($\chi^2=2.592$, $df=3$, $p= .459$), Hence H1 not supported hypothesis. **Suggestions:**

- In order to increase efficiency of workers management has to be constantly in touch with the workers and meetings of the workers may be convened frequently to discuss the problems of workers.
- Give complete medical facilities so as to minimize absenteeism and to keep the employees more immunized and fit enough.
- Schooling facilities for children of work must be improved by the company so improve the convenience of workers.
- Make a first aid box with prescribed medical facilities to make the employees more committed.
- The company should maintain the employee employer relationships for the entire life.

CONCLUSION

The objective of the study was to know the various welfare measures adopted by KEMS SHAKTI PRECISION PVT LTD. of companies 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 companies provide many welfare packages to employees to increase their efficiency and productivity.

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