

A Study on Employee Welfare Measures with Reference to Crystal Engineering Systems Pvt Limited, Hosur

Sanjay B, Vamshee G

Adhiyamaan college of engineering (autonomous), Hosur, Tamil Nādu, India.

Corresponding author: sanjaysanjay935@gmail.com

ABSTRACT: *Employees in a company play a vital role in the existence and growth of the company. Hence, welfare measures 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 dimensions of employee welfare measures as perceived by their employees. Employee welfare measures include free medical facilities, housing facilities, 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 about 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 organization. If nothing is done by the organization, then there is a chance to lose talented employees from the organization to its competitors. Hence, it is necessary for any organization to ensure employee satisfaction with welfare measures.*

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 adhere by its ethical values. There are dos and don'ts of the 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 inter-related. Purchasing powers of money-wages determine a worker's social status and morals of the society govern his day-to-day behavior.

2. REVIEW OF LITERATURE

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.

3. RESEARCH METHODOLOGY

Their search design is the plan, structure and strategy of investigation. Their search design must lay the foundation and outline the blueprint for the collection, measurement and analyses of data related to the research questions. This is an empirical study for which both descriptive and exploratory research methodology was followed having qualitative and quantitative approach. The purpose of the study was to identify relations between labor welfare policies and

employee commitment. Their search study used both qualitative and quantitative research approach. The qualitative method was used because it made it possible to answer to the questions of how, why and in what way. It also applied because an interview was conducted with the respondents of the manufacturing units to identify the impact of labor welfare policies on employee commitment. On the other hand quantitative approach was also equally important as questionnaires and surveys were used to collect the numerical or measurable data from respondents.

Objectives of the study:

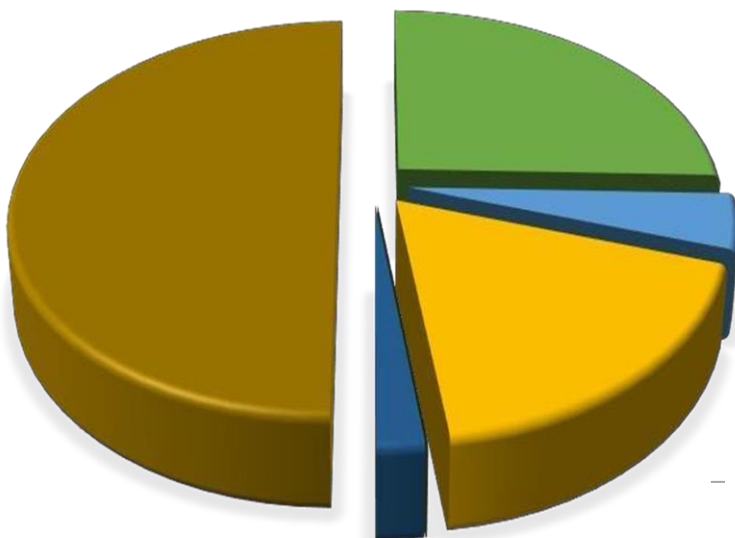
- Provides social comfort to employees (b)Support overall improvement of employees.
- Provide financial support indirectly to the employees.
- Contribute in developing sense of responsibility and belongingness among employees.
- Improve working conditions at the workplace for employees.
- Maintain and retain the existing workforce.
- Reduce rate of absenteeism from work and labour turnover from job.

Scope of the study:

(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.

(b) Welfare amenities outside the establishment (extra-mural) include social security measures like social insurance, social assistance, recreation, sports, workers.

4. DATA ANALYSIS & INTERPRETATION



From the above table, 51% of employees are agree the working hours maintained in the company, 9% of employees are disagree the working hours maintained in the company, 36% of employees are neutral the working hours maintained in the company, 0% of employees are strongly agree the working hours maintained in the company and 4% of employees are strongly disagree the working hours maintained in the company.

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 says that welfare measures helping 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

- Company need to create sufficient awareness about welfare programs available
- To the employees within the company
- In order to increase efficiency of workers management the 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 to minimize the absenteeism and to keep the employees more immunized and fit enough

5. CONCLUSION

The objective of the study was to know the various welfare measures adopted by CRYSTAL ENGINEERING SYSTEMS PVT LIMITED, HOSUR. 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 measure is directly related with productivity and company provide many welfare packages to employees to increasing their efficiency and productivity.

REFERENCES

- [1]. C. S. Patro, "Employee welfare measures in public and private sectors," *Int. J. Serv. Sci. Manag. Eng. Technol.*, vol. 6, no. 1, pp. 22–36, Feb. 2015.
- [2]. B.R. Manasa, "Employee welfare measures - A study on cement corporation of India units, in Thandur and Adilabad," *Int. Res. J. Eng. Technol.*, vol. 2, no. 9, pp. 219–226, 2015.
- [3]. V.P.M. Shrivastava, Archana, *Human resource management and human relations*. Mumbai: Himalaya Publishing House Pvt. Ltd., 2018.
- [4]. M. A. A. Regina Wangui Muruguu, Susan Were, "Effects of welfare programmes on employee satisfaction in the public sector: a case of the public service commission," *Strateg. J. Bus. Chang. Manag.*, vol. 3, no. 4, pp. 1607.