

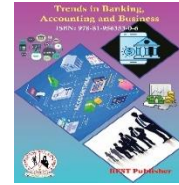


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A Study on Employee Welfare Measures With Reference KEMS SHAKTI Casting Pvt Ltd, Hosur

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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 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 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 regard to 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 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 on the 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.

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.

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

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.

Sabarirajan A meharajan T and b. (.2010):"A study on the various welfare measures and their impact on QWL provided by the Textile Mills with reference to Salem District. The statutory welfare measure provided by employees. They study analysis and interpret about the statutory welfare measures in the proposed sample unit. It stated the employee's welfare is a comprehensive term including various services offered to employees of the organization.

Chaudhay, DR asiya, and roohiqbal.(2011): "An empirical study on effect of welfare measures on employees satisfaction in " studied that the concept of employee's welfare has been used by many organization as a strategy of imp rousing productivity of employee. It is argued that welfare services can be used to secure the employee force by providing proper human conditions of work.

Venugopal D (2011): A study on employee welfare any relation exists between welfare provisions and employee's satisfaction. His study also reviews welfare provisions and employee satisfaction. from their study they concluded that voluntary welfare measures should be provided to employees. They study the level of awareness of employees about the various welfare measures.

Upadhyay, Devina, and Anu gupta. (2012): Satisfied employees are reported to have high morale. Welfare measures and work experience does not necessarily relate to satisfaction. the analysis of their study concept of employee welfare. The study results that employees in auto sector are highly satisfied.

ET AL. (2013): "Teamwork, skill development and employee welfare." British Journal of Industrial Relations 50.1: 23-46.

"Human Resource Management and Human Relations said that provision of intra. Mural and extramural welfare facilities help in improving the quality of work-life of employee's thereby good human relations will develop among different employee Surat Kumari, M and R. S. Bondurant. (2013) : "A study on employees welfare of the organization labor welfare problems of sugar industry. The analysis was based on the firsthand data collected from the sugar factories of Eastern Uttar Pradesh. The study found that the conditions of work in sugar factories of eastern region of Uttar Pradesh were not very satisfactory particularly in respect of safety employee welfare facility. GALLIE, DUNCAN.

Harikrishna (2014): In his work A Study On Labor Welfare Measures – With Special Reference To Rubber Board of India, a well-fed, well-clad and satisfied worker is an asset to the organization. He makes no loss of man hours by absenteeism, strikes etc. and he feels essence of allegiance to the organization in which he works. A satisfied worker makes other resources meaningful. It is concluded from this study that Rubber Board is very much interested in providing welfare facility to their plantation workers. Workers have good opinions.

Dr. Usha Tiwari (2014): In her study A Study on employee welfare facilities and its impact on employee's efficiency at vindhaTelelinks Ltd conducted the study of Employees welfare schemes and its impact on employee's efficiency at VindhaTelelinks Ltd. The results appeared positive. It increases productivity as well as quality and quantity. Therefore, there is necessity of making some provision for improving the welfare facility through that employees will become happy, employees performance level become increase.

K.Lalitha&T.Priyanka (2014): Conducted a study on employee welfare measure with reference `to IT industry. They concluded that Human resource plays an important role in any organization. employee welfare facilities are concern to this department, if the employee happy with welfare facilities then only the productivity of that organization can be increased. Based on the study of Employee Welfare Facilities in IT industry it is clear that the companies are very keen in the promoting all the welfare facilities provided by IT industries.

B.R.Manasa&C.N.Krishnanaik (2015): In their work entitled- Employee Welfare Measures- A Study on Cement Corporation of India Units, in Thandur and Adilabad announced that the employees' welfare facilities provided by the company were satisfactory and it was commendable. Yet there was scope for further improvement in order to enhance efficiency, effectiveness and productivity of the employees that would help organisation accomplish the organizational goals.

Ramana,T. Venkata, and E. Lokanadhareddy. (2015):"A study on employee welfare refer to they want to assess the overall satisfaction level regarding welfare program. Through their papers they want to obtain correction By the study suggestion are made that it may be railway minimize the cost of social burden .

Patro, Chandra sekhar (2017):A study in employee welfare Employee plays an important role in the industrial production of the company. Hence, the organization should give cooperation to the employees in order to increase the production and to earn higher profits. Employee benefit constitute a major vehicle for the provision of income and security.

A. Saravanakumar&DR.SAkilandeswari (2017): In their work- A study on Employees' Health, Safety and Welfare measures in a private industry in Coimbatore city declared that the organisation has provided sufficient health and safety measures. But certain points have been identified that some employees are satisfied and some are not satisfied with the present welfare measures. Welfare refers to physical, mental and emotional wellbeing of the individual. So, in future, the management can well think of improving the welfare by consulting with employees. G.Aarthi, & P. Srinivasan (2018):

Conducted The Study on Impact of Employee Welfare Measures in Automobile Industry. By analyzing the summary of the results, it was identified that the welfare and safety activities, which was followed by organization was satisfied and they wanted some improvements in the system. As the strength of any organization depends entirely on sincere working of all the employees the management should take special care to frame certain policies procedures to improve the welfare

and safety measure of the organizations.

Kartikayan, C. (2019): Presented a project report for MBA. He studied the employees 'satisfaction towards welfare facilities provided by Schwing Stetter. He concluded that 60% of the employees are very satisfied by the welfare measures provided by the organization. 98.33% of the employees are aware of the various medical facilities provided by the company. By the usage of the medical facilities provided by the company there is a great deal of effective income saving for the employees. More than 40% of the employees are satisfied by the physical environment provided by the industry

3. RESEARCH METHODOLOGY

Employee welfare means, such services, facilities and amenities such as canteens, rest and recreation facilities, arrangement for travel to and for the accommodation of workers employed at a distance from their home, and such other services, amenities and facilities including social security measure as contribute to improve the condition under which workers are employed. Employees migrated from villages to cities. They were attracted by higher wages, comforts and recreation of city life; but they were exposed to bad working conditions, long hours of work, low wages, health hazards, and absence of safety measures and unsatisfactory working and living conditions. The First Factories Act was passed in 1919. At that time, it was applicable to factories employing not less than 100 workers using power. Today, the Act is implemented in factories employing 10 or more workers with the aid of power and 20 or more workers without the use of power. The First World War 1914 led to new developments. The number of factories and the number of people employed therein increased. Wages did not keep pace with the rising prices and profits. The Government of India appointed a committee to review the conditions of industrial labour in 1907. On the basis of the recommendations of the committee a more comprehensive Act, the Indian factories Act of 1919 was introducing for all seasonal factories. The hours of work for adult male workers were specified to 12 per day. Today it is 8 hours a day. Some voluntary efforts in the interest of welfare of workers were made by the amalgamated society of Railway servants of India and Burma. The Printers Union, Calcutta (1905) and the Bombay Postal Union (1907) introduced mutual insurance schemes, night schools, educational stipends, funeral allowances, etc. The establishment of the International Labour organization in 1919 was a landmark in the history of labour movement. ILO created a conciseness and unity amongst workers. All India Trade Union Congress (AITUC) was established in 1920. The Indian Factories Amendment Act of 1922 was passed. It was applicable to all factories employing not less than 20 persons. Children below the age of 12 and 14 were not allowed to work for more than 6 hours a day. Children and women were not employed between 7.00 p.m. and 5.30 a.m. The Royal Commission on labour was appointed in 1929. It made an exhaustive survey of conditions of workers. Its observation led to the enactment of a number of legislations like Payment of Wages Act, Minimum Wages Act, etc. In 1949 Labour Investigation Committee (Rage Committee) was appointed. The committee made a detailed survey of working conditions, housing, slum, education of workers, etc. In the meanwhile, Second World War had its own impact. After independence different central trade unions were established AITUC (1949), HMS (1948), INTUC (1944), BMS (1995), CITU (1990) and NLO

Scope of Employee Welfare: 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.

Scope 1. Working Environment:

A conducive working environment helps to improve efficiency of workers and includes proper lighting, temperature, ventilation, safety, sanitation, transportation, cleanliness, seating arrangement and canteen facilities. Workplace sanitation and cleanliness is very important for making the workplace helpful for workers to work.

Following activities are important to make it conducive for working:

1. Proper ventilation using cross windows and doors, adequate lighting, controlled temperature, regular cleanliness, seating/standing arrangements for working, etc.
2. Proper safety measures for lift, elevators, ropes, cranes, electric and dangerous operating
3. Sufficient urinals separate for gents and ladies, lavatories and bathing facilities with regular proper cleaning.
4. Proper gardening with watering facilities and cleanliness of surrounding regularly.
5. Pure drinking water facilities with purification and cooling facilities.
6. Well maintained canteen services with good quality of food at nominal rates.

Scope 2. Health Facilities:

Health is wealth. To maintain good health of the workers, the required health Facilities should be maintained up to

required standard.

Includes the following facilities:

1. Health centers for regular check-up for workers and their families should be provided within factory or nearest place.
2. The availability of ambulance service at telephone call itself should be provided in case of emergency.
3. Free and regular medical check-up of workers and counselling regarding health and diet for workers.
4. Availability of medical staff and of doctors inside the factory for emergencies. e. Welfare facilities for women and children such as – crèches, checking for pregnancy, etc.

Scope 3. General Welfare Facilities:

1. Housing facilities for workers near to the work facilities.
2. Cleaning and sanitation facilities in housing facilities.
3. To and from transportation facilities for workers and their children going for schools
4. Sports facilities of indoor and outdoor in the residential location.
5. Family planning and family care counseling

Scope 4. Economic Welfare Facilities:

1. Subsidized consumer goods including grains, vegetables, milk, oil and other daily requirements through cooperative stores.
2. Banking, postal, services and credit facilities through credit society.
3. Health insurance schemes by employers free of costs.
4. Regular basis bonuses and profit-sharing schemes.

Objective of Study: Employee welfare aims at total development of workers personality based on humanitarian grounds. It aims at helping the needy, the poor and the most deserving community. The major objective of labour welfare is to minimize exploitation of workers. Management wants efficient, productive, hardworking, sincere, and law-abiding workmen, which can be attracted by providing liberal welfare measures. Such measures also improve industrial relations in the industry.

From various studies, the summarized objectives are to:

1. Provides social comfort to employees (b)Support overall improvement of employees.
2. Provide financial support indirectly to the employees.
3. Contribute to developing a sense of responsibility and belongingness among employees.
4. Improve working conditions at the workplace for employees.
5. Maintain and retain the existing workforce.
6. Reduce the rate of absenteeism from work and labour turnover from job.
7. Improve productivity and efficiency of employees at workplace.
8. Provide healthy and proper working conditions.
9. Ensure betterment of employees and families and society as a whole.

Limitation of the study

- (a) Available in statutory and non-statutory mode.
- (b) Separate investments to be made for giving welfare benefits.
- (c) Chances of employees/workers to take undue benefits of such measures
- (d) Needs to be very well studied and analyzed.
- (e) Should result in result orientation.
- (f) Should be flexible and not rigid.

Research design: 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 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.

4. DATA ANALYSIS & INTERPRETATION

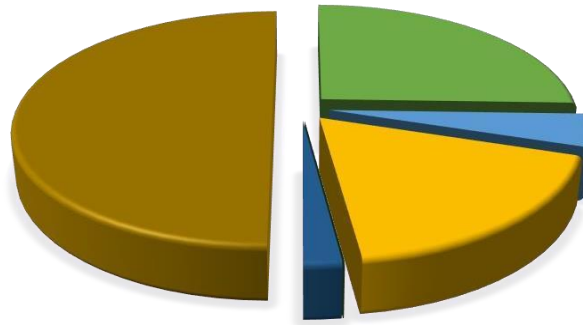


FIGURE 1. Percentage analysis

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 agreeing the working hours maintained in the company and 4% of employees are strongly disagree the working hours maintained in the company. it is analyzed that the calculated value is more than the level of significance (0.05), There was no significance relation between age groups with respect to employee welfare. (df=1,F=.014, p=.908),Hence H1 not supported hypothesis

5. FINDINGS, SUGGESTIONS & CONCLUSION

E. FINDING OF THE STUDY

1. Majority of 58% of employees are male.
2. It is found majority of employees are 18-20 age.
3. It is clear that there is an excellent canteen facility provided by the company.
4. 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.
5. 39% of employees are less than 2 years experienced.
6. The majority, 50% of employees, agree with the working environment in the company.
7. The majority of 50% of employees are agree the present welfare facilities provided by the company.
8. The majority of 49% of employees are agree immediate treatment process.
9. Respondents says that first aid training is provided by the company.
10. Most of the employees are satisfied hygienic conditions maintained in restroom.
11. Most of the employees are satisfied working hours.

F. 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 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 absenteeism and to keep the employees more immunized and fit enough.

6. CONCLUSION

The objective of the study was to know the various welfare measures adopted by **KEMS SHAKTI CASTING 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 company provide many welfare packages to employees to increasing their efficiency and productivity.

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