

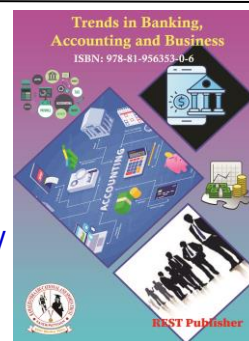


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A Study on Employee Welfare with Reference to Rajsriya Automotive Industries Private Limited

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Abstract. *The main aim of this report is to highlight the importance of the welfare measures in an organization. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration. The welfare measures need not be in monetary terms only but in any kind/forms. 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. The objectives follows to provide better life and health to the workers, Improving the efficiency of the labor, to promote economic development by increasing production and productivity, to secure the labor with proper working conditions and living, to make the workers happy and satisfied*

1. INTRODUCTION

The productivity of labor is an essential condition for the prosperity of enterprises and the wellbeing of the workers and their families. While the production facilities at workplace and the remuneration are important, attitudes towards work, and the value placed by the society on dignity of labor are equally important in influencing the productivity of labor. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration. The welfare measures need not be in monetary terms only but in any kind/forms. 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. Objectives: To provide better life and health to the workers. improving the efficiency of the labor. to promote economic development by increasing production and productivity. To secure the labor with proper working conditions and living. to make the workers happy and satisfied. Need and scope: Widespread industrial conflicts and labor unrest. Growing trade union influence on the work place. Strained worker-management relationships and industrial relations. Emergence of militancy.

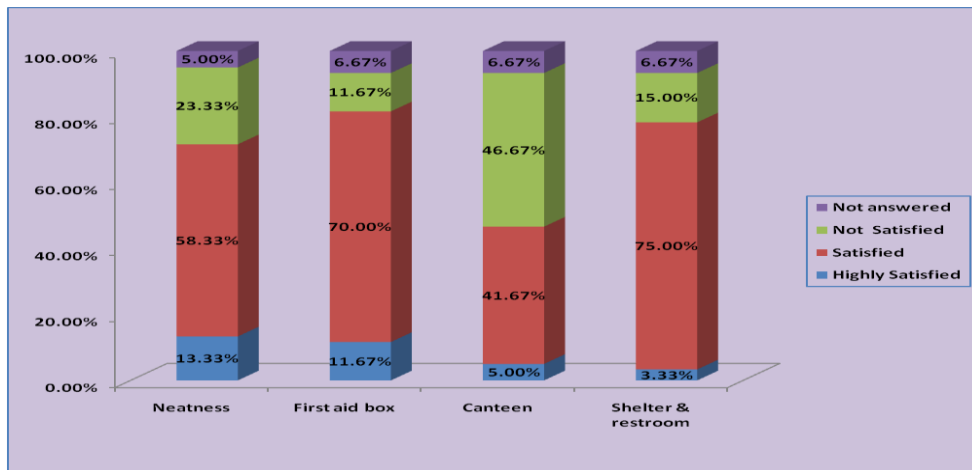
2. LITERATURE REVIEW

1930s: Mayo's studies on social and psychological factors in the workplace led to the development of the human relations approach to management, which emphasized the importance of employee welfare programs in creating a supportive work environment. 1970s: A study by Wood and de Menezes (1978) explored the impact of employee welfare programs on job satisfaction and found that such programs have a significant positive impact on job satisfaction. 1990s: A study by Bratton and Gold (1999) examined the evolution of employee welfare programs in the UK and found that such programs have expanded to include a range of initiatives, including healthcare benefits, pension plans, and employee assistance programs. 2000s: A study by Singh and Singla (2009) explored the impact of employee welfare programs on employee turnover intention and found that such programs have a significant negative impact on employee turnover intention. 2010s: A study by Akintayo et al. (2014) examined the impact of employee welfare programs on employee job performance and found that such programs have a significant positive impact on employee job performance.

3. RESEARCH METHODOLOGY

Research methodology is a method of solving the research problem systematically and scientifically. Research comprises defining and redefining problems, formulating hypothesis or suggested solutions, collecting, organizing and evaluating data, making deductions and researching conclusions, and at last carefully testing the conclusions to

determine whether they fit the formulating hypothesis. Data Analysis: The above table shows that 58.33% employees are satisfied with the neatness 13.33% are highly satisfied and 23.33% are not satisfied. Coming to first aid box 70% of the employees are satisfied 11.67% are highly satisfied and 11.67% are not satisfied. Next coming to canteen only 5% of the employees are highly satisfied 41.67% are fairly satisfied and most of them that are 46.67% employees are not at all satisfied with the canteen. Finally coming to the shelter and rest room 75% are satisfied and very few 15% of employees are not satisfied. Interpretation: From the graphs we can infer that most of the employees are satisfied with the statutory welfare provided by the company especially first aid box and shelter & rest room at the same time many of the employees equally they are not happy with the canteen. The canteen provides subsidized food. Employees can have unlimited food through self-service. Tea and coffee is provided at a nominal cost. The reason for high dissatisfaction for the canteen facilities is mainly due to limited variety of food provided.



Findings: Most of the employees that is 48% feel the facility of the canteen at rajsriya, is average. The 50% of employees are not satisfied with the quality and quantity of the food provided by the canteen. The employees feel good about the welfare and recreational facilities provided by the company. The employees are satisfied with the old age and retirement benefits provided by the company. The medical assistance provided by the company is satisfactory at rajsriya. Suggestion and recommendations The quality and quantity of the food provided in the canteen must be improved. Employees also were demotivated as there was limited variety of food in the canteen. Non-veg food is provided very rarely. More food is wasted by the employees. Regulations are required to control this. Proper rest rooms must be provided by the company. The rest room provided by the organization is not sufficient for the employee.

4. CONCLUSION

The purpose of the present study was to find out the statutory (need to have this facility as per the statute laws by the government) and non-statutory (initiated by the organization RAJSRIYA) welfare measures provided by RAJSRIYA. The study also tries to find out the level of satisfaction of the employees towards the welfare measures provided by the organization.

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