

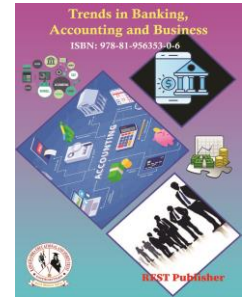


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An empirical study on employee's welfare facilities in ion exchange India limited with special reference to Hosur division

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Abstract: This study was attempted during a length of Four Months on the theme "Employee's welfare Facilities" at Ion exchange India ltd in Hosur. It means efforts to make a worker's life worth living. Employee welfare is provided for the better living of employees. The main objective is to determine the satisfaction levels of workers with regards to welfare services and to propose some measures for improving welfare measures in the organization. Researcher was supported by stratified random sampling of 70 employees from various departments. Structured questionnaire was used for collecting the data. The data was analyzed through the percentage analysis and cross tabulation method by using SPSS 20.0.1. The main findings of the study are: The Majority of employees were satisfied with the statutory and non-statutory welfare measures. Majority of employees were highly satisfied with social security measures. Suggestions for further studies are: The management can improve training program facilities by identifying the needs of each employee. Canteen facilities may be improved. To conclude, the employee welfare measures are important factors when compared to other factors in the Organization. The employee satisfaction towards welfare measures increases the self-interest and motivation of the employees towards the work.

Key Words: Statutory Welfare, non-Statutory Welfare, Social Security Measure, Motivation.

1. INTRODUCTION

Employee welfare facilities refer to the services, amenities, and programs provided by employers to improve the physical, mental, and emotional well-being of their employees. These welfare facilities are designed to promote health, happiness, and productivity among employees, which, in turn, leads to better business outcomes for employers. The concept of employee welfare facilities has been around for centuries. In ancient times, kings and queens provided their subjects with various welfare services to ensure their loyalty and support. Similarly, in the early days of the industrial revolution, employers provided basic welfare facilities like housing, healthcare, and education to their workers. However, it was not until the early 20th century that the concept of employee welfare facilities gained widespread attention. This was due to the growing awareness among employers that happy and healthy employees are more productive and loyal than those who are neglected.

Objectives Of the Study:

- To study the opinion about the statutory welfare measures provided to employees.
- To study the opinion about the non-statutory welfare measures provided to employees.
- To study the opinion about the social security welfare measures provided to employees.
- To study the effectiveness of welfare facilities among employees.
- To identify the needs and expectations of employees regarding welfare programs and policies.

scope of the study

The study has been conducted to analyze the factors, which influence the employees' preference towards the welfare measures followed in ION EXCHANGE. This study analyses certain parameters like cleanliness around the work-place, removal of dust and wastage, adequate lighting, quality drinking water and food, good rest-rooms, adequate medical facilities, good toilet facilities, sufficient first aid boxes, adequate security instruments like mask, shoes, helmet etc., This will be helpful to know about the various levels of welfare schemes and the organization's benefits extended to the employees.

2. LITERATURE REVIEWS

R.K. Uppal (2018), "Employee Welfare and Social Security in India" This book provides a comprehensive analysis of the legal framework and policies related to employee welfare and social security in India. The author discusses various schemes and initiatives implemented by the government and private organizations to improve the welfare of employees. Nandini Rajagopalan (2015), "Employee Welfare and Social Security" This book examines the concept of employee welfare and social security in the Indian context. The author discusses the various challenges faced by employers in implementing welfare measures and suggests strategies for improving employee welfare. M.K. Sahoo (2014), "Employee Welfare Practices in Indian Industries" This book provides an overview of the various welfare practices adopted by Indian industries to improve the working conditions and welfare of their employees. The author examines the impact of these practices on employee productivity and organizational performance. M.R. Reddy (2013), "Labour Welfare and Social Security in India" This book provides a critical analysis of the labour welfare and social security policies in India. The author discusses the legal framework and policy initiatives aimed at improving the welfare of workers in the formal and informal sectors.

3. RESEARCH METHODOLOGY

Research methodology for an employee welfare facilities report refers to the systematic and structured approach used to gather, analyze, and interpret data related to the various welfare facilities provided to employees in an organization. It involves the use of specific methods and techniques for data collection, such as surveys, interviews, and focus groups, as well as statistical analysis to draw meaningful conclusions and recommendations. The purpose of research methodology is to ensure that the findings are reliable, valid, and representative of the population being studied, and that the report is based on sound research principles.

Ion Exchange: is having more than 250 employees. To examine report definite methodology were utilized to impose the topic in a clear approach. This research design uses descriptive research method, which will rely on primary data.

4. DATA ANALYSIS

Employee welfare refers to the efforts made by an organization to improve the working conditions, safety, health, and well-being of its employees. This includes various benefits and services provided by an organization to its employees beyond their regular wages or salaries. The aim of employee welfare programs is to create a positive work environment that supports the physical, mental, and emotional needs of employees, enhances their job satisfaction, and promotes their overall welfare. Examples of employee welfare programs may include health and wellness initiatives, employee assistance programs, retirement plans, training and development opportunities, flexible work arrangements, and child care services, among others.

TABLE 1. showing cross tabulation of gender, age and training programmes.

Does the organization educate regarding the new technology developments	Age	No. of respondents (n)	Gender		Total
			Male	Female	
Yes	20-29yrs	n	4(7%)	0(0%)	4(6%)
	30-39yrs	n	4(7%)	5(5%)	9(13%)
	40-49yrs	n	5(8%)	3(45%)	8(11%)
	50yrs-above	n	32(54%)	2(18%)	34(49%)
No	20-29yrs	n	1(2%)	0(0%)	1(1%)
	30-39yrs	n	3(5%)	1(9%)	1(1%)
	50yrs-above	n	6(9%)	0(0%)	6(9%)

Nil	30-39yrs	n	1(2%)	0(0%)	1(1%)
	50yrs-above	n	3(5%)	0(0%)	3(4%)
	Total	n	59	11	70

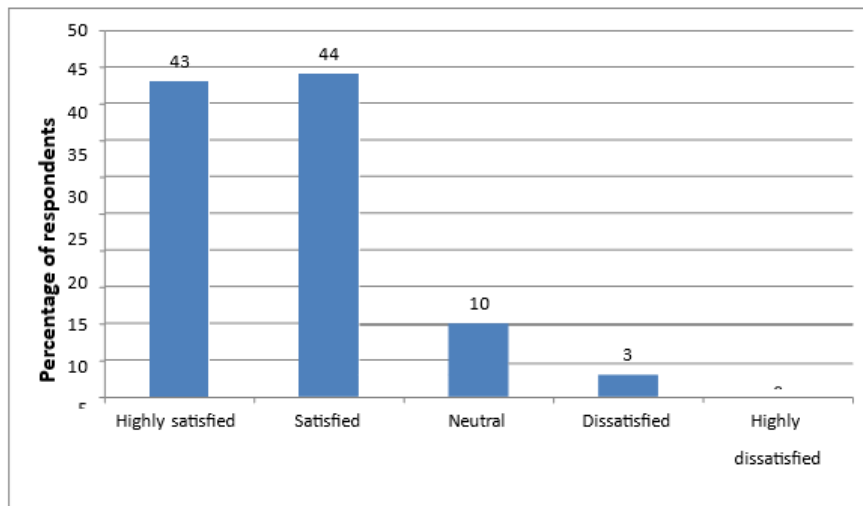
Analysis:

From the above mentioned table no.19 , the employees who says that company provides training to improve skills are 6% with age group 20-29yrs, 13% with age group 30-39yrs, 11% with age group 40-49yrs, 49% with age group 50yrs& above. The employees who say that company does not provides training to improve skills are 1% with age group 20-29yrs, 1% with age group 30-39yrs , 9% with age group 50yrs & above. The employees who say that company provides nil training to improve skills are 1% with age group 30-39yrs, 4% with age group 50yrs-above.

TABLE 2. showing the satisfaction level of the employees towards with the medical insurance provided by the company.

Satisfaction level	No. of respondents	Percentage
Highly satisfied	30	43
Satisfied	31	44
Neutral	7	10
Dissatisfied	2	3
Highly Dissatisfied	0	0
Total	70	100

Graph showing the satisfaction level of the employees towards with the medical insurance provided by the company.



Analysis:

From the above, 43% of employees says that they are highly satisfied with the medical insurance provided by the company. 44% of employees says that they are satisfied, 10% of the employees are neutral, 3% of the employees are dissatisfied with the medical insurance provided by the company.

TABLE 3. Chi- square test

	Value	D f	Asymp. significance (2-sided)
Person Chi-square	71.363	9	.000
Likelihood ratio	50.208	9	.000
Linear -by-Linear	23.716	1	.000

The Person Chi-square value=71.363, df=9 and p=.000 indicating that the significance value is less than 0.05. So, the null hypothesis is being rejected and hence there is significance relation between employee welfare facilities and motivation for higher productivity. This chapter briefs about the data collected and analysis. The data collected is analyzed using crosstabulation and percentage analysis. The statutory and non-statutory welfare measures are analyzed using crosstabulation. Social security measures are analyzed using percentage. Hypothesis testing is done on employee satisfaction and employee productivity. The interpretation of the study has been done in the next chapter.

findings

- Statutory welfare measures
- Majority of the respondents feel very good about the canteen facility provided by the company.
- Majority of the respondents were satisfied towards the lunch room and rest room facility.
- Respondents were satisfied with the drinking water facility.
- Non-Statutory welfare measures
- Majority of the respondents are highly satisfied with medical facility provided by the company.
- Respondents say that transportation facility is not provided.
- Housing facility is provided to the employees.
- Social security measures
- Majority of the respondents are satisfied with gratuity benefits provided by the company.

Suggestions

Health and wellness programs: Ion Exchange India Ltd can consider offering health and wellness programs to their employees, such as regular health check-ups, fitness classes, and healthy food options in the cafeteria. This can help improve the physical and mental health of the employees and reduce the number of sick days taken. Flexible work arrangements: Offering flexible work arrangements such as remote work options or flexible work hours can improve employee work-life balance and reduce stress levels. This can be especially beneficial for employees who have long commutes or have family responsibilities.

5. CONCLUSION

Ion Exchange India Ltd has a comprehensive employee welfare program that includes various facilities such as medical benefits, safety measures, training programs, and recreational activities. The company provides its employees with excellent medical benefits, including health insurance, regular health check-ups, and free medicines. The safety measures in place at the company are of a high standard, with regular safety audits, training programs, and provision of safety equipment. Ion Exchange India Ltd training programs are designed to enhance the skills and knowledge of its employees, providing them with opportunities for career growth. The company's recreational facilities, including sports facilities and cultural events, help to promote employee well-being and foster a positive work environment. Overall, Ion Exchange India Ltd employee welfare facilities are well-designed and effectively implemented, indicating the company's commitment to the well-being and satisfaction of its employees.

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