

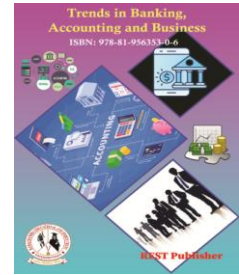


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# A Study on Human Employee Welfare Measures W.R.T Champion Plastics Industries Ltd Pvt

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**Abstract.** Since organizations exist to achieve goals. The degree of success that individual employees have in reaching their individual goals is important in determining organizational effectiveness. The assessment of how successful employees have been at meeting their individual goals, therefore, becomes a critical part of Human Resource Management. This leads us to the topic of Employee Welfare measures. This project aims at knowing "Welfare System". In this project the work atmosphere and the welfare measures provided by the organization has studied. It also aims at finding out the employee's relationship with the management. This survey is done within the organization. The sample size is 110. The data was collected by administering questionnaire and by adopting direct personal contact method. The persons met are all employees of the concern.

## 1. INTRODUCTION

Employee welfare is the efforts to make life worth living for workmen and its emotional attitude held by the employee towards the organizational and its values. Through this project, a proper understanding can be gained with respect to the degree of welfare measure of the employees in CHAMPION PLASTICS Industries Ltd Pvt hosur and the corresponding methods to increase the welfare measure level in the organization can be undertaken which will definitely be helpful to the employer as well as employee. The study entitled "The employee welfare measure in CHAMPION PLASTICS Industries Ltd Pvt Hosur. The study covers statutory and non-statutory provisions concerning labor welfare, which includes salaries and wages, promotion, training, leave facility, medical facility, housing facility, transport facility, welfare fund, canteen, recreation, safety measures etc. provided by the company.

## 2. OBJECTIVES OF THE STUDY

- To identify the various welfare measures provided to the employees.
- To know their satisfaction towards the welfare measures
- To understand how welfare measures improve the motivation of the Employees.
- To find out employees preference regarding welfare measures which they like future

## 3. NEED/SCOPE

The study has been conducted to analyze the factors, which influence the employees' preference towards the welfare measures followed in Champion Plastics(India) Pvt Ltd, Hosur. 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. The present study has been undertaken to study find out effectiveness of employee welfare measures in Champion Plastics (India) Pvt Ltd. To find out the practical difficulties involved in welfare measures that can be evaluated through this study.

## 4. REVIEW OF LITERATURE

**Ferguson, (2003),** The aim of the research is to workplace spirituality concerns the relationship of this construct with employee work attitudes. This study attempts to make a rigorous empirical examination of the relationship between workplace spirituality and five prevalent employee job attitudinal variables. While acknowledging that spirituality at

work is an abstract concept, this study attempts to provide some of the first empirical support that there is a positive association between spirituality at work and employee job outcomes.

**Tzafir,(2006)**, Downsizing is a very pervasive organizational process. At these critical junctures many organizations do little to prepare their employees for a mass layoff. The main purpose of this study is to examine how the incorporation of job counseling and professional retraining programs during a period of downsizing affected the responses of both the employees who were dismissed and those who remained in the organization.

## 5. RESEARCH METHODOLOGY

While reviewing the previous researches on labor welfare, the researcher came to know that they are giving only the primary information related to the labor welfare. They have not tried to measure the level of satisfaction of the employees from these facilities. Some of the writings are available in which the legal provisions are described but the implications of such welfare measures are not considered. Besides that the literatures available until now are based on very small sample size. The conclusions derived from them cannot be generalized. In this research work, the researcher has conducted the research on a viable research sample so the reliability of conclusion is increased. Besides that, the literature available up to the date focuses the other industries.

## 6. DATA ANALYSIS

**Interpretation:** From the above table, it is inferred that , 21.8 % of respondents belongs to 20-25 years, 40% of respondents belongs to 26-35 years, 38.2% of the respondents belongs to 36-50 years

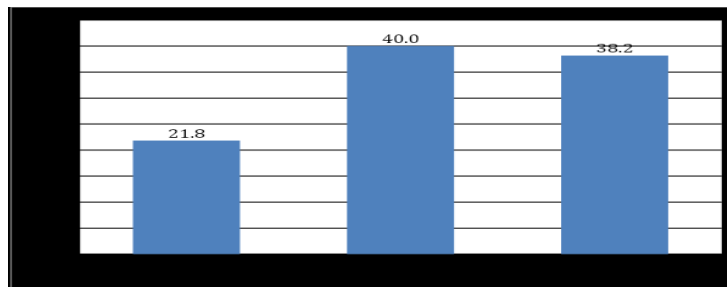


FIGURE 1. Respondents Based On Gender

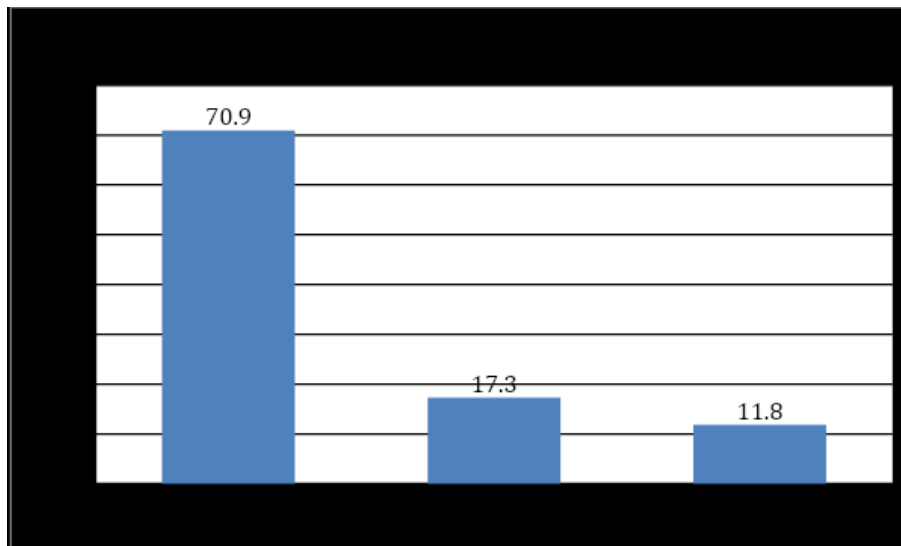


FIGURE 2. Educational Qualification of the Respondents

From the table ,it was inferred that 70.9% of respondents fall in the category of Degree/Diploma,17.3% of respondents fall in the category of Post graduate, 11.8% of respondents fall in the category of Others.

### Finding:

- It study found that majority 78 percent of the respondents are males.
- It study found that majority 39 percent of the respondents are 25 – 35 years age groups.
- It study found that majority 69 percent of the respondents are married.

- It study found that majority 37 percent of the respondents are graduate qualification.
- It study found that majority 56 percent of the respondents are Senior – level employees.
- It study found that majority 43 percent of the respondents are Production department.

## 7. SUGGESTIONS

An employee relation refers to the way in which employers and employees interact and communicate with each other in the workplace. It encompasses a wide range of activities, including communication, consultation, negotiation, conflict resolution, and collaboration. The quality of employee relations has a significant impact on an organization's performance, including productivity, efficiency, and overall success.

## 8. CONCLUSION

As a part of my project work, I got an opportunity to spend a period of 40 days in Champion Plastics (India) Pvt Ltd. It helped me to analysis the working of the organization which helped has to convert our theoretical knowledge to practical. The present study is an earnest attempt to determine employee welfare measures in the organization. It is necessary for any organization to understand the need of their employees and fulfill them before they leave the organization. If nothing is the done by the organization then there are changes to lose talented employees from the organization to its competitors. Hence it is necessary for any organization to ensure employee satisfaction towards the welfare measures. Employee welfare measures are advocated to maintain a strengthen manpower both physically and mentally. The study of various welfare measures brings in to light that the present measures taken by the company. The improvements in working condition are suggested to improve effectiveness of the employee welfares measures like canteen facility, drinking water, spittoons.

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