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A study on welfare benefits of India shoes exports private limited

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Introduction

“Welfare is comfortable living and working condition”. Employee welfare means effort to make life worth living for workman. People are the most important asset of an organization and accounting profession, has to asset and record the value and cost of people of an organization, once it is accepted, the need for measuring the value of recording it in the books of an account arises. The value of human asset can be increased substantially by making investment in their training and welfare activities in the same way as the value of repairs/overhauling etc. Employee welfare is a term including various services, benefits and facilities offered to employees by the employers. The welfare measures need not be monetary but in kind forms. This includes items such as allowances, housing transportation, medical insurance and food. Employee welfare also includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for their workers and their families. Through such generous benefits the employer makes life worth living for employees. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration.

Various Acts in Welfare Measures

There are various welfare measures. The prominent among them are: maternity benefit act, 1961, employee state insurance act, 1948. Payment of gratuity act, 1972. Employee's provident fund and miscellaneous provisions act, 1952 employee state insurance act, 1972. Statutory welfare lab our welfare deals with the statutory items such as medical benefits. drinking water facilities and other benefits such as light refreshment, food and snacks for employees, fully computerized working environment and electrical power.

Objectives of the Study

To provide better life and health to the workers. To make workers happy and satisfied. To promote the welfare activities practices in the organization. It focuses on retaining the talented employees within the organization for a long time. Need for the study employees are the back bone of the company. When they are satisfied they work with involvement and thereby production increases, improved quality of goods are produced, and company's reputation and profit increases. Research methodology research was conducted in Chennai city, among the employees of India shoes export private limited company, ramapuram.

Data Collection and Sample Size

Primary data were collected by circulating questionnaires among the employees of India Shoes Export Private Company, Ramapuram. The sample size is 50. Secondary data were collected from journals, articles and text books. Random sampling method was adopted. Hypothesis higher the welfare benefits higher the satisfaction of employees Higher the employees satisfaction higher the company's profit

TABLE 1. Age of Respondents

Category	No. Of respondents	Percentage
Below 25	30	60
25-35	13	26
35 and above	07	14
Total	50	100

From the above table it is seen that 60% of the respondents in the shoe company are below 25 years. This shows that the company recruits many teenage age workers who do not have any experience. The company teaches the workers and trains them to mend the shoe and most of them are appointed in production department.

TABLE 2. Genders of Respondents

Category	No. Of respondents	Percentage
Male	15	30
Female	35	70
Total	50	100

It is found from the above table that 70% of the employees are women. Since the organization main aim is to encourage the deserted women, and to increase production and to improve quality of life of women, they employ women workers more.

TABLE 3.

Category	No. Of respondents	Percentage
School level	40	80
Graduates	07	14
Technicians	03	06
Total	50	100

From the above table it is interpreted that 80% of the employees come under category of school level. As many of respondents are employed in production department, they do not require more education.

TABLE 4. Occupations of the Respondents

Category	No. Of respondents	Percentage
Sanitary workers	40	80
Supervisor	06	12
Manager	03	06
Hr. Manager	01	02
Total	50	100

The above table shows that 80% of the respondents are sanitary workers.

TABLE 5. Monthly Incomes of the Respondents

Category	No. Of respondents	Percentage
Below rs.10,000	35	70
Rs.10,000 to rs.20,000	12	24
Rs.20,000 and above	03	06
Total	50	100

The above table shows that 70% of the respondents get salary below rs.10, 000. As they are unskilled workers and fresher's, they get less salary. But as they work for more years, they get increments and their salary is raised.

TABLE 6. Experiences of respondents

category	No. Of respondents	Percentage
1-5 years	35	70
5-10 years	10	20
10 years and above	05	10
Total	50	100

The above table interprets that 70% of the respondents have less experience. Most of the workers are fresher's and they are taught to mend the shoe and trained well.

TABLE 7. Leave facilities

Category	No. of respondents	Percentage
Highly satisfied	26	52
Satisfied	14	28
Average	06	12
Dissatisfied	04	08
Highly dissatisfied	00	00
Total	50	100

From the above table we can understand that most of the respondents are highly satisfied and satisfied with the leave facility provided by the company.

TABLE 8. Medical facilities provided to the respondents

Category	No. Of respondents	Percentage
Highly satisfied	32	64
Satisfied	12	24
Average	04	08
Dissatisfied	02	04
Highly dissatisfied	00	00
Total	50	100

From above table it interprets that most of the respondents are highly satisfied and satisfied with the medical benefits provided to them by the employer.

TABLE 9. First aid facility

Category	No. Of respondents	Percentage
Always available	15	30
Frequently available	22	44
Average	08	16
Rarely available	05	10
Not available	00	00
Total	50	100

The above table shows that 30% of respondents agree that the first aid facility is always available and 44% of respondents agree first aid facility is frequently available. Findings. 60% of the respondents are below 25 years old. Most of the

employees are female workers. 80% of employees are school level and sanitary workers. 70% of workers come under the category of monthly income below rs, 10,000 and their experience is 1below 5 years. Most of the employees are highly satisfied and satisfied with the leave facilities, medical facilities and first aid facilities provided by the company.

Suggestions

Recreation facilities should be provided to the workers to boost their morale and being little diversion from their continuous routine work and to retard stress of the workers. Complete medical facilities should be given so as to minimize the absenteeism and to keep the employees more immunized and fit enough. Company should be more committed to promote welfare facilities as it creates more productivity which in turns benefits of the company. Annual health checkup, employee counseling, various health campus hospitalization facilities should be much more improved by conducting the health campus at least once in a month. The number off medical practitioners or physicians should be increased.

Conclusion

Labor welfare covers a sample field and connotes a state of wellbeing happiness, satisfaction protection and enlargement of human resources and also helps to motivate workers. The fundamental purpose of labor welfare is to enrich the life of employees of organization. As per the study it is observed that India shoes export private limited company, ramapuram is provided various facilities to the employees and also follow the rules & regulations of state and Indian government. The management required to provide good facilities to all workers in such way the workers are satisfied.