

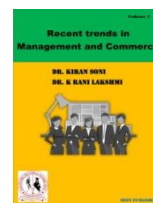


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A study on employee welfare measures with reference to Madura clothing FCL Unit, Chandapura

K. Meenakshi

St. Joseph's College of Arts and Science for women, Hosur, Tamil Nadu, India.

meenahosurian@gmail.com

Abstract: Employee welfare is a comprehensive term including various services, benefits and facilities offered to employees & by the employers. Through such generous fringe benefits the employer makes life worth living for employees." Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. 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. Employee welfare entails all those activities of employer which are directed towards providing the employees with certain facilities and services in addition to wages or salaries. The very logic behind providing welfare schemes is to create efficient, healthy, loyal and satisfied labor force for the organization. The purpose of providing such facilities is to make their work life better and also to raise their standard of living.

Keywords: welfares, employee relations, labors, working facilities, etc.

1. Introduction

Employee welfare activities in an industrialized society has far reaching impact not Only on the work force but also all the facets of human resources. Employee welfare includes all such activities, which not only secures existential necessities but also ensures improvement in spiritual and emotional quotient. It comprises of short-term and long terms goal toward building humane society. Accordingly principles for successful implementation of employee welfare activities ranges from adequacy of wages to impact on efficiency as well as transformation of personality in nut shell, it is extension of democratic values in an industrialized society. Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. 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 Report of the Committee on Labour welfare (1969) includes under it "such services, facilities and amenities as adequate canteens, rest and recreation facilities, sanitary and medical facilities, arrangements for travel to and from work and for the accommodation of workers employed at a distance from their homes and such other services, amenities and facilities including social security measures as contribute to improve the conditions under which worker are employer."

2. Review of Literature

Ghana Library Journal Vol. 19 (1) 2007 pp. 83-96 Staff development and employee welfare are valuable assets in an organization since an organization's primary aims are productivity and profitability. Every organization primarily needs committed and dedicated staff that will help the organization to meet its tactical and strategic objectives. It was also aimed at assessing staff welfare practices and how these affect productivity and performance. In conducting the survey, two sets of questionnaires were drawn up. One set was administered to management and the other set went to Library staff.

The survey revealed that all the organizations under study have staff development policies and training programmes for staff to enhance their capabilities and efficiency. Again, the survey revealed that staff welfare is catered for since several motivational avenues and incentive packages are available to boost their morale.

Paromita Goswami (2009) in the article, “A Critique of the Unorganised Workers Social Security Act” made an attempt to discuss the unorganised workers security Act, 2008. The writer felt that the Act does not make it mandatory for the Government to introduce new welfare schemes. It unfairly divides unorganized workers into those below the poverty line and those above, and is silent on a national minimum wage, improving working conditions, and the problems of women workers like unequal pay, sexual harassment at the work place etc.

Raju and Jena (2005) in their article, “Pioneering Welfare Practices in Oil and Natural Gas Corporation Limited-Rajahmundry Asset” stated that the labor welfare practices adopted by ONGC contributed to the economic development in total by molding workers into a productive, efficient and committed labor force. Further, it has tremendous potentialities for fostering good industrial relations

Anjali Ganesh and Vijay D. Souza (2008) in their article ”Social Security and Welfare Measures at New Mangalore Port Trust - A Case Study” mentioned that the employees at NMPT are quite satisfied with the social security benefits provided by the organization.

Objectives of the Study:

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

Scope of the Study:

- The study finds out effectiveness of employee welfare measures in working environment.
- To find out the practical difficulties involved in welfare measures that can be evaluated through this study.
- The study can be used to bring out the solution for the problem faced by the employees availing the welfare measures.

Through the study, it can be known about the satisfaction level of employee on welfare measures.

3. Research Methodology

Research methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically. In it we study the various steps that are generally adopted by a researcher in studying his research problem along with the logic behind them. It is necessary for the researcher to know not only the research methods/techniques but also the methodology.

Population: From a statistical point of view, the term ‘Universe’ refers to the total of the items or units in any field of inquiry, whereas the term ‘population’ refers to the total of items about which information is desired.

Here the population is finite since the number of employees working in the factory is known. The total number of employees working in fashion craft clothing adityabirla is 994. thus the population of the research is 994. The symbol ‘N’ is generally used to indicate how many elements (or items) are there in case of a finite population thus here $N=994$

Sampling: It is the process of obtaining information about an entire population by examining only a part of it. The elementary units or the group or cluster of such units may form the basis of sampling process in which case they are called as sampling units. Here the **sampling unit is 101.**

Research Design: Research design acts as the blueprint for the research by using this framework the researcher moves step by step in to the research process. This research design was selected based on the objective on the study and keeping in mind the time and availability of resources for the research. The type of research design used in this project is the descriptive research as it includes surveys and description of the state of affairs as it exists at present. This research helps to describe the characteristics of a particular group of people, working within a company.

Sampling technique:

The sampling technique used was the simple random sampling.

Information about the Research:

Research design - descriptive
 Sampling technique- simple random sampling.
 Population - 994
 Sample - 101
 Primary data - survey through questionnaire, Observation
 Secondary data - collected through information given by HR, internet sources
 Tools used - percentage analysis, chi-square analysis, ANOVA

Tools for Data Analysis

Simple percentage analysis :

It is commonly used to analysis the percentage of the data collected
 Percentage = Number of respondents / Sample size *100

Chi-square analysis

Chi-square test is a nonparametric test which describes the magnitude of difference between frequencies and the frequencies expected under certain consumption.

$$\text{Chi-square value} = \frac{(O-E)^2}{E}$$

E = Expected Frequency
 O = Observed Frequency

ANOVA: The ANOVA technique enables us to perform this simultaneous test and as such is considered to be an important tool of analysis in the hands of a researcher. Using this technique, one can draw inferences about whether the samples have been drawn from populations having the same mean.

One-way anova: One way analysis of variance is a technique used to compare means of two or more sample (using the F distribution). This technique can be used only for numerical data. This is used to determine whether varying the levels or values of a single factor affects a process. The degree of freedom for the numerator is 1-1 where 1 is the number of groups (means). The degree of freedom for the denomination is N-1 where N is the total of all sample size.

Source of variable	Sum of square	Degree of freedom	Mean square(ms)	F-ratio
Between the column	SSC	V1=C-1	SSC/V 1	MS Between
Within the column	SSE=TSS-SSC	V2=n-c	SSE/V 2	MS within

4. Conclusions

Based on the study of Employee Welfare Facilities, it is clear that the company is very keen in the promoting all the welfare facilities provided by Madura clothing FCL unit. But still the satisfaction level towards welfare measures of the company differs from one welfare facility to another. Most of the employees of are highly satisfied towards cleanliness of the work place, transportation facility, drinking water facility, level of comfort ness in the work, working hours, relationship with welfare officer. Some employees are dissatisfied towards leave provided by the company. Hygienic conditions of latrines, nutritious of the canteen food, bonus paid to them. Some employees are still unaware of all the welfare facilities provide to them.

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