

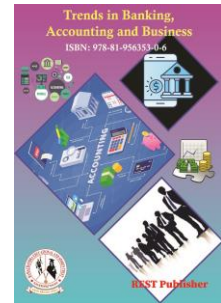


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A Study on Employees Welfare Measures and Job Statifactions in Uno Minda Casting Divisions at Hosur

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Abstract: Employee welfare measures are crucial for fostering a positive work environment and enhancing job satisfaction. This paper explores various employee welfare initiatives, including health and safety programs, financial benefits, work-life balance policies, and professional development opportunities. It examines the impact of these measures on job satisfaction, analyzing both quantitative and qualitative data from diverse on UNO MINDA (CASTING DIVISION) settings. The findings suggest that comprehensive welfare programs significantly boost employee morale, reduce turnover rates, and improve overall productivity. The study underscores the importance of tailored welfare strategies that address specific employee needs, thereby promoting a committed and motivated workforce. Future research directions include longitudinal studies to assess the long-term benefits of welfare measures on job satisfaction and organizational success.

Keywords: welfare, employees, performance, satisfaction, perception

1. INTRODUCTION

Employees welfare and job satisfaction”, Employee Welfare is a term which includes several benefits, facilities and services offered by the employer to the employees. This study focuses to find out employee satisfaction and company providing welfare facilities. It's besides removing dissatisfaction help to develop loyalty in workers towards the organization. The fundamental principal of employee welfare is to improve employee’s life and keep them contented. Employee welfare improves relationship between the employer and the employee, thereby it increases job satisfaction of the employees. Job satisfaction is an important element in management of employee relationship and a multifaceted concept. Job satisfaction is also an integral part of organizational climate and an important element in management of employee relationship. Employees welfare” After employees have been hired, trained and remunerated they need to be retained and maintained to serve the organizations better, welfare facilities are designed to take care of the well-being of the employees. They do not generally result in any monetary benefit to the employees nor are these facilities provided by employers alone or government and nongovernment agencies and trade unions contribute towards employee welfare. Welfare is a broad concept referring to a state of living of an individual or group in a desirable relationship with the total environment ecological, economic and social. It can note a condition of well-being satisfaction, conservation and development of human resources. The origin of the welfare work in India and industrial unrest prevailed in the work of international labour organization.

2. OBJECTIVES OF STUDY

To study various welfare benefits offered by the organization.

To know the awareness of the welfare facility provided to the employees.

To study whether they are satisfied with the facilities provided by the company.

To find out the satisfaction level of employees in UNO MINDA (CASTING DIVISION) limited.

To identify the factors which helps to improve the satisfaction level of employees.

To find out the key drivers of the organization which leads to employee satisfaction.

To help the management to know about the action to be taken to increase the level of satisfaction of the employees

3. SCOPE OF THE STUDY

Satisfaction level of employees in the growth of the organization which helps employees to come out with the new and different ideas. It helps in increase of employee's productivity. It helps in achieving the organization goal. It helps in growth of the organization. To present study has been undertaken to study find out effectiveness of employee welfare measures. 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 solutions for the problem faced by the employees availing the welfare measures. Through the study, company would be able to know the satisfaction level of employee on welfare measures.

4. LITERATURE REVIEW

Bhadrapada haralaya, (2021) Management has to conduct the surveys frequently to know the level of employee job satisfaction every time when the management conduct the survey the question should different from previous one so that the employees will answer correctly and truth fully. Management should collect the employee's suggestions about their job which helps the management to know about the employee's job satisfaction. This is one of the ways of measuring employees job satisfaction. Management has to conduct review and have to notice the problems faced by the employees. From the above study I concluded that, employee's involvement is one of the most important for the growth of the organization.

Chizoba Bonaventure, (2021) The findings of the study empirically support the postulation that working conditions and salary have a statistically significant and a positive effect on the dependent variable, job performance. The consistent impasse and faceoff between the federal government and academic staff union of universities is undoubtedly dampening the academic staff job satisfaction which invariably affects performance as depicted in the study findings. The findings of this study have provided credence and empirical support those both intrinsic and extrinsic aspects of job satisfaction affect in a significant and positive way the performance of academic staff. Such aspects of job satisfaction that is important in encouraging academic staff performance as empirically confirmed in this study includes responsibility, career advancement, working conditions, salary and institutional policy. Setyo

Riyanto, Endri, Novita Herlisha, (2021) Empirical findings proved that the motivation variable has a positive effect on employee performance variables; on the other hand, job satisfaction does not have any impact. Motivation and job satisfaction have a positive and significant effect on employee performance. The direct involvement of workers does not affect employee performance, but mediating the effect through motivation and job satisfaction can significantly affect employee performance.

Shu Yaa YANG, Shui Chuan Chen, (2021) This study explored the relationship between job satisfaction, job stress, job performance, and demographic variables in two industries. The results indicate that in traditional industry areas: job satisfaction and demographic variables have some significant differences in job satisfaction, while job stress has significant negative correlation between job satisfaction and job performance, which shows they are significantly related. In the high-technology industry. Job satisfaction and demographic variables have some significant differences in job satisfaction, and job stress has significant negative correlation between job satisfaction and job performance, and while they are positively related, there is no significant correlation. This study created and analysed a matrix for two kinds of industrial employees regarding the correlations between job stress, job satisfaction, and job performance.

Chanda and Goyal, (2020) considered that employee progress, community, and environment issues as important

roles for an organization to achieve sustainable growth, and therefore, explored ways to improve employee satisfaction in the manufacturing industry. In order to improve job performance, this study used the Bayesian network approach to identify relationships at all levels of employee satisfaction, commitment, and job performance.

Wang, Wang, Zhang, and Ma (2020) In workplaces within the IT industry, employee satisfaction had spill over effects, meaning it could significantly affect the performance of the work-related outcomes of both full time and part-time workers, and that part-time workers significantly exceeded their performance levels and job satisfaction; however, job satisfaction did not explain the difference in performance. By summarizing the above arguments, we identified the most likely factors to influence employees job satisfaction, and thus, propose three dimensions for exploration in this study: job content, working conditions, wages and benefits.

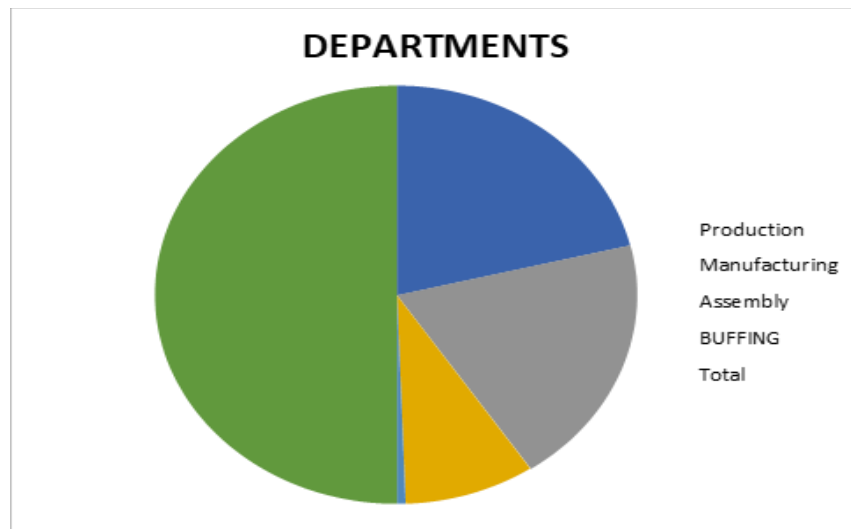
5. RESEARCH METHODOLOGY

Research Methodology is the study of how research is implemented scientifically. It is the method to systematically get the solution for the research problem by logically adopting different ways. Moreover, it derives the methods in which the information is collected for the research. The collection of facts and information will be followed by processing using scientific technique and tools to arrive at a reasonable conclusion. The research design used in this study is descriptive in nature. The present study attempts to study about the various welfare measures provided to the employees by an organization and the satisfaction level of employees towards it. The main objective of this study is to find the satisfaction.

6. DATA ANALYSIS

Percentage Analysis Department

DEPARTMENT	PARTICULAR	NO OF RESPONDENTS	PERCENTAGE
A	Production	36	42
B	Manufacturing	33	39
C	Assembly	15	18
D	BUFFING	1	1
	Total	85	100%



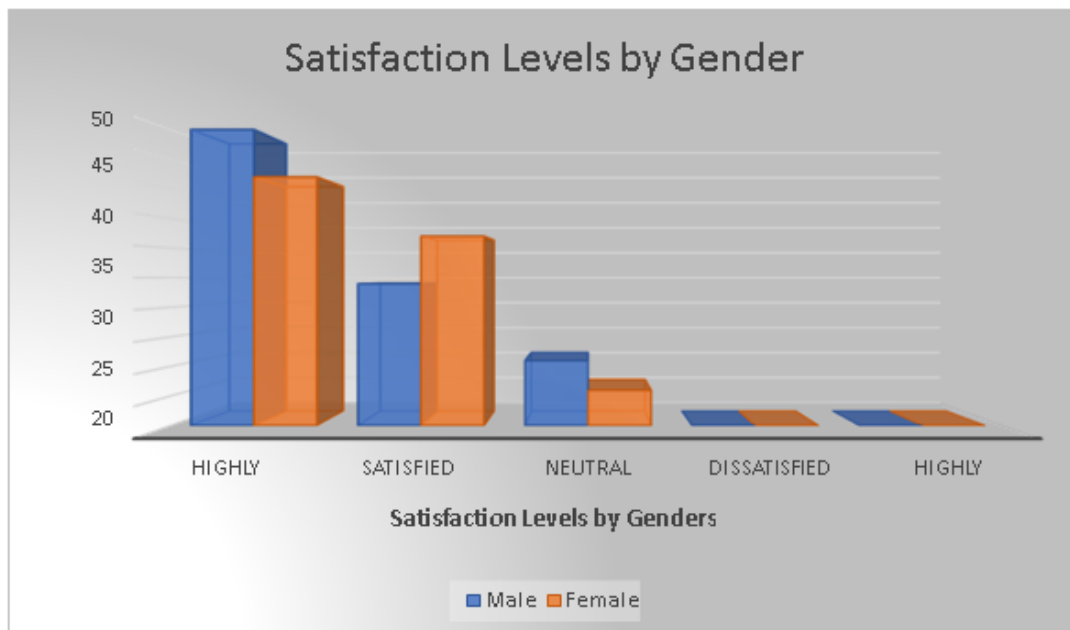
CHI-SQUARE TEST

Difference between gender with respect to satisfaction level observed frequencies table

SATISFACTION LEVEL	MALE	FEMALE
Highly Satisfied	50	42
Satisfied	24	32
Neutral	11	6
Dissatisfied	0	0
Highly Dissatisfied	0	0

Difference between gender with respect to satisfaction level resultant table

TEST STATISTIC	DEGREES OF FREEDOM	P- VALUE	INTERPRETATION
Pearson Chi-Square	4	0.571	No significant association
Likelihood Ratio	4	0.524	No significant association
Linear-by-Linear Association	1	0.960	No significant association



7. FINDINGS

1. Majority of 48% of employees are male
2. It is found majority of employees are 19-25age
3. It is clear that there is excellent canteen facility provided by the company
4. Most of the employees says that welfare measures help in solving problems faced by them

5. About 72% of the employees are agree with welfare facilities provided by the company
6. 39% of employees are less than 2 years experienced
7. Majority of 50% of employees are agree the working environment in the company
8. Majority of 50% of employees are agree the present welfare facilities provided by the company

8. SUGGESTIONS

Majority of 48% of employees are male. It is found majority of employees are 19-25 age. It is clear that there is excellent canteen facility provided by the company. Most of the employees says that welfare measures help in solving problems faced by them. About 42% of the employees are agree with welfare facilities provided by the company. 68% of employees are less than 3 years experienced. Majority of 72% of employees are agree the working environment in the company.

9. CONCLUSION

The objective of the study was to know the various welfare measures adopted by UNO MINDA (CASTING DIVISION) of company and to know the effectiveness of welfare measures in the company from this study we can understand that 72% of the employees satisfied from the company and majority states that welfare measures improves their productivity, from this study we can understand that welfare measures reduce the labor turn over, absenteeism and increase the efficiency of the employees. We can understand that welfare measure is directly related with productivity and company provide many welfare packages to employees to increasing their efficiency and productivity.

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