

# **A STUDY ON EMPLOYEE WELFARE MEASURES WITH SPECIAL REFERENCE TO PERAMBALUR DISTRICT**

A.AARTHI IMMACULATE, DR.D.NARMATHA,DR.N.DEEPALAKSHMI DR.R.ANGAYARKANNI,  
ASSISTANT PROFESSORS, PG AND RESEARCH DEPARTMENT OF COMMERCE,  
DHANALAKSHMI SRINIVASAN COLLEGE OF ARTS & SCIENCE FOR WOMEN,  
(AUTONOMOUS) PERAMBALUR.

## **ABSTRACT**

Employee welfare means anything that can be done for the comfort and improvement, intellectual or social, of the employees over and above the wages paid which is not a necessity of the industry. Organization provides welfare facilities to their employees to keep their motivation levels high. The study was conducted to know the impact of employee welfare facilities on employee work satisfaction. Welfare is the provision of a minimal level of well-being and social support for all citizens. Organization provides welfare facilities to their employees to keep their motivation levels high. The primary objective of the study is to measure the levels of satisfaction of employees with regards to welfare facilities and to suggest some measures for improving welfare measures in organization. Researchers were supported by sampling 520 employees from various departments. Data was collected through the structured welfare measures questionnaire. The data are analyzed through parentage analysis and correlation method.

**KEY WORDS :** *Welfare measures, employee satisfaction, employee welfare facilities, organization.*

## **INTRODUCTION:**

A company is only as strong and successful as its members, its employees, are. By measuring employee satisfaction in key areas, organizations can gain the information needed to improve employee satisfaction, retention, and productivity. For increasing their satisfaction and productivity, the company offers various welfare facilities and other amenities.

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.

## **STATEMENT OF THE PROBLEM**

Nowadays, the satisfaction level of employees on the welfare facilities they are receiving from the institution. So we have select an organization and tried to study the welfare facilities

provided by them to the employees and also their satisfaction level. And our report is entitled as Welfare Measures of MRF Employees. This study helps us to know the extent of the employees in MRF.

### **OBJECTIVES OF THE STUDY**

1. To study the welfare measures at MRF.
2. To study the level of satisfaction of employees with regard to welfare facilities
3. To study the policies implemented by the organization to improve the welfare of employees.

### **SCOPE OF THE STUDY**

The study on the employee's welfare in the MRF is a depth survey done through on site observation and interview schedule. As employees are the mainstream of workforce and the productivity of them is very important to the existence and survival of an industry. Welfare measures has very important role to increase the productivity of employees. If employees were treated with good welfare facilities it will increase their productivity, motivate and retain them. So the scope of the study is obvious and the management can gain advantage through this study. From the study itself can understand its advantages and if there are any limitations. It can concentrate on its decisions to eliminate these problems. The study further helps to improve the productivity of employees through the effective management of welfare measures.

### **LIMITATIONS OF THE STUDY**

The period of the study was the major limitations. The resources constraints have limited the scope of the study. The answers of the respondents, mainly from their memory, which might have caused error. The service of data is not adequate. Some of the replies of the respondents may be biased. The organization rules and regulation also affect the study.

### **METHODOLOGY**

Research design "Research design is the arrangement of activities for the collection and analysis of the data in a manner that aims to combine relevance to the purpose with economy in procedure. For this study the design used was descriptive. Descriptive design as the name itself implies, is conducted to describe something.

### **PRIMARY DATA**

All primary data for the project was collected from direct contact with the Executives, supervisors and employees. Secondary data to a small extent going through Company records, annual reports, files, brochures, etc has collected.

## **TOOLS OF DATA COLLECTION**

Questionnaire is used for data collection Tools of analysis Percentage method has been used. Tables Chart and diagrams are used for presentation. Sample size The total population of the organization is only 520. So the 520 members have been included in the study to make the report Sampling Technique The technique used for the research is convenient sampling (Probability Sampling) because the population is finite.

## **REVIEW OF LITERATURE**

**Poongavanam (2011)**, in his article studied on labor welfare measures in Anglo French Textiles. He finalized that welfare work in any industry should improve the working and living conditions of workers and their families. The concept of labor welfare varies from time to time, region to Region, industry to industry and country to country, depending upon various factors such as educational level, social customs, and degree of industrialization and general standard of socioeconomic development.

**Swapna (2011)**, explored on social responsibility in light of labor welfare with special reference to Singareni Collieries Company Limited. The linkages involved in employee welfare have been addressed with implications for labor welfare. The concept of social responsibility has been compared with economic welfare. Conceptually and operationally, labor welfare can achieve through social responsibility, which in turn is closely linked to the concept of social welfare. Hence in this process, it is understood the importance of social responsibility towards labor welfare.

**Vijaya Banu and Ashifa (2011)**, in his paper, studied on labor welfare measures thus the various dimensions of matter was received from the labors. It highlights the perception and levels of satisfaction in various labors welfare measures and these methods to improve the welfare schemes in Public Sector Transport Corporation.

**Meenakshi Yadav (2013)**, in his paper studied on analysis of workers reveals the welfare measures in the corporate sector. The factor analysis model has various issues for labor welfare

into eight factors. These are: loans and compensation facilities, education, housing, subsidized food, better working environment, stability of work force and provision of cooperative societies. In order to maintain good industrial relations in the organizations, these types of welfare facilities can maintain a long way efficiency in the organizations. The corporate sector should maintain a good provision of welfare measures for the workers.

### **CLASSIFICATION OF RESPONDENTS AGE AND OPINION REGARDING WORKING ENVIRONMENT**

| Age      | Very Satisfied | Satisfied      | No opinion | Partially Satisfied | Dissatisfied |
|----------|----------------|----------------|------------|---------------------|--------------|
| 21-30    |                | 16<br>(18.18%) |            | 16<br>(28.57%)      | 8 (50%)      |
| 31-40    | 16 (40%)       | 24<br>(27.27%) |            | 16<br>(28.57%)      | 8 (50%)      |
| 41-50    | 16 (40%)       | 32<br>(36.36%) |            | 24<br>(42.85%)      |              |
| Above 50 | 8 (20%)        | 16<br>(18.18%) |            |                     |              |
| Total    | 40             | 88             |            | 56                  | 16           |

The table reveals that most (44%) of the employees are satisfied with their working environment, 20% are much satisfied. And only 8% had nothing to say about this.

### **CLASSIFICATION OF RESPONDENTS AGE AND OPINION REGARDING WORKING HOURS**

| Age      | Satisfied   | Dissatisfied |
|----------|-------------|--------------|
| 21-30    | 16 (18.18%) | 24 (23.07%)  |
| 31-40    | 32 (33.33%) | 32 (30.76%)  |
| 41-50    | 32 (36.36%) | 32 (30.76%)  |
| Above 50 | 8 (18.18%)  | 16 (15.38%)  |
| Total    | 96          | 104          |

There is almost an equal response on the opinion regarding the working hours. But majority (52%) is dissatisfied with the working condition and rest (48%) is satisfied.

## **FINDINGS, SUGGESTIONS AND CONCLUSION**

This present study entitled as a Study on welfare measures of employees with special reference to MRF has come up with the following findings, suggestions and conclusion.

### **FINDINGS**

1. The employees in MRF Hospital are generally satisfied with their jobs, with some exception.
2. Fifty two percentages of the respondents have expressed dissatisfaction about the working hours. This has been mostly expressed by the age group of 31-40 and 41- 50.
3. It is observed that, 52% are dissatisfied and 24% are only partially satisfied with their salary. The dissatisfaction is also found high in the age groups of 41-50 and 31-40.
4. Regarding housing, medical, and canteen facilities, the respondents are generally satisfied. Even though some of the respondents have expressed their dissatisfaction.
5. Regarding maternity benefits, grievance cell & crèche facilities, the respondents have expressed their satisfaction.
6. Gender discrimination is less according to 64% of the total respondents. But on the other hand the response of the 36% that there is gender discrimination, should be viewed seriously.

7. Co-operation of colleagues is high.68% of the respondents shows their satisfaction. The discrimination regarding payment is not much prevailing in the organization only 8% is said that discrimination regarding payment is prevailing.

8. The welfare development programmes are not functioning well. This has been noticed from the dissatisfaction of respondents. It is noticed that 56% of the total respondents are dissatisfied and 36% are only particularly satisfied.

## **SUGGESTIONS**

1. employee development programmes should be conducted more effectively and participation of employees must be ensured.

2. Management should also take effective steps to make sure that the participation of decision making

3. Effective step should be taken to enhance the transportation facilities and also introduce other needed facilities to employees.

4. The company can improve the grievance handling system so that they can increase employee satisfaction.

## **CONCLUSION**

The study on welfare measure of employees helps the management to know the satisfaction level of the employees about the welfare measure provided by the company. From this study we can infer that the majority of the employees are satisfied with the welfare measures. But there are also some dissatisfied employees in the organization. The organization can consider all the suggestions of the study for further policy formulation.

## **BOOKS**

1.C.R. KOTHARI - "Research Methodology International (P)" Ltd Publishers,Second Revised Edition, 2004.

2. V. S. P. RAO - "Human Resource Management " Excel Printers, News Delhi, and Second edition.

3. A. M. SHARMA - "Aspect of Employee Welfare and Social Security"

4. P. C. TRIPATHI - "Personnel Management", Sultan Chand and Industrial Relation ^& Sons.

5 Equity in workplace: Gendering workplace analysis -LAURA REESE

6. Dr. P. Subba Rao, Human Resource Management , Himalaya publication, New Delhi.

7. T.Krishna kumar-Employee Welfare Measures in Public Enterprises

### **WEBSITES**

1. [www.dnaindia.com](http://www.dnaindia.com)

2. [www.MRF.com](http://www.MRF.com)

### **JOURNALS**

1. Product Brochures

2. Company Profile

3. Annual Audit Report

4. Other Journals, etc