

A STUDY ON EMPLOYEE WELFARE MEASURES

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ABSTRACT

The present study was conducted and aims at analysing the strengths and weakness of the welfare activities in THE RAMCO CEMENTS LIMITED ATALATHIYUR. The percentage of success that each and every individual employees obtained is very essential in determining the organisational effectiveness. This is to know the assessment of how employees succeed in meeting their goals and managing their works in the organisation. This present study was made and aims at knowing "welfare system". In this project the data and information has provided by the organisation and made a survey from the staffs of the organisation. The sample size is 50 among 78 staffs. The data is collected through issuing questionnaire to the employees. Through the statistical tool correlation, the data were analysed and tabulated and also interpretations were given below the tabulation. Finally findings, suggestions and conclusion are also given in this report. This leads to the topic of employee welfare measures.

Keywords: Standard of living, Motivation, Reduction of labour turnover.

INTRODUCTION

Employee welfare is a term includes anything which is done for the comfort of the employees. It is provided over and above the wages or salaries. It also includes transportation, monitoring of working conditions, bonus, canteen, quarters facilities, occupational health centres etc. These are provided for the employees to make their life worth living. By providing such facilities makes employees efficient and effective in their quality of work. And also it is a motivation techniques done by the employers. The need for providing such services arises from the social responsibility of industry, as a concern for employees. Welfare activities helps in reducing labour turnover in the organisation. Employee welfare involves a balance between an employee's work life and family life to the community or social life. Welfare measures improve and develops the intelligence, morality and standard of living of the workers.

OBJECTIVES OF THE STUDY

- To study the impact of welfare on employee's performance.
- To know the efficiency of employee welfare offered by company.

LITERATURE REVIEW

HOPKINS (2014)

Author Hopkins says that Welfare is basically an attitude of mind on the part of management, and it affects the method by which management activities are undertaken. The importance of this statement here is “attitude of mind”

POONGAVANAM S (2011)

He felt that the welfare activities will improve employee’s physique, intelligence, morality and standard of living. It helps to develop their efficiency and productivity. It also contributes to increasing productivity of the enterprise improving efficiency of the worker and raises their standard of living.

RAMESH M (2005)

He stated that the primary objective of every management of the company to provide a good and better facilities to the employees including safety, standard and efficient work nature.

MR.ROBERT (2006)

MR.Robert explained employee welfare is the process of providing benefits by the company. The benefits like allowances, housing , medical, insurance etc.

METHODOLOGY

The researcher has done a study to analyse the value of employee welfare activities provided by The Ramco Cements Limited, Alathiyur. The study was conducted with 50 samples among 78 staffs in the organisation. The researcher has used stratified random sampling method in this study. The respondents were from several departments such as finance, Personnel, IT, cement despatch ,production, packaging, marketing.The data collected through questionnaire method from the employees.5 point rating scale was used.

RESULTS AND DISCUSSION

CORRELATIONS

Impact of welfare on employee's performance

Particulars		Welfare activities	Employee performance
Welfare activities	Pearson Correlation	1	.196*
	Sig. (2-tailed)		.045
	N	50	50
Employee performance	Pearson Correlation	.196*	1
	Sig. (2-tailed)	.045	
	N	50	50

*. Correlation is significant at the 0.05 level (2-tailed).

INTERPRETATION :

The coefficient of correlation between the welfare measures and employee performance is identified to be +0.196, this shows that there is a high positive correlation among variables; therefore it is clear that there is a significant impact of welfare measures on employees performance.

SUGGESTIONS

The organisation should provide sufficient leave policy to the employees. The organisation can improve the medical benefits for the employees. More practical and theoretical training programmes should be improved by the company. The morale of the employees should be improved and developed by the organisation by organising some motivational classes. To maintain the employee empowerment activities such as team building, brain treasures for mental exercises and leadership activities etc. The company has to consider the some of the requirements of employees for better effectiveness in achieving organizational goals.

CONCLUSION

This project has been implemented with high degree of awareness with the environment. Employee welfare is done for the comfort and improvement of employees. A successful human resource management contributes to a powerful labour welfare and smooth industrial relations. This helps an industry to grow high to achieve their goals. The employees in the organisation were satisfied with their job and some extent aware of employee welfare facilities offered by the organisation.

REFERENCES

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