

CONCEPTUAL STUDY ON IMPACT OF WELFARE**MEASURES ON EMPLOYEE****SATISFACTIN WITH REFERENCE TO TEXTILE INDUSTRY, PUDUKKOTTAI**

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ABSTRACT:

Welfare Employee Welfare means whatever accomplished for the consolation and improvement, intellectual, social welfare of the personal over and above the wages paid which isn't necessity of the industry. It also enables them to have minimum desirable standards like housing, health, clothing, education, job, insurance, and fun for themselves. All these incentive helps the employees to live a satisfactory social as well as work life. The satisfied employees will have good morale and may work with enthusiastic manner. Employee satisfaction is the extent to which employees are happy or content with their jobs and work environment The primary objective of this research study is to study the impact of employee measures on employee satisfaction with reference to PDCSM (co – operative spinning mill) , Pudukkottai. Pilot Study have been conducted to check the reliability of the method used to collect Data (using survey) from the respondents, further statistical analysis and findings will be continued in the next paper.

Keywords: Employee Satisfaction, Employee, Statutory and Non – statutory Measures.

INTRODUCTION:

An Employee is an individual who has agreed to be employed to do the specific task for negotiated salary under a firm, etc upon the completion of contract of employment.

Employee Satisfaction

Employee satisfaction is the extent to which employees are happy or content with their jobs and work

environment. It helps in increasing employee engagement towards their work which then returns in higher business performance. It is also a term which commonly used to describe if employees are happy and fulfilling their desires and need at work. Employee satisfaction is one key metric that could determine the overall pulse of an organization, which is exactly the reason why many companies conducting the regular surveys. It plays a important role in Employee Retention.

Factors Affecting Employee Satisfaction

There are some factors which affects the employee satisfaction level in an organization.

Namely,

- Work – life balance
- Health and Safety
- Company Values
- Recognition
- Relationship with managers
- Pay
- Working conditions
- Unique work style
- Learning and career development
- Challenges and Responsibilities

Employee welfare measures also helps in removing the dissatisfaction which in turn help to develop loyalty in workers towards organization. Employee welfare and fringe benefits motivate the employees for the better performance, it also boosts up employee morale, and improves human relations and thereby it increases the job satisfaction of the employees.

In the workplace, Employee welfare programs aim at improving job satisfaction as a mechanism of improving engagement and commitment at work. This is expected to increase productivity, reduce turnover and enhance loyalty.

Employee Welfare

Employee or Labor Welfare is comprehensive term including various services, benefits and facilities offered to employee by the employer. The welfare measures are extended in addition to normal wages

and other economic rewards available to employees as per the legal provisions. In other words Employee welfare means anything 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.

The employee welfare measures can be classified in to two categories which are statutory and non - statutory welfare schemes. The statutory schemes are those schemes that are compulsory to provide by an organization as compliance to the laws related to employee safety and health. Non – statutory welfare measures are those amenities by the employer to the employee by taking lead by providing variety of amenities.

Statutory Welfare Benefits

1. Drinking Water

At all working places safe hygienic drinking water should be provided.

2. Arrangements for sitting

In every organization especially factories, suitable seating arrangements are to be provided

3. First aid appliances

First aid appliances are to be provided and should be readily assessable so that in case of any minor accident initial medication can be provided to the needed employee.

4. Latrines and Urinals

A sufficient number of latrines and urinals are to be provided in the office and factory premises and are also to be maintained in a neat and clean condition.

5. Canteen

canteens are provided to the employees to provide hygienic and nutritious food to them.

6. Spittoons

In every work place, such as ware houses, store place, in the dock area and office premises spittoons are to be provided in convenient places and same are to be maintained in a hygienic condition.

7. Lighting

Proper and sufficient lights are to be provided for employees so that they can work safely during the night shifts.

8. Washing places

Adequate washing places such as bathroom, wash basins with tap and tap on the stand pipe are

provided in the port area in the vicinity of the work places.

9. Rest Rooms

Adequate number of restrooms are provided to the workers with provisions of water supply, wash basins, toilets, bathrooms, etc.

10. Maternity & Adoption Leave

Employee can avail maternity or adoption leaves. Paternity leave policies have also been introduced by various companies.

11. Medical – Claim Insurance Scheme

This insurance scheme provides adequate insurance coverage of employees for expenses related to hospitalization due to illness, disease or injury or pregnancy.

12. Gratuity

Gratuity is an amount paid by an employer to its employees for rendering their services for equal to or more than 5 years. Gratuity is paid to an employee as part of his/her salary and considered to be a benefit plan which is designed to help the employees during their retirement.

13. Employee's State Insurance Scheme of India

Multi dimensional Social Security Scheme tailored to provide socio- economic protection to the employees in the organized sector.

14. Employee's Provident Funds Scheme (EPF)

Retirement benefit scheme provided by the EPFO. The employee and the employer contribute to the EPF scheme on monthly basis in equal proportion of 12 percentage of the basic salary and dearness allowance.

NON STATUTORY WELFARE MEASURES

Many non – Statutory welfare benefits may include the following

1. Personal Health Care (Regular medical Check –ups)

Some of the companies provide the facility for extensive health check up

2. Flexi – Time

The main objective of the flexi-time policy is to provide opportunity to employees to work with flexible working schedules. Flexible work schedules are initiated by employees and approved by management to meet business commitments while supporting employee personal life needs.

3. Employee Assistance Programs

Various assistance programs are arranged like external counseling service so that employees or members of their immediate family can get counseling on various matters.

4. Employee Referral programs

In companies this scheme is implemented to encourage employees to refer friends and peers for employment in the organization.

REVIEW OF LITRETURE:

1. (AnithaG ,Sridharan R , 2022) The main goal of employee welfare measures are to improve the living standard of the employees and to keep worry free , when they work. There are some major factors that determines the quality of work life for people and business, namely Job happiness, Productivity, Job participation , and job enrichment. This research was conducted by authors in Chennai to determine the welfare activities performed by various IT sectors and how well the affects the employees quality of life.

2. (Megha TM , 2022) Employee welfare is a comprehensive term which includes various services , benefits, and facilities in order to provide employees with good and conducive work place and surrounding in order to maintain good health and to improve employee morale. This study includes both statutory and non statutory benefits provided to the employees by both state and central government.

3. (VimalavenugopalMuthuswamy , 2022) States that employers must take good care in making in rules , regulatons and policies which addresses the needs and demands of the employees in a best way possible in return this will encourages the employee to saty employed. This study provides us with useful recommendations to enhance the employee retention rate from its study by assisting mangers in finding more micro sensitive elements which reduces employee turn over. By doing so a company can attempts

to transform a point of vulnerability into the organizational strength.

4. (Nethravathi P.S , Aithal P.S , 2021) Human Resource of the company amounts to all the work force in the company which helps the organization to fulfill its goals and objectives , it includes manpower , skill , labor , employees of the organization. Department of hr in every firm is responsible for oversee the organizational compliance with labor regulations and employment standard also management of workers benefits.

5. (J.A.N. Shiroma and L.V.K. Jalatilake , 2021) Assessed the effect of welfare facilities to job satisfaction of the Non – Executives level employees in Srilanka.They collected samples around 100 using self administrated structure questionnaire. According to previous studies top management pays little attention to the welfare facilities provided to the employees. This study finds out that medical facilities , canteen facilities , loan facilities and housing facilities were positively and significantly correlated with job satisfaction variable.

6. (Sheik Fareeth , 2021) Analyzed the impact of welfare measures on school Teachers in dindugal district. Attitude towards welfare measures in india undergone a drastic change in last two decade. Employee welfare includes maintaining a good working condition as well as creating a industrial harmony through providing infrastructure for health, industrial relation. From this study it is concluded that teachers efficiency is improved considerably through providing adequate welfare measures.

7. (R.V. Deebasanjana , Ramanujam V , 2020) This study aims to look into different welfare measures provided to the employees of Pump manufacturing companies in Tamilnadu , and the relationship management between the various level of hierarchy and the employees satisfaction towards these. Findings of the research shows that employees are highly satisfied with the health, safety and economical service provided to them.

8. (BalajiPitchandi , Jacob Davis , 2019) Authors conducted a empirical study to explore the employee satisfaction on Labor welfare measures among the selected manufacturing companies of Chennai city, Tamilnadu. Results of the study indicates that employees are giving more importance to the welfare measures , health measures , and safety measures in order to improve the overall employee satisfaction level. This study also suggests the manufacturing companies to strictly follows the labor regulation laws with regard to the fulfillment of the welfare facilities in the organization to improve the employee satisfaction.

9. (Mohanapriya R, 2019) This study found out that there is significance association between welfare measures provided to the employees and their work performance by using Chi square test. Employee welfare measures is one of the sought out issue all around the world, because it requires so many factions

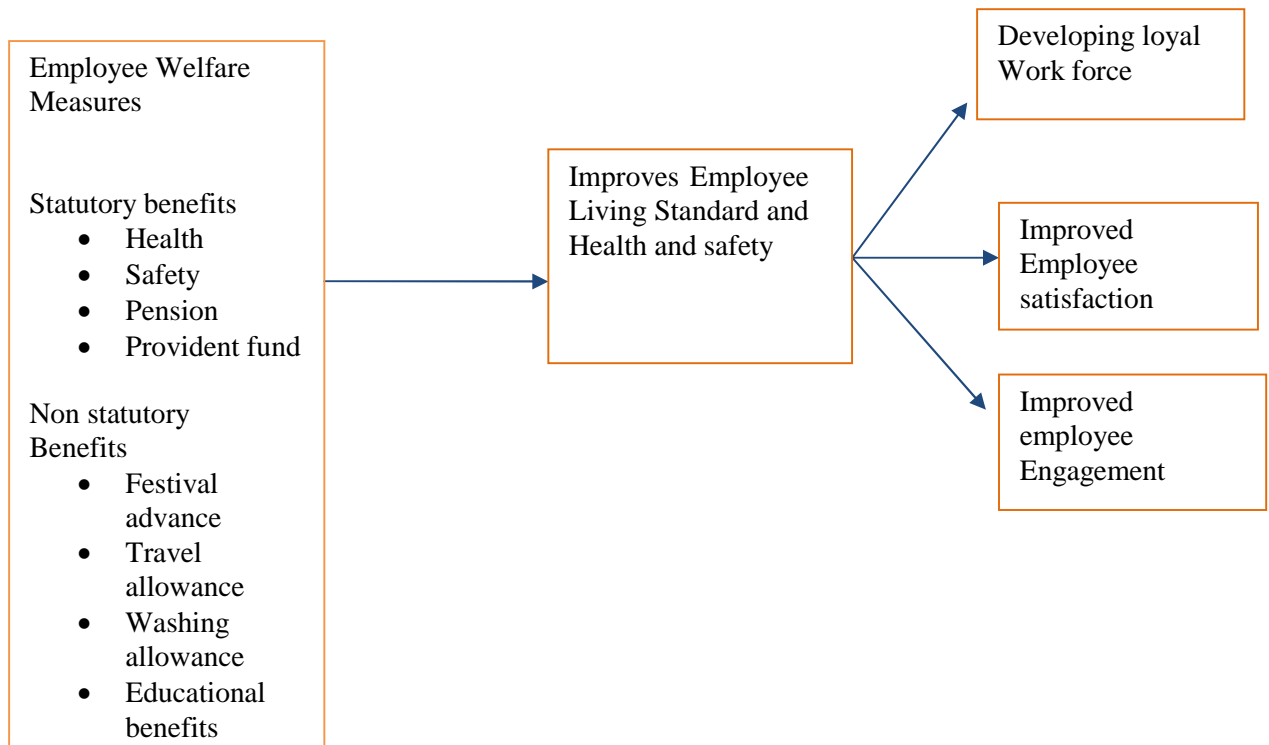
like service , facilities , and benefits provided to the employees by the employer whether mandatory or voluntary but in both cases it was done to improve the living standard as well as happiness of the employees.

10. (Bharathi ,Padmaja , 2018) Conducted their research in LIC and later on concluded that employees welfare measures provided to the employees of the organization was more effective and sufficient towards the employees. Job satisfaction among the employees of the organization due to the effect of good welfare measures in turn leads to better employee engagement in the organization. Another important factor uncovered during their research was employees showed greater connectivity towards the organizations vision and objectives and they are highly committed towards getting higher productivity.

11. (V Krishna Priya , Madhumita G, 2018) Studied the welfare measures provided to the employees working in the Computer Peripherals Manufacturing Companies in Southern Chennai. Totally 150 samples were collected and analyzed using various statistical tools like Cross tabulation, ANOVA, correlation. From the results of the study we can know that majority of the employees are content with the current welfare facilities they get from their employer.

12. (Ravishankar S Ulle , Kotresh Patil, Dr. Aparna , Aparna J Varma , 2018) labor welfare is one of the important variable in Labor Relations since it measures one of the key contributor to know the level of fulfillment , inspiration. Authors conducted the study on GO-GO international Pvt Ltd , Hassan. This study finds out that there is a positive relation between employee satisfaction and statutory and with non statutory welfare facilities. Also researchers found out that employees are not satisfied with the relationship with superior so it was recommended to work on the communication issue between employees and superior.

CONCEPTUAL MODEL:



PILOT STUDY:

Pilot study have been conducted to check the reliability of the method used to collect Data (using survey) from the respondents “Cronbach’s Alpha” would be computed.

Cronbach's α indicates how closely a set of elements are collectively connected. It can also be defined as a measure of the reliability of the scale. Cronbach's alpha may be defined in terms of the number of items in the test, the mean covariance between pairs, and the total score variance.

Case Processing Summary

		N	%
Cases	Valid	19	95.0
	Excluded ^a	1	5.0
	Total	20	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.733	28

Item Statistics

	Mean	Std. Deviation	N
item1	3.84	.375	19
item2	2.84	.834	19
item3	3.53	.964	19
item4	2.95	.848	19
item5	3.37	.684	19
item6	3.47	.841	19
item7	3.32	1.003	19
item8	3.58	.838	19
item9	3.42	.692	19
item10	3.47	.841	19
item11	3.26	.991	19
item12	3.26	1.046	19
item13	3.42	.961	19
item14	3.42	.961	19

item15	3.42	.838	19
item16	3.79	.713	19
item17	3.58	.692	19
item18	3.26	.806	19
item19	3.68	.671	19
item20	3.11	1.049	19
item21	3.26	.806	19
item22	3.16	.834	19
item23	3.37	1.012	19
item24	3.37	.831	19
item25	3.21	1.032	19
item26	2.74	.806	19
item27	2.79	1.032	19
item28	2.58	.838	19

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
item1	88.63	68.579	.410	.724
item2	89.63	66.579	.293	.723
item3	88.95	67.053	.208	.729
item4	89.53	65.596	.360	.719
item5	89.11	69.988	.071	.735
item6	89.00	70.222	.024	.740
item7	89.16	67.251	.183	.731
item8	88.89	67.433	.227	.727
item9	89.05	66.719	.359	.721
item10	89.00	69.667	.063	.737
item11	89.21	68.953	.081	.738
item12	89.21	64.064	.365	.717
item13	89.05	69.386	.060	.739
item14	89.05	65.275	.326	.721
item15	89.05	70.942	-.027	.743
item16	88.68	67.117	.311	.723
item17	88.89	67.988	.245	.726
item18	89.21	68.287	.175	.730
item19	88.79	67.175	.331	.722

item20	89.37	60.912	.565	.701
item21	89.21	63.731	.535	.708
item22	89.32	64.561	.448	.713
item23	89.11	69.433	.048	.741
item24	89.11	66.988	.264	.725
item25	89.26	65.094	.307	.722
item26	89.74	65.205	.416	.716
item27	89.68	64.895	.319	.721
item28	89.89	64.655	.438	.714

Here using “Reliability Statistics” cronbach’s value for 23 items that measured independent variables that is both statutory and non statutory benefits provided to the employees of spinning mill in the pudukkottai region was found to be 0.733.

CONCLUSION:

Employee welfare measures means the effort to make the Life worth living for workmen .The term employee welfare includes various services, benefits, and facilities offered to the employees by the employer. Employee welfare measures are one of the important factor to create healthy, satisfied and more efficient worker force for the firm .Providing such facilities make their work life better leads to good standard of living.

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