

A STUDY ON EMPLOYEE WELFARE MEASURES WITH SPECIAL REFERENCE TO AVR MANUFACTURERS-COIMBATORE TAMIL NADU.

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Abstract

The project is based on welfare facilities. The subject of the study was “a study on employee welfare measures with special reference to AVR Manufacturers”. 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. Labor 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.

Keywords: Welfare, Employer, Unemployment and Manufacturers.

INTRODUCTION

Labour welfare has been defined in various ways, though unfortunately no single definition has found universal acceptance. The Oxford Dictionary defines labour welfare as “efforts to make life worth living for worker. Chamber’s Dictionary defines welfare as “a state of faring or doing well; freedom from calamity, enjoyment of health, prosperity. The ILO report refers to labour welfare as “and congenial surroundings and provided with amenities conducive to such services, facilities, and amenities, which may be established in, or in the vicinity of undertakings to enable persons employed therein to perform their work in healthy good health and high morale”

WELFARE MEASURES

Employee welfare defines as “efforts to make life worth living for workmen”. These efforts have their origin either in some statute formed by the state or in some local customs in collective agreement or in the employer’s own initiative.

- To give expression to philanthropic and paternalistic feelings.
- To win over employee’s loyalty and increase their morale.
- To combat trade unionism and socialist ideas.
- To build up stable labour force, to reduce labour turnover and absenteeism.
- To develop efficiency and productivity among workers.
- To save oneself from heavy taxes on surplus profits.
- To earn goodwill and enhance public image.
- To reduce the threat of further government intervention.
- To make recruitment more effective (because these benefits add to job appeal).

PRINCIPLES OF EMPLOYEE WELFARE SERVICE:

Following are generally given as the principles to be followed in setting up a employee welfare service:

- The service should satisfy real needs of the workers. This means that the manager must first determine what the employee’s real needs are with the active participation of workers.
- The service should such as can be handled by cafeteria approach. Due to the difference in Sex, age, marital status, number of children, type of job and the income level of employees there are large differences in their choice of a particular benefit. This is known as the cafeteria approach. Such an approach individualizes the benefit system though it may be difficult to operate and administer.
- The employer should not assume a benevolent posture.

- The cost of the service should be calculate and its financing established on a sound basis.
- There should be periodical assessment or evaluation of the service and necessary timely on the basis of feedback.

TYPES OF WELFARE MEASURES SERVICES:

Safety Services

Prevention of accidents is an objective which requires no explanation. The costs of accidents are enormous in suffering to the injured, in reduction or loss of earnings, in disabilities and incapacities which afflict those involved and in compensation, insurance and legal costs, in lost time, filling in reports and attending to enquiries, and in spoilage of materials, equipment and tools to management. Accidents are the consequence of two basic factors: technical and human. Technical factors include all engineering deficiencies, related to plant, tools material and general work environment. Thus, for example, improper lighting, inadequate ventilation, poor machine guarding and careless housekeeping are some hazards which may cause accidents. Human factors include all unsafe acts on the part of employees. An unsafe act is usually the result of carelessness. Young and new employees, because of their difficulty in adjusting to the work situation and to life in general, also have many more accidents than do old and nature workers.

The Phenomenon of Accident Proneness:

Some persons believe wrongly in the theory that certain individuals are accident prone, that is, they have some personality trait as opposed to some characteristic of the environment which predisposes them to have more accidents than others in work condition where the risk of hazards is equal to all.

Health services:

The prevention of accident constitutes only on segment of the function of employee maintenance. Another equally important segment is the employee's general health, both physical and mental. There are two aspects of industrial health services

1. Preventive
2. Curative, the former consists of
3. pre-employment and periodic medical examination,
4. removal or reduction of health hazards to the maximum extent possible,
5. Surveillance over certain classes of workers such as women, young persons and persons exposed to special risks.

Counseling services:

An employee very often comes across problems which have emotional content. For example, he may be nearing retirement and feeling insecure or he may be getting promotion and feeling hesitant to shoulder increased responsibility or he may be worried due to some family problem.

STATEMENT OF THE PROBLEM

Welfare activities will reduce labour turnover and absenteeism and create permanent settled labour force by making service attractive to the labour. Welfare activities will go a long way to better the mental and moral health of workers by reducing the incidences of vices of industrializations. The main problems that are occurred in AVR Manufacturers are less productivity, absenteeism, employee stress etc., and the reason for that is the employees are not satisfied with their welfare facilities that are provided by the AVR Manufacturers. So I decided to do my project under the titled as "A Study on Employee Welfare Measures". This research will helpful to know the employee's expectations and their needs, changes that are have to be done in their working environment. So that the management can be able to adapt the changes in the working place according to employee's expectations.

OBJECTIVES OF THE STUDY

- To study the company's working environment.
- To identify factors influencing the welfare measures in AVR Manufacturers.
- To determine how people, feel and react to their job-related condition.

- To determine whether the working conditions in AVR MANUFACTURERS are good enough.
- To give suggestion for the improvement in the welfare measure of the organization.

NEED FOR THE STUDY

- Employee welfare measures increase the productivity of organization and promote healthy industrial relations thereby maintaining industrial peace.
- Facilities like housing schemes, medical benefits, and education and recreation facilities for workers' families help in raising their standards of living. This makes workers to pay more attention towards work and thus increases their productivity.
- Employers get stable labor force by providing welfare facilities. Workers take active interest in their jobs and work with a feeling of involvement and participation.
- If they provide better physical and mental health to workers and thus promote a healthy work environment.

SCOPE OF THE STUDY

- The study on the welfare measures provides an attempt to know the extent of satisfaction of the workers towards those measures offered by AVR Manufacturers
- The study would provide an idea about the various expectations of the welfare measures offered and suggest the necessary changes to be done.
- The study also helps to get the opinion to the management about the various welfare measures offered to the employees.

Research methodology

Research methodology is a way to systematically solve the research problem. It is the sciences of studying how a research is done.

Research Design

Research design is the arrangement of the conditions for collection and analysis of data in a manner that aims to combine relevance in research purpose with economy in procedure

Descriptive research is designed to describe certain things.

SAMPLING DESIGN

Sampling Method

Units included in the sample are selected according to the convenience of the investigator. Convenience sampling method was adopted for collecting the data from the respondents.

Sampling Size

The population of the study is 334 members. The sample size is 110 and samples are selected on the basis of convenient from every department of the company

METHOD OF DATA COLLECTION

Primary Data

Primary data was collected from the respondents by using the questionnaire.

The following types of questions are used in the questionnaire

- Closed ended questions
- Open ended questions
- Rating questions

Secondary Data

Secondary data was collected from company website, booklets and records of organization

Table- 1 Comfortable work shift Timing of the Respondents

Shift Timings	Frequency	Percent
08.00am-04.00pm	62	56.4
04.00pm-12.00am	34	30.9
12.00am-08.00am	14	12.7
Total	110	100.0

Interpretation

The above table shows that majority of the 56.4% respondents are comfortable with the work Timing of 08.00am-04.00pm, 30.9% respondents are comfortable with the work timing of 04-00pm-12.00am, 12.7% respondents are comfortable with the work timing of 12-00am-08.00am.

Table- 2 Satisfaction level of cleanliness

Cleanliness	Frequency	Percent
Yes	65	59.1
No	45	40.9
Total	110	100.0

Interpretation

The above table shows that majority of the 59.1% respondents are satisfied with Cleanliness, 40.9% respondents are not satisfied with the cleanliness.

Table- 3 Working conditions influences Motivation

Working conditions influences motivation	Frequency	Percent
Yes	64	58.2
No	46	41.8
Total	110	100.0

Interpretation

The above table shows that majority of the 58.2% respondents are agree that working conditions will influences the motivation, 41.8% respondents are not agree with it.

Table 4 Level of agreement about rest intervals

Opinion about Rest intervals	Frequency	Percent
Strongly Agree	19	17.3
Agree	31	28.2
Neutral	20	18.2
Disagree	21	19.1
Strongly Disagree	19	17.3
Total	110	100.0

Interpretation

The above table shows that majority of the 28.2% respondents are agree with the Rest intervals,19.1% respondents are disagree with the rest intervals,18.2% respondents are neutral with the rest intervals,17.3% respondents are strongly agree with the rest intervals,17.3% respondents are strongly disagree with the rest intervals.

Table 5 Workload of the respondents

Workload	Frequency	Percent
Strongly Agree	40	36.4
Agree	34	30.9
Neutral	24	21.8
Disagree	12	10.9
Total	110	100.0

Interpretation

The above table shows that majority of the 36.4% respondents are strongly agree with workload,30.9% respondents are agree with the workload,21.8% respondents are neutral with the workload,10.9% respondents are disagree with the workload.

RESULTS AND DISCUSSION

FINDINGS OF THE STUDY

- Among the respondents, most of the employees (56.4%) have told that they are satisfied with cleanliness
- Among the respondents, 58.2% employees have told that working conditions will influences the motivation.
- In AVR Manufacturers 28.2% respondents are satisfied with rest intervals.
- Most of the respondents are 35.5% satisfied with transport facility and 39.1% respondents are agree with the medical facility.
- 36.4% of respondents are strongly agree that they are having workload
- 33.6% of respondents are agree with parking facility.
- 39.1% of respondents are satisfied with insurance schemes & Allowances.

SUGGESTIONS

The company can increase the transport facility. For maximum utilization of personnel, to reduce wastage in the production and to improve works efficiency in their work, the company should arrange suitable training to the employees. Proper safety measures (emergency way, alarm, first aid, fire extinguisher) should be arranged for all the employees in the organization. During the analysis, I have made to understand that the conditions regarding the canteen need to be improved. The quality of food and hot beverages is not satisfactory in view of the employees. So, the company shall kindly look into the matter and do the needful. Among the respondents, almost all of them have reported that the organization provided First aid facilities and the First Aid boxes are replenished regularly. Most of the respondents are feel that the increment system is not enough so the company should increase the increment system. The employees are agreed that they are having workload. To motivate the employees the company should reduce workload of the employees. The company can increase the drinking water facility at various points of the organization.

CONCLUSION

It was a wonderful experience for me to be a part of AVR Manufacturers Private Limited for around three month and working on a research project for the company was an excellent experience According to Factories act 1948 welfare facilities are compulsory to the organization. Welfare facilities will affect the employee job satisfaction in organization. The workers of the firm are more satisfied comparing to the staffs. Hence more focus should be given in the satisfaction level of the employees in the staffs level. The study on employee's welfare measures AVR Manufacturers Private Limited is carried out with full co-operation of the employees and management. As far as possible with in the given limits the study is completed with the satisfaction of many peoples .Thus employees are the backbone of the organization growth and progress. From the study the researcher conclude that most of the employees of "AVR Manufacturers Private Limited" are satisfied with welfare facilities provided by the organization. By improving further welfare measures the company can keep all the employees in high morale which will create high productivity and profit for the organization.

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