

**LAMBANI'S ARTISANS ATTITUDE TOWARDS WELFARE
MEASURES & JOB SATISFACTION – A CASE OF
SANDUR KUSHAL KALA KENDRA (SKKK), BELLARY
DISTRICT**

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Abstract

The SKKK has helped craftsperson realize their own strength and potential by using their traditional craft capabilities to get hold of their lives without displacing them. The expenses spent by the organization are less in return to the benefits which it receives from the employee's hard work. Welfare facility provided by organization is unique for all the employees. The only difference is that the top level officers receive some additional facility along with routine one. With the help of the study an attempt is made to study the welfare facilities and measure job satisfaction provided to employees. What is the procedure, time required for sanctioning welfare facility and such other basis policies of the organization. The study is based on the information collected from respondent through questionnaire. The data analyzed is presented in the form of table and on the basis of that conclusion are made. In the last, the required suggestions are given. After analyzing the data it is found that the employees are satisfied with the welfare facilities provided to them by the SKKK.

Key words: Job Satisfaction, Welfare measures, SKKK, Perks, and Artisans etc.

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Introduction

The SKKK has helped craftsperson realize their own strength and potential by using their traditional craft capabilities to get hold of their lives without displacing them. The expenses spent by the organization are less in return to the benefits which it receives from the employee's hard work. Welfare facility provided by organization is unique for all the employees. The only difference is that the top level officers receive some additional facility along with routine one. With the help of the study an attempt is made to study the welfare facilities and measure job satisfaction provided to employees. What is the procedure, time required for sanctioning welfare facility and such other basis policies of the organization. The study is based on the information collected from respondent through questionnaire. The data analyzed is presented in the form of table and on the basis of that conclusion are made. In the last, the required suggestions are given. After analyzing the data it is found that the employees are satisfied with the welfare facilities provided to them by the SKKK.

Review of Existing literature:

Keith Davis, "Welfare facilities with Job satisfaction is defined as "Favorableness or unfavorableness with which the employees view their work and results when there is a fit between job characteristic and wants of the employees".

Stephen P. Robbins: Job satisfaction as the "difference between the amount of rewards the workers receive facilities and the amount they believe they should receive".

Further he says, "Job satisfaction is an individual general attitude towards his or her job".

C.B.Mamoria explains: "employee job satisfaction is the collection of tasks and responsibilities regularly assigned to one person while a job is a group of positions, which involves essentially the same duties, responsibility, skill and knowledge".

In Locke words, "Job satisfaction is defined as a pleasurable or positive emotional state resulting from the appraisal of one's job or job experience".

Robert L. Kahn reveals, "Employee Job satisfaction does seem to reduce absence, well facilities, turnover and perhaps accident rates"

Statement of the Problem:

In this era of competitive world the company is providing welfare facilities and job satisfaction to the employees to become more attentive their company and this study has to reveal the satisfaction level of employees with respect to the welfare facilities provided by the company.

Purpose of the study

1. To assess the satisfaction level of the Lambani's Artisans with respect to working conditions and facilities.
2. To measure the satisfaction level of the Lambani's Artisans towards rewards and perks.
3. To analyze the satisfaction level of the Lambani's Artisans towards welfare measures and Job security.
4. To suggest some measures for improving the satisfaction level of the Lambani's Artisans.

Methodology of the study:

The case study method was adopted and where in both the primary data and secondary data were collected from various sources.

- a) **Primary Data:** is collected through. Field Observations, Personal Interaction.
- b) **Secondary Data:** have been collected through Internet, Journals, and Magazines etc.
- c) **Sample Size and Technique:** Numbers of 50 Lambani's Artisans were interacted to study this topic hence the sample size of the study is 50. Simple random sampling technique was adopted for selecting 50 Lambani's Artisans of SKKK who were belonging to 10 Tanda's.
- d) **Tools and Technique:** The tools used for data collection are questionnaire method & personal interview. The questions were definite, concrete & pre-determined. Special care was given for question formulation. Moreover, questions were simple & easy to understand for the respondents

Profile of SKKK: Sandur Kushala Kala Kendra was established in 1984 in Sandur by SMIORE Ltd. for promote & preserve traditional crafts and provide employment to rural women artisans. Every organization goal is to make the profit but the SKKK Society main goal is to promote Lambani art and culture and also to provide a employment to women when this started there were 6 or 7 women's working for society but, there are now 300 women working in 10 Village. The Sandur Kushala Kala Kendra (SKKK) works towards bringing notional and international recognition to traditional and Village crafts. It provides the best infrastructure and marketing support to ensure a consistent demand for these products produced by poor women and trebles. Consistency of quality, innovative designs and working with market expectations are key factors that have contributed to the Sandur project. Professionals involving themselves as facilitators help generated innovative products. This ensures the range is always in damaged. Finally, it is the lives and successes of the crafts persons that matter and not just the craft alone. The SKKK has helped craftsperson realize their own strength and potential by using their traditional craft capabilities to get hold of their lives without displacing them. The women or lambainis of South India said to have descended from wondering tribal. They have had origins in north western India that is Rajasthan and Gujarat.

S.No	Name of the Tanda	No. of Artisans
1	Susheelanagar	80
2	Mariyammanahalli	70
3	Kaddirampura	20
4	Seetharam	30
5	Ananthasyena gudi	20
6	Anekal	20
7	Doopada halli	30
8	Mothikal	20
9	Bandebasapur	20
10	Dungavathi & Beethayan Thanda	20

Source: Records of SKKK

Results and Discussion:

1. Table Showing Age Group Of Respondents

Sl.no	Age group	No of respondents	Percentage%
1	21-30	30	60
2	31-40	10	20
3	41-60	05	10
4	Above -60	05	10
	Total	50	100

Source: Field survey

The above table -1 show that 60% of total respondents belongs age group 21-30 and other respondent's equal 20 % belongs to age group 31-40 and 41-60 is 10%.

2. Table Showing Classification of Respondents Based On Level of Monthly Income

Sl.no	Monthly Income	No of respondents	Percentage%
1	Below- Rs 8000	10	20
2	Rs 8000-Rs 15000	15	30
3	Rs 15000-Rs 25000	20	40
4	Above- Rs 25000	05	10
	Total	50	100

Source: Field survey

From the above table-2, it is inferred that 20% of the respondents are earning less than 8000 rupees, 30% of the Respondents are earning between 8000 and 15000, 40% of the

respondents are earning between 15000-25000 and 10% of the respondents are earning above 25000

3. Table Showing Classification of Respondents Based On Transportation Facility

Sl.no	Transportation facility	No of respondents	Percentage%
1	Satisfied	05	10
2	Highly satisfied	02	04
3	Dissatisfied	18	36
4	Highly dissatisfied	25	50
	Total	50	100

Source: field survey

From the above table-3, it is inferred that 10% of the respondents are satisfied with the working conditions, 04% of the Respondents are highly satisfied with the working conditions, 36% of the respondents have dissatisfied and 50% of the respondents is highly dissatisfied.

4. Table Showing Classification of respondents of satisfied level of medical facilities

Sl.no	Medical facility	No of respondents	Percentage%
1	Yes	40	80
2	No	05	10
3	If no why?	05	10
	Total	50	100

Source: Field survey

From the above table-4, it is inferred that 80% of the respondents are satisfied with the medical facilities, 10% of the respondents have dissatisfied and 10% of the respondents state that some reasons.

5. Table Showing Classification of respondents of satisfied level of working environment

Sl.no	Working environment	No of respondents	Percentage%
1	satisfied	30	60
2	Highly satisfied	10	20
3	Dissatisfied	08	16
4	Highly dissatisfied	02	04
	Total	50	100

Source: Field survey

From the above table-5, it is inferred that 60% of the respondents are satisfied with the working conditions, 20% of the Respondents are highly satisfied with the working conditions, 16% of the respondents have no idea and 04% of the employee is dissatisfied

6. Table Showing Classification of Satisfied Level of Opinion on Welfare Facility

SI.NO	Opinion Welfare Facility	No Of Respondents	Percentage%
1	Excellent	10	20
2	Good	10	20
3	Very good	20	40
4	Average	05	10
5	Poor	05	10
	TOTAL	50	100

Source: Field survey

From the above table-6, it is inferred that 20% of the respondents are excellent with the welfare facility procedure, 20% of the respondents are good with the welfare facility procedure, 40% of the respondents have very much opinion on with the welfare facility, and 10% are poor.

7. Table showing classification of respondent's satisfaction level of safety provision.

Sl.no	Safety provision	No of respondents	Percentage%
1	satisfied	20	40
2	Highly satisfied	15	30
3	Disagree	10	20
4	Strongly disagree	05	10
	Total	50	100

Source: Field survey

From the above table-7, it is inferred that 40% of the respondents are satisfied with the safety provisions, 30% of the respondents are highly satisfied with the safety provisions. . 20% of the respondents are disagree, 10% of the respondents are highly disagree with the safety provisions

8. Table showing classification of respondents of satisfaction of welfare measure in a company:

Sl.no	Welfare measure	No of respondents	Percentage%
1	satisfied	15	30
2	Highly satisfied	20	40
3	Dissatisfied	10	20
4	Highly dissatisfied	05	10
	Total	50	100

Source: Field survey

From the above table-8, it is inferred that 30% of the respondents are satisfied with the welfare measure in a company, 40% of the respondents are highly satisfied with the welfare measure in a company. 20% of the respondents are dissatisfied, 10% of the respondents are highly dissatisfied with the welfare measure in a company

9. Table Showing Classification Of Respondents For Degree Of Mutual Understanding In Your Work Relationships With Your Supervisor.

Sl.no	Mutual understanding	No of respondents	Percentage%
1	intensive	10	20
2	high	30	60
3	low	05	10
4	Very low	05	10
	Total	50	100

From the above table-9, it is inferred that 20% of the respondents are intensive with the relationship with the colleagues, 60% of the respondents are high with the co-workers relationship, 10% of the respondents are having low opinion and 10% of the respondent is very low with the relationship.

Summary of findings and Suggestions:

- The company strongly believes in green and clean environment policies
- 80% of the artisans are satisfied with welfare facilities provided by SKKK.
- Respondents are expecting to reduce prices of canteen food and improve quality of the food also more variety should be there.
- All most 70% of the respondents prefer perks and rewards and feel that they can provide a better welfare facility
- Canteen facilities should be improved
- The organizations need to modify the reward system of the employees and promotions must be given based on merit, performance and skills.
- Company should own their bus and should give employee the free transportation facilities.
- The employees should be given recognition for their hard work and they should be proud being part of the organization

- There should be proper communication and good rapport between various departments.
- Company should provide 24 hours medical facilities with availability of Doctors and ambulance services. In addition to this, cleanliness should be maintained as “Health is Wealth”.
- To provide free Education facility for their children
- Self improvement methodology should be introduced to motivate the artisans.

Conclusion:

The organizations lack the relationship between workers and supervisors, it should be given due consideration. The organizations also lack on certain factors such as working conditions, Canteen, rest room facilities, and. Employee’s welfare measures and Job security should be given utmost importance, so that the employee’s turnover may be restricted. Therefore, The SKKK need to modify the reward system of the Lambani artisans and promotions must be given based on merit, educational qualification and experience, and if these factors are given little more care, the company can maintain good workers with high level of satisfaction, organizational commitment and involvement. This will in turn lead to effectiveness and efficiency in their work which leads to increased productivity.

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Sanjay Srivastava, Teena Baqqa (June 2014) "Prabandhan: Indian Journal of Management" page no. 21-46 (ISSN no. 0975-2854)