

A STUDY ON EMPLOYEE WELFARE IN LENOVO PRIVATE LIMITED PUDUCHERRY

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ABSTRACT

Employee welfare includes various facilities, services and amenities provided to workers for improving their healthy, efficiency, economic betterment and social status.

Welfare measures are in addition to regular wages and other economic benefits available to workers due to legal provision and collective bargaining. The purpose of labor welfare is to bring about the development of the whole personality of the workers to make a better workforce. The very logic behind providing welfare schemes it to create efficient, healthy, loyal and satisfied labor force for the organization. The purpose of providing such facilities is to make their work .

Since the employee have good opinion about their jobs. In order to maintain the same level in the future , the company can give suitable training to workers to improve the employee welfare . Life better and also to raise their standard of living.

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INTRODUCTION

The ILO (International Labour Organization) defined “Welfare as a term which is understood to include such services and amenities as may be established in or the vicinity of undertaking to perform their work in healthy, congenial surrounding and to provide them with amenities conducive to good health and high morale.”

IMPORTANCE OF STUDY .

- It enable employees to have a richer and more satisfying life.
- It help to boost up employee morale.
- To promote employees welfare measures like recreating facilities.
- To helps to improve the goodwill and public image of company.

SCOPE OF THE STUDY

- The study on employee welfare measures by LENOVO pvt ltd, Puducherry has thrown light to the welfare measures of employee who marks in the organization.
- This study will help the management to improve their employee welfare measures in favorable for employee of LENOVO Pvt ltd, Puducherry.
- The study covers the whole organization is taken into consideration and the survey is conducted among the sample employee through the questionnaire.

OBJECTIVE OF THE STUDY

- To study the employee welfare measure provide by Lenovo India Private limited, Puducherry
- To evaluate how the welfare measure helps in improving productivity of employee.
- To study the level of satisfaction of the employee towards welfare facilities.
- To provide valuable suggestion based on findings for further improvement in the welfare facility provided by the management.

LIMITATION OF THE STUDY

- The information is collected from 100 employees only and the study is limited to Lenovo pvt ltd, Puducherry.

- Information received from the respondents neither may not be accurate. So the received information will not give a true and fair view of the actual position.
- Due to time constraint , the research work has been undertaken within the stipulated time of 2 weeks.

RESEARCH METHODOLOGY

Research is an art of scientific investigation. The advance on “ A Careful investigation or inquiry especially through search for new fact in any branched and of knowledge reedmen and money define research as systematic efforts to again knowledge”

RESEARCH DESIGN

A research design is purely and simply the frame work or plan for a study that guides the collection and analysis of data. Generally a research design is a blue print of the research that is to be followed in completing the study.

SAMPLE SIZE

The sample size used in this project is 100 respondents namely the employee in **LENOVO PRIVATE LIMITED**, Puducherry.

STATISTICAL TOOLS USED

Statistical tools like tabulation, graphic representation and percentage analysis are used in the computation of data.

TEST

- Chi-square
- Correlation Co-efficient

REVIEW OF LITERATURE

V.V. Giri National Labour institute (1999-2000) a fully funded autonomous body of the ministry of labour , it was conducted action- oriented research and provides training to grass

root level workers in trade union movement , both in the urban and rural areas and also to officers dealing with industrial relations, personal management, labour welfare , ect.

A study done by **P.R China** in 2003, Great expectations are being placed on firms to act with increasing social responsibility, which is adding a new dimension to the role of management and the vision of companies. They can create intangible assets that help companies overcome entry barriers , facilitate globalization , and out complete local rivals .they are simple contribution, topic contribution , collaboration with non- profit organisation or government organisation , and establishment of corporation charity fund. Future research on corporate citizenship would be strengthened in philanthropic strategy and management.

ANALYSIS AND INTERPRETATION

TABLE - 1

Shift wise classification of respondents.

SL.NO	Particular	No of respondents	Percentage
1.	Comfortable	80	80
2.	Neutral	19	19
3.	Uncomfortable	1	1
	Total	100	100

Sources : primary data

From the above table clear that 80% of the respondents are comfortable , 19% of respondents are neutral, and 1 % of the respondents are uncomfortable with the shift.

FIGURE – 1

Shift wise classification of respondents.

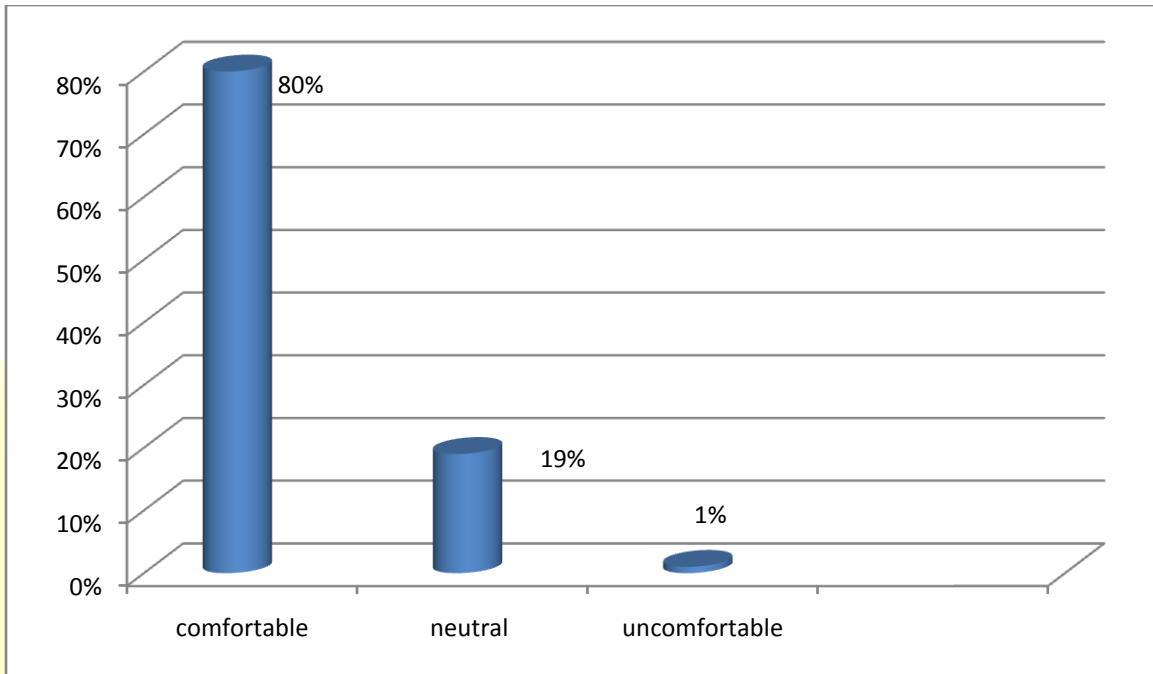


TABLE - 2
Opinion of the respondents about employee counseling

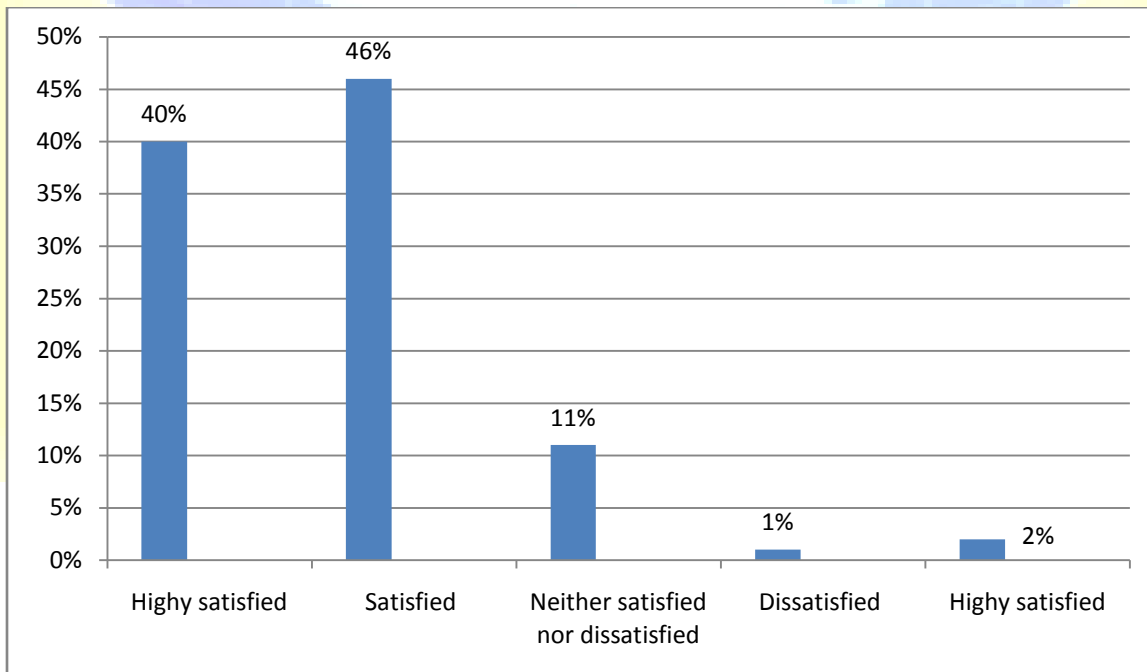
SI.NO	Particulars	No of respondent	Percentage
1.	Highly satisfied	40	40
2.	satisfied	46	46
3.	Neither satisfied nor dissatisfied	11	11
4.	Dissatisfied	1	1

5.	Highly dissatisfied	2	2
	Total	100	100

Sources : primary data

From the above table clear that 40% the respondents are highly satisfied; 46% of respondents are satisfied; 11% of the respondents are neither satisfied nor dissatisfied , 1% respondent dissatisfied and only 2% of the respondents are highly dissatisfied with the employee counseling provided by the organization.

FIGURE – 2
Opinion of the respondents about employee counseling



FINDINGS

- 73% of the respondents were satisfied with the shift system

- 57% of the respondents were highly satisfied with the salary/ compensation.
- 63% of the respondents were satisfied with the drinking water facilities
- 65% of the respondents were satisfied with canteen facilities
- 65% of the respondents were satisfied with the medical facilities provided by the company

SUGGESTION

- The company should concentrate more on employee welfare facilities
- The organization should create a desire to work in the minds of the employees through proper welfare measures.
- The company can take further steps to improve the transport facilities. So that the employees will get full benefits.
- Company must take measure to improve rest room facilities
- The company must provide better safety measures and job security.

CONCLUSION

Good management of human resource yields good result to the company . Good management providing a conducive working environment. An employee supported with the job must be provided welfare activity. Employee welfare will show higher productivity . This comprehension study ensures to find the level of employee welfare facilities and among the employee of Lenovo India private limited all the works feels that the Industrial Employee welfare followed in the company was autism.

Since the employee have good opinion about their jobs. In order to maintain the same level in the future , the company can give suitable training to workers to improve the employee welfare.

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QUESTIONNAIRE

Note : please tick mark () the option you feel is most appropriate as per following HS – highly satisfied, S – satisfied , N – neutral , NSN – neither satisfied , DS – dissatisfied , HNS - highly dissatisfied.

S.NO	Particular	HS	S	N	NSD	DS	HDS
1	Work environment						
2	Salary compensation						
3	Drinking water						
4	Medical facilities						
5	Employee facilities.						
6	Safety measure						