

**A STUDY OF EMPLOYEE WELFARE FACILITIES AT  
MAHATMA PHULEMAGASVARGIYA SAHAKARI SOOT  
GIRANI LTD. PETH VADGAON**

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**Abstract**

The present study is an attempt to identify welfare facilities and employee's satisfaction level about welfare facilities adopted at Mahatma Phule Magasvargiya Sahakari Soot Girani Ltd. Peth Vadgaon. To achieve the aforesaid objective data has been gathered from 100 employees of the organization with random sampling technique. It is found that most of the respondents are aware about the legislative and non - legislative employee welfare facilities provided at the Company, welfare facilities like medical, canteen, working environment, safety measures etc., are provided by the company. And most of the employees are satisfied with the welfare facilities adopted by the company towards the employee's welfare. This study puts light on the awareness of employers about importance of welfare facilities provided to workers. Today's employers understand importance of providing welfare facilities to workers to increase the morale and productivity.

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**Keywords:**

Employee welfare;  
Safety and security;  
Satisfaction.

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## **1. Introduction**

Employee welfare facilities in the organization affect on the behavior of the employees as well as on the productivity of the organization. While getting work done through employees the management must provide required good facilities to all employees. The management should provide required good facilities to all employees in such way that employees become satisfied and they work harder and more efficiently and more effectively. Welfare is a broad concept referring to a state of living of an individual or a group, in a desirable relationship with the total environment – ecological economic and social. It aims at social development by such means as social legislation, social reform social service, social work, social action. The object of economics welfare is to promote economic production and productivity and through development by increasing equitable distribution. Labor welfare is an area of social welfare conceptually and operationally. It covers a broad field and connotes a state of well being, happiness, satisfaction, conservation and development of human resources and also helps for motivation of employee. The basic propose of employee welfare is to enrich the life of employees and to keep them happy and conducted. Welfare measures may be both Statutory and Non statutory laws require the employer to extend certain benefits to employees in addition to wages or salaries.

### **Need for the study**

Welfare benefits are a necessity in every organization today. Employees have to be kept motivated at all times through various measure and activities. This strengthens their sense of belongingness and responsibility towards the company. In this background study is selected to know the welfare benefits provided at Mahatma Phule Magasvargiya Sahakari Soot Girani Ltd. Peth Vadgaon.

### **Objectives of the Study:**

- i. To study about various Welfare Facilities provided at the Company.
- ii. To understand the various employee welfare measures adopted at Mahatma Phule Magasvargiya Sahakari Soot Girani Ltd. Peth Vadgaon.
- iii. To find out the levels of satisfaction among employees with respective to various welfare measures.

- iv. To understand the extent of awareness among employees with various statutory and non-statutory welfare measure.
- v. To suggest remedial measures if any, to improve the employee welfare at Mahatma Phule Magasvargiya Sahakari Soot Girani Ltd. Peth Vadgaon.

**Scope of the study:**

The present study is restricted to Mahatma Phule Magasvargiya Sahakari Soot Girani Ltd. Peth Vadgaon and data is analyzed based on the information provided by employees.

**Conceptual Framework:**

Labor welfare includes various facilities, services and amenities provided to workers for improving their health, efficiency, economic betterment and social status. Welfare measures are in addition to regular wages and other economic benefits available to workers due to legal provisions 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 is to create efficient, healthy, loyal and satisfied labor force for the organization. The purpose of providing such facilities is to make their work life better and also to raise their standard of living.

The Committee of Experts on Welfare Facilities for Industrial Workers set up by the ILO in 1963 divided welfare services into two groups

**Intramural:** Welfare amenities within the precincts of the establishment (intramural) such as latrines and urinals; washing and bathing facilities; crèches, rest shelters and canteens, arrangements for drinking water, arrangements for prevention of fatigue, health services including occupation safety, administrative arrangements to look after uniform and protective clothing and shift allowances.

**Extramural:** Welfare amenities outside the establishment such as maternity benefits, social insurance measures including gratuity, pension, provident fund and rehabilitation, benevolent funds; medical facilities including programmes for physical fitness and efficiency; family

planning and child welfare; education facilities including adult education; housing facilities; recreational facilities including sports, cultural activities, library and reading room, holiday homes and leave travel facilities; workers cooperative stores, fair price shops and cooperative thrift and credit societies; vocational training for dependants of workers; welfare programmes for welfare of women, youth and children; and transport to and from the place of work.

### **Importance of Labour Welfare:**

The basic objective of labour welfare is to enable workers to live a richer and more satisfactory life. Labour welfare is in the interest of the labour, the employer and the society as a whole. The main benefits of the employee welfare services have been discussed hereunder.

**Benefits to the Workers:** The usefulness of welfare need not be overemphasized. For instance ,the provision of welfare measures such as good housing, canteens medical facilities etc, makes the workers realize that they have some stake in the undertaking in which they are employed and so they think thrice before taking any reckless action, which might prejudice the interest of the undertaking.

**Benefits to employers:** The provision of welfare facilities is not only beneficial to workers but also to employers in several ways. For instance, the provision of welfare facilities helps in increasing the employee productivity by improving their physical and psychological health. Besides this, it helps in improving the goodwill and public image of the enterprise. It also helps in improving good industrial relations and industrial peace

**Benefits to the Society Labour / Employee:** welfare is also in the interest of larger society because the health, efficiency, and happiness of each individual represent the general well-being of all. Well-housed, well-fed and well-looked after labour is not only an asset to the employer but also serves to raise the standards of industry.

## **2. Research Method**

The Descriptive and systematic method is used to show and to understand importance of labour welfare facilities.

**Research Methodology:**

Following methodology has been adopted for present study.

**Type of Research:** Type of research is descriptive. Inferential approach is used for study.

**Data Required:** To suffice with the set objectives for study data needed is; Demographic data of employees, information to determine awareness about labour welfare facilities.

Data related to earlier research work done in respect of labour welfare facilities, Conceptual information regarding labour welfare facilities etc.

**Data sources:** the required data has been collected using following sources,

**a. Primary Data source:**

Researcher has collected Primary Data from employees working at Mahatma Phule Magasvargiya Sahakari Soot Girani Ltd. Peth Vadgaon.

**b. Secondary Data source:**

Secondary Data has been collected from magazines, journals, books and websites.

**Research Instrument:**

Structured schedule is used for collecting information from employees.

**Sampling:**

**Sample Unit:** Employee working at Mahatma Phule Magasvargiya Sahakari Soot Girani Ltd. Peth Vadgaon.

**Sample Size:** 100 employees are selected randomly for collecting data through questionnaire.

**3. Results and Analysis**

Data Analysis:

Table-1: Table showing the awareness towards the statutory and non-statutory employee welfare facilities provided at Company.

Particulars	No. of Respondents	Percentage
Yes	75	75
No	25	25
Total	100	100

Source: Primary Data

Interpretation: The table-1 states that 75% of the respondents are aware and 25% of the respondents are unaware of the statutory and non-statutory employee welfare facilities. It can be inferred that most of the respondents are aware of the employee welfare facilities provided at the company.

Table-2: Table showing opinion about the Medical and First aid facilities provided by the Company

Particulars	No. of Respondents	Percentage
Excellent	6	6
Very good	16	16
Good	17	17
Satisfactory	44	44
Poor	17	17
Total	100	100

Source: Primary Data

Interpretation: From the table-2 it can be observed that 44% of respondents feel that the medical and First aid facilities are satisfactory, while 17% of respondents feel medical and First aid facilities are good and another 17% of the respondents convey as good, 16% of the respondents feel medical and first aid facilities are very good and 6% of respondents think medical and first aid facilities are excellent. It can be inferred that medical and first aid facilities such as mini clinic, free medical checkup, free first – aid availability pills, tonic and tablets are good.

Table-3: Table showing the Canteen facilities provided by the Company

Particulars	No. of Respondents	Percentage
Excellent	8	8

Very good	21	21
Good	43	43
Satisfactory	26	26
Poor	2	2
Total	100	100

Source: Primary Data

Interpretation: From the table-3 it can be observed that 43% of the respondents say that the canteen facilities are good, 26% of respondents think canteen facilities are satisfactory, 21% say canteen facilities are very good whereas 8% say excellent and 2% of respondents say canteen facilities are poor.

Table-4: Table showing the Transport and Parking facilities provided by the Company

Particulars	No. of Respondents	Percentage
Excellent	4	4
Very good	16	16
Good	50	50
Satisfactory	25	25
Poor	5	5
Total	100	100

Source: Primary Data

Interpretation: From the table-4 it can be observed that 50% of the respondents say that the Transport and parking facilities are good, while 5% of them think Transport and parking facilities is satisfactory and the respondents say poor, whereas 16% of the respondents convey that the Transport and parking facilities are very good and 4% say parking facilities are excellent. It can be inferred that employee's opinion on parking facility of the company ranges from good to satisfactory. Very few workers said that transport and parking facilities are poor.

Table-5: Table showing the Uniform and Safety shoes provided by the Company

Particulars	No. of Respondents	Percentage
Excellent	4	4

Very good	17	17
Good	17	17
Satisfactory	44	44
Poor	18	18
Total	100	100

Source: Primary Data

Interpretation: From the table-5 it can be observed that 44% of the respondents say that the Uniform and safety shoe are satisfactory, while 18% of the respondents say uniform and safety shoes are poor, whereas 17% think Uniform and safety shoes are very good and another 17% of the respondents say good and 4% think Uniform and safety shoes are excellent. It can be inferred that uniform and safety shoes provided by the company to the employees are satisfactory.

Table-6: Table showing the Rest rooms/ wash rooms/Recreational facilities provided by the Company

Particulars	No. of Respondents	Percentage
Excellent	2	2
Very good	10	10
Good	16	16
Satisfactory	21	21
Poor	51	51
Total	100	100

Source: Primary Data

Interpretation: From the table-6 it can observe that 51% of the respondents feel that the rest rooms/ wash rooms are poor, while 21% think rest rooms are satisfactory whereas 16% of the respondents feel good about rest rooms, 10% convey rest rooms are very good and 2% say rest rooms are excellent. It can be inferred that respondents feel Rest rooms/ wash rooms/Recreational facilities provided by the company are poor.

Table-7: Table showing the Commitment of the organization in promoting employee welfare facilities

Particulars	No. of Respondents	Percentage
Strongly agree	6	6
Agree	20	20
Neutral	35	35
Disagree	30	30
Strongly disagree	9	9
Total	100	100

Source: Primary Data

Interpretation: The table-7 depicts that 35% of the respondents are indecisive about the commitment of the company in promoting employee welfare facilities, 30% of respondents disagree with the statement that organization is committed in promoting employee welfare facilities, 20% of respondents agree towards welfare facilities and 9% of the respondents disagree that the company's commitment in employee welfare facilities and 6% of the respondents strongly agree that the company's commitment towards employee welfare facilities. It can be inferred that the opinion of the respondents is moderate regarding the commitment of the organization in the promotion of employee welfare facilities.

Table-8: Table showing the Employee welfare facilities implemented helps to increase Motivation and Productivity

Particulars	No. of Respondents	Percentage
Strongly agree	12	12
Agree	44	44
Neutral	31	31
Disagree	9	9
Strongly disagree	4	4
Total	100	100

Source: Primary Data

Interpretation: From the table-8 it can be observed that 44% of the respondents agree that the welfare facilities helps to increase motivation and Productivity, 31% are Neutral, whereas 12% of the respondents strongly agree that the welfare facilities motivates them and helps to increases the productivity, 9% of the respondents disagree and 4% strongly disagree with the welfare

facilities helping in motivation of the employees and productivity of the company. It can be inferred that respondents are of the opinion that the welfare facilities leading to the motivation ranges from agree to moderate. And it helps to increase the productivity.

Table-9: Table showing the Employee counseling provided by the company

Particulars	No. of Respondents	Percentage
Highly Satisfied	2	2
Satisfied	19	19
Neutral	45	45
Dissatisfied	26	26
Highly Dissatisfied	8	8
Total	100	100

Source: Primary Data

Interpretation: From the table-9 it can observe that 45% of the respondents are Neutral about the employee counseling, while 26% are dissatisfied about the counseling and 19% of the respondents are satisfied whereas 8% of the respondents are highly dissatisfied 2% of the respondents are highly satisfied with employee counseling. It can be inferred that respondents have moderate opinion about the employee counseling of the company.

Table-10: Table showing them Provision of sufficient good drinking water in the work area

Particulars	No. of Respondents	Percentage
Yes	84	84
No	16	16
Total	100	100

Source: Primary Data

Interpretation: From the table-10 it can observe that 84% of the respondents agree that the company provides sufficient drinking water and 16% do not agree towards company providing sufficient drinking water. It can be inferred that the company provides sufficient drinking water to its employees.

Table-11: Table showing the Working conditions of the Company with respect to Ventilation, Lighting, Temperature, Seating arrangement, Spacing of machinery and Cleanliness inside working premises

Particulars	No. of Respondents	Percentage
Excellent	10	10
Very good	20	20
Good	50	50
Satisfactory	12	12
Poor	8	8
Total	100	100

Source: Primary Data

Interpretation: From the table-11 it can be observed that 50% of the respondents say that the working conditions are good, while 20% think working conditions are very good, whereas 12% feel Satisfactory about the working conditions, 8% feel poor and 10% think excellent about the working conditions respectively.

Table-12: Table showing Provision of safety equipment (glasses, masks, helmets, shoes etc) to the employees during work

Particulars	No. of Respondents	Percentage
Yes	65	65
No	35	35
Total	100	100

Source: Primary Data

Interpretation: From the table-12 it can observe that 65% of the respondents feel they are provided with the safety equipment during work, while 35% do not feel that the safety equipment are provided. It can be inferred that the company provides safety equipment to its employees during work.

Table-13: Table showing Safety facilities and standards adopted in company ensuring adequate safety to employees and thus preventing the accident.

Particulars	No. of Respondents	Percentage
Strongly agree	9	9
Agree	33	33
Neutral	45	45
Disagree	12	12
Strongly disagree	1	1
Total	100	100

Source: Primary Data

Interpretation: From the table-13 it can observe that 45% of the respondents are indecisive about the safety facilities, 33% of them agree with the adoption of safety facilities whereas 12% of the respondents disagree, whereas 9% of the respondents strongly agree and 1% of respondents strongly disagree about safety facilities and standard adopted by the Company. From the above analysis it can be said that the opinion of the respondents is moderate about the safety facilities of the company.

Table-14: Table showing the attitude of the employees towards welfare facilities adopted by the organization.

Particulars	No. of Respondents	Percentage
Excellent	10	10
Very good	20	20
Good	50	50
Satisfactory	12	12
Poor	8	8
Total	100	100

Source: Primary Data

Interpretation: From the table-14 it can be observed that 50% of the respondents feel that the overall welfare facilities provided by the organization are good, 20% of respondents think very good about the overall satisfaction level about the welfare facilities, 10% feel excellent, 12% of

them feel satisfied, whereas 8% say they have poor satisfaction towards facilities, it can be inferred that the opinion of the respondents regarding the overall welfare facilities are good.

**Findings of the study:**

- i. Majority of the respondents are aware about the statutory and non statutory Employee Welfare Facilities provided at the Company.
- ii. Medical and First aid facilities provided by the Company are poor due to improper maintenance of medicines and first-aid facilities and very less number of physicians.
- iii. Canteen facilities are good because the cleanliness maintained, proper storage of raw materials, food served is nutritious quality and quantity of food served is very good.
- iv. Majority of the respondents feels Transport and Parking facilities are good.
- v. Rating of the Uniform and Safety shoes provided by the company are satisfactory.
- vi. Rest room facilities, maintenance and Recreational facilities are poor due to poor maintenance of cleanliness, less number of toilets, lack of provision of hot water facilities, sanitizers and tissues.
- vii. The commitment of the company in Employee Welfare promotion is average.
- viii. Respondents convey that the provision of Employee Welfare Facilities helps in motivation and productivity which brings belongingness to the Company, boosts employee morale and also provides job satisfaction.
- ix. There is provision of sufficient drinking water to the workers and the water is easily accessible. The water provided is potable and water filters are situated inside the working premises and production areas.
- x. Ventilation, lighting, temperature, seating arrangement, and cleanliness inside the working area or the production area are satisfactory and good. There more number of windows and exhaust fans to keep the environment fresh, bright, cool and temperate.
- xi. Company provides safety equipments (glasses, masks, helmets, shoes etc) to the employees during work to provide protection against minor accidents.
- xii. Safety facilities standards adopted in company ensures adequate safety to the employees and prevents accident.

xiii. Overall satisfaction level of respondents is good as the company provides majority of the primary welfare facilities to its employees.

#### **Suggestions:**

- i. Recreation facilities should be provided to the workers to boost their morale and bring little diversion from their continuous routine work and to retard stress of the workers.
- ii. Complete Medical facilities should be given so as to minimize the absenteeism and to keep the employees more immunized and fit enough.
- iii. Company should be more committed to promote welfare facilities as it creates more productivity which in turn benefits the company.
- iv. Annual health checkup, employee counseling, various health camps, hospitalization facilities should be much more improved by conducting the health camps at least once in a month.
- v. The number of medical practitioners or physicians should be increased.

#### **4. Conclusion**

Labor welfare covers an ample field and connotes a state of well being, happiness, satisfaction, protection and enlargement of human resources and also helps to motivation of worker. The fundamental purpose of labor welfare is to enrich the life of employees and to keep them joyful and conducted that helps to development of organization. As per the study it is observed that Mahatma Phule Magasvargiya Sahakari Soot Girani Ltd. Peth Vadgaon has provided various facilities to the employees and also follow the rules and regulation of state and Indian Government. The management required to provide good facilities to all workers in such way that workers become satisfied about labour welfare facilities. It increases productivity as well as quality and quantity. Therefore there is necessity of making some provision for improving the welfare facility through that employees will become happy, employees performance level will increase. It leads to improve favorable effects of profitability and products of the organization. At last it can be concluded that the employee welfare facilities provided by the company to employees are satisfactory and it is commendable, but still scope is there for further improvement, so that efficiency, effectiveness and productivity can be enhanced to accomplish the organizational goals.

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