

# A STUDY ON EMPLOYEE WELFARE MEASURE

<sup>1</sup>THIRUVENKATRAJ T.R., <sup>2</sup>TAMILSELVAN. B

<sup>1</sup>Assistant Professor, <sup>2</sup>PG Scholar  
Department of Management Studies,  
Bharath Niketan Engg. College, Affiliated to Anna University)

**ABSTRACT:** Employee Welfare as “the efforts to make life worth living for workmen”. The term labour welfare, Employee Welfare and workers welfare are used interchangeable to denote various services provided by the employers to the employees in addition to wages. Welfare includes provision of various facilities and amenities in and around the work-place for the better life of the employees. Employee welfare includes both statutory as well as non-statutory activities. Employee is a back bone of every organization, without employee no work can be done. So employee’s satisfaction is very important. Employees will be more satisfied if they get what they expected, job satisfaction relates to inner feelings of workers. the main aim of this study is to analyze the welfare system of coal mines employees. Personal interviews and asking related questions have been used in this study to measure the Employee Welfare.

**Keywords:** Employee, Organization, Welfare.

## INTRODUCTION

Employee Welfare is a term including various services, benefits and facilities offered to employees by the employers. The welfare measures need not be monetary but in any kind/forms. This includes items such allowances, housing, transportation, medical insurance and food. Employee Welfare also 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. Through such generous benefits the employer makes life worth living for employees.

Employee Welfare defines as “efforts to make life worth living for workmen”. “Employee Welfare is a comprehensive term including various services, benefits and facilities offered to employees & by the employers. Through such generous fringe benefits the employer makes life worth living for employees. “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.

## Definition

The oxford dictionary defined Welfare measure as efforts to make life worth living for worker. According to Encyclopedia of social sciences “The voluntary efforts of the employers to establish, within the existing industrial system, working and sometimes living and cultural conditions of the employees beyond what is required by law, the customs of the industry and the conditions of the market”.

## Features of Welfare Measures

- Employee Welfare is a comprehensive term including various services, facilities and amenities provided to employees for their betterment.
- Welfare measures are in addition to regular wages and other economic benefits available to employees under legal provisions and collective bargaining.
- The basic purpose of Employee Welfare is to improve the lot of the working class and thereby make a worker a good employee and a happy citizen.
- Welfare measures may be both voluntary and statutory

## Importance of Employee Welfare

As a business, you have to provide various benefits to ensure your Employee Welfare. While this may increase your business expense and negatively affect your bottom line, looking after your employees will benefit you in other ways.

## 1.Compliance

We are required by law to provide certain benefits for the welfare of our employees. We may have to match the social security norms our employees pay and obtain a worker's compensation insurance policy. If we terminate an employee, he may have to fund to extend his health insurance.

## 2 Hiring and Retention

The benefits an employee receives in welfare are often a significance reason why he decides to accept a job offer. As such, providing employee benefits allow us to compete with other businesses to recruit and retain quality employees. If offer better benefits, goods employees may choose to go these.

## 3 Employees Motivation

We always provide a plan that's good for Employees' Welfare; we show them feel welcome and happy in your organization, motivation them to work harder. Due to our health plan has always has wellness coverage and preventative care, our employees are more likely to stay healthy, cutting down on absenteeism and sick days.

## 4 Employees' well-being

We have had a large base of employees working under stressful conditions or living away from family, so we look at fostering personal happiness and professional growth, we believe in employees pays dividends in terms of higher productivity and greater loyalty

## 5 Company image

Last but not the feast, we provide a good Employee Welfare plan that reflects well on our business, building a good company image. Sometimes, it even earns ours organization some press coverage, giving you free publicity to improve awareness among potential customers. Thus, this is how we boost your sales and increase your profit.

### Types of Welfare Measures

#### 1. Statutory Welfare Schemes

- The statutory welfare schemes include the following provision
- Drinking Water: at all the working places safe hygienic drinking water should be provided.
- First appliances: First 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.
- Canteen facilities: cafeteria or canteens are to be providing hygienic and nutritious food to the employees.
- Changing rooms: adequate changing rooms are to be provided for workers to change their cloth in the factory area and office premises. Adequate lockers are also provided to the workers to keep their clothes and belongings.
- Rest rooms: adequate numbers of rest rooms are provided to the workers with provisions of water supply, wash basins, toilets, bathrooms, etc.

#### 2 Non Statutory Schemes

- Many non statutory welfare schemes may include the following schemes:
- Personal health care (Regular medical check-up): some of the companies provide the facility for extensive health check-up.
- Flexi-time: the main objective of the flexitime 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.
- Employee assistance programs: various assistant programs are arranged like external counseling service so that employees or members of their immediate family can get counseling on various matters.

### Benefits of Employee Welfare

- They provide better physical and mental to workers and thus promote a healthy work environment.
- Facilities like housing schemes, medical benefits, and education and recreation facilities for worker's families help in raising their standards of living. This makes workers to pay more attention towards work and thus increase their productivity.
- Employees get stable labour force by providing welfare facilities. Workers take active interest in their jobs and work with a feeling of involvement and participation.

### OBJECTIVES OF THE STUDY

- 1 To study the Existing Welfare facilities provided to the employees.
- 2 To know the Employees opinion about the present welfare facilities.
- 3 To know the working condition of the company.

4 To know the Effectiveness of Welfare measures.

## SCOPE OF THE STUDY

The present study has been undertaken to study and find out effectiveness of Employee Welfare measures. To find out the practical difficulties involved in welfare measures that can be evaluated through this study. The study can be used to bring out the solution for the problem faced by the employees availing the welfare measures.

## LIMITATIONS OF EMPLOYEE WELFARE

1. The data was collected during the work hours employee were busy in their routine work so they were less responsive.
2. Accurate information is not received by as from the company.
3. Inadequacy of time.

## REVIEW OF LITERATURE

Welfare is comfortable living and working conditions. People are the most important asset of an organization, and the accounting profession has to assess and record the value and cost of people of an organization. Once this is accepted, the need for measuring the value for recording it in the books of accounts arises. The value of human assets can be increased substantially by making investment in their training and welfare activities in the same way as the value of repairs/overhauling, etc.

## RESEARCH METHODOLOGY

“The research for knowledge through objective and systematic method of finding solution to a problem in search”.

The research methodology is scientific and systematic for pertinent information on specific topic. It is a careful investigation or inquiry especially through search for new facts in any branch of knowledge. This study is taken as a part of educational curriculum. Research is a systematized effort to gain knowledge and hence, it help to practical in study various step that are generated adopted by a research in studying his research in studying his research problem along with the logic behind them.

### Meaning of research

Research is defined as “a scientific and systematic search for pertinent information on a specific topic”. Research is an art of scientific investigation; research is a systemized effort to gain new knowledge. It is a careful inquiry especially through search for new knowledge.

### Research design

A research design is the arrangement of condition for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. Regarding this project, descriptive research design concern with describing the perception of each individual or narrating facts on welfare measures and diagnostic design helps in determine the frequency with which something occurs or its associated with something else these two research design help in understand the characteristic in a given situation.

Think systematically about aspects in given situation, offer idea for probe and research help to make certain simple decision. The type of research is descriptive in nature; since an attempt was made to find out inter relationship between variables.

### Source of data

Data is collected from both primary and secondary sources.

#### 1. Primary data

Primary data are collected through a structured questionnaire has been prepared given to the respondents by the research.

#### 2. Secondary data

Secondary data are collected from the published data available within the company and also from the internet and intranet.

### Sample universe

Sample universe means total number of sampling unit is 300.

### Sample size

Sample size means the number of sampling units selected from the organization for investigation. The total sample size that is taken for this study is 100.

### Sampling unit

The design adopted for this study is descriptive research design. This design was chosen as it hence choose accurately the characteristics of a particular system helped to study the availability of the system as well as the constant that might restricts as effectiveness.

**Sampling method**

A sampling technique in which a sample is selected on the basis of convenience.

**Research instrument**

Structured questionnaire is used here as the instrument to collect the data, both open ended questions were used to possible.

Tools for analysis

1. Percentage analysis method
2. Weighted average method
3. Chi – square test

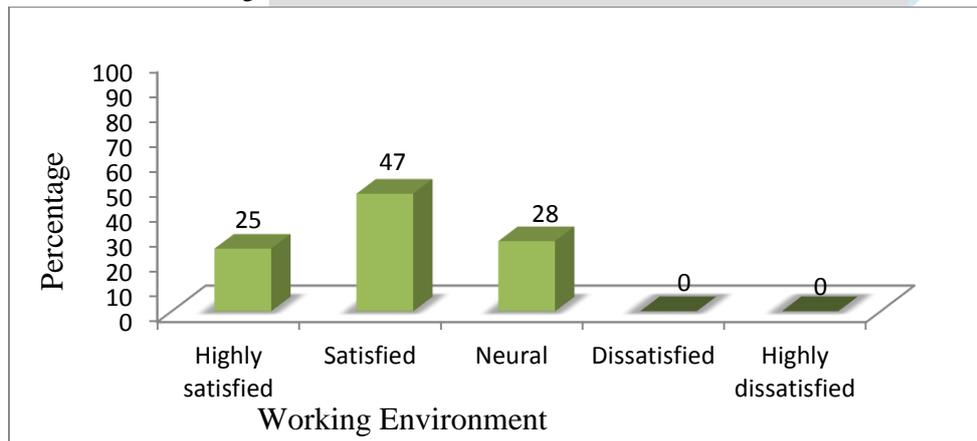
**DATA ANALYSIS AND INTERPRETATION**

**Working environment of the organization**

S. No	particular	No of respondents	Percentage
1.	Highly satisfied	25	25%
2.	Satisfied	47	47%
3.	Neutral	28	28%
4.	Dissatisfied	0	0%
5	Highly dissatisfied	0	0%
	Total	100	100%

**Inference:**

From the above table, there are 25% of respondents are highly satisfied, 47% of respondents are satisfied, 28% of respondents are neutral, no respondents are dissatisfied, no respondents are highly dissatisfied about the working environment of the organization.



**Weighted average method**

S.No	Employee welfare	W=5	W=4	W=3	W=2	W=1	Total	Average	Rank
1	First aid box	26	39	32	3	0	388	25.87	5
2	Medical facilities	32	37	31	0	0	401	26.73	3

3	Rest room	23	40	34	3	0	396	26.4	4
4	Canteen services	49	40	11	0	0	438	29.2	1
5	Drinking water facilities	34	42	24	0	0	410	27.33	2

Result of weighted average method:

Factors	Average	Rank
Canteen services	29.2	1
Drinking water facilities	27.33	2
Medical facilities	26.73	3
Rest room	26.4	4
First aid box	25.87	5

### CHI SQUARE TEST

**H<sub>0</sub> : Null Hypothesis:** There is no significant relationship between work experience and Working environment of the organization.

**H<sub>1</sub> : Alternative Hypothesis:** There is a significant relationship between work experience and Working environment of the organization

"0" OBSERVED	"E" R <sub>tot</sub> * C <sub>tot</sub> Grant Total	(O-E)	(O-E) <sup>2</sup>	(O-E) <sup>2</sup> /E
5	8.04	-3.64	13.2496	2.6499
5	6.24	-1.24	1.5376	0.3075
6	5.75	0.24	0.0576	0.0096
8	3.36	4.64	-21.5296	2.6912
15	16.56	1.56	2.4336	0.16224
14	11.96	2.04	4.1616	0.2972
12	11.04	0.96	0.9216	0.0768
5	6.44	-1.44	2.0736	0.41472
12	7.92	4.08	16.0464	1.3872
6	5.27	0.28	0.0784	0.0130
3	5.28	-2.28	5.1984	1.7328
1	3.08	-2.08	4.3264	4.3264
2	2.16	-0.16	0.0256	0.0128
1	1.56	-0.56	0.3136	0.3136
3	1.44	1.56	2.4336	0.8112
0	0.84	-0.84	0.7056	0
2	0.76	1.28	1.6384	0.8192
0	1.56	-1.56	2.4336	0
0	0.48	-0.48	0.2304	0
0	0.28	-0.28	0.7541	0

**CALCULATED VALUE = 16.0253**

$$\begin{aligned} \text{Degree of Freedom} &= (c-1) (r - 1) \\ &= (5-1) (4-1) \\ &= 4 \times 3 = 12 \end{aligned}$$

**TABLE CHI-SQUARE VALUE = 21.03**

**Therefore,**

Calculated value is less than table value

#### **INFERENCE**

As the calculated value is less than the tabulated value.

Null hypothesis is accepted.

So the

There is no significant relationship between work experience and Working environment of the organization

#### **FINDINGS**

1. 47% of respondents are satisfied, 28% of respondents are neutral dissatisfied about the working environment of the organization.
2. 44% of respondents are satisfied, 24% of respondents are neutral about the existing welfare facilities of the organization.
3. 37% of respondents are satisfied, 35% of respondents are neutral about the preventive things of the organization.
4. 41% of respondents are satisfied, 2% of respondents are dissatisfied about the ventilation and lighting of the organization.
5. 39% of respondents are satisfied, 3% of respondents are dissatisfied, about the first aid box of the organization.

#### **SUGGESTIONS**

1. Working environment is to be improved by keeping the surrounding clean and neat.
2. Rest room facility has to sufficiently provided, by increasing number of rest room in the safety manner.
3. preventive measures that was provided by the organization should be high quality and it should be provide to all employees.
4. All employees are even through satisfied with the existing welfare facilities they want improvement in some facilities.
5. Adequate number of first aid appliances has to be provided.
6. Medical facilities should be improved in the effective manner.

#### **CONCLUSION**

Human resource play an important role in an organization, Employee welfare facilities are concern to this department, if the employee happy with welfare facilities then only the productivity of that organization can be increased.

Based on the employee welfare the company is very keen in the promoting all the welfare facilities. Employees are satisfied to medical and HR allowance. Finally the study concludes that the employees are satisfied with the present welfare facilities in the organization.

#### **REFERENCES**

##### **Book resources**

1. SekaranUma, Research methods for business, 4th Edition, 2009, copyright, Ranipat& Co.
2. T.N. Chhabra, Human Resource Management, 7th Edition, 2005, copyright by DhanpatRAi& Co.
3. C.R.Kothari, 2004, Research Methodology, New age international publisher, Second Edition.
4. V.Kubendren, legal aspects of business, scitect publication, Third edition, New Delhi.

##### **Websites:**

1. [www.managementparadise.com](http://www.managementparadise.com)
2. [www.mbahr.com](http://www.mbahr.com)