

How to Cite:

Prasanna, A. H., & Mythili, G. . (2022). The study of “employees welfare measures” in private organisation at Chennai. *International Journal of Health Sciences*, 6(7), 44–60.
<https://doi.org/10.53730/ijhs.v6n7.10659>

The study of “employees welfare measures” in private organisation at Chennai

A. Hepcy Prasanna*

Research scholar, Saveetha School of Law, Chennai, Tamil Nadu, India

*Corresponding Author Email: 1hepcya@gmail.com

Dr. G. Mythili

Research Guide Associate Professor Saveetha School of Law (SIMATS),
Chennai, Tamil Nadu, India

Email: mythilig.ssl@saveetha.com (SIMATS)

Abstract--Employee welfare refers to how businesses, trade unions, governments, and non-governmental organisations look after the well-being of their employees. It's referred to as "improvement of work conditions for employees." Employee welfare refers to the many activities, advantages, and amenities that firms provide to their employees. The welfare facilities do not have to be monetary, but can take any shape or form. Allowances, accommodation, transportation, health insurance, and food are all included. Minerals play an important part in a country 's economic growth. Minerals are the foundation of the country's industrialized base, and a country's wealth is directly proportional to its mineral riches and wise exploitation. India's mining sector contributes significantly to the country's economic growth. Employee or worker welfare is a broad word that refers to a variety of services, perks, and facilities provided to an organization's employees. Worker welfare actions are those that include providing adequate workplace conditions to employees on a voluntary basis by the company. A study of mining sector worker welfare measures sheds light on the statutory welfare procedures in place at the Donimalai Iron Ore Mine in Bellary District. This research illuminates the notion of welfare measures, as well as the employees' perceptions of the organization's numerous statutory welfare measures. The final section makes appropriate recommendations for improving statutory welfare metrics in a sample unit.

Keywords---Employee welfare, Minerals, health insurance, transportation, organization.

Introduction

Employee welfare incorporates regulating employment conditions, establishing industrial peace through facilities for healthcare, labour relations, and security for workers and their families against illness, injury, and joblessness.[1-4] The employer makes life interesting for employees by providing such important advantages. Employee welfare is defined as "attempts to make life worthwhile for workers" by the Oxford dictionary.[5-6] "Every corporation listens what employees say, great companies hear to what workers have to say, but companies with employee benefit programs listen to what workers don't say" by the Oxford dictionary.[7-9]

According to Todd, "job satisfaction" refers to "anything undertaken for the workers' comfort and cognitive or social development beyond the wages provided that is not a mandate of the industry."

Employee welfare is defined as "attempts to make workmen's lives worth living." Employee welfare refers to anything performed for the employees' pleasure and progress, whether cognitive or social, that is not a requirement of the industry.[10]" Companies provide wellness facilities to employees in order to keep their motivation levels up. There are two types of employee welfare programmes: statutory and non-statutory. Statutory plans are those that must be provided by an organisation in order to comply with regulations governing employee safety and health. Non-statutory plans vary greatly from one organisation to the next, as well as from one industry to the next. Employee welfare's primary goal is to enhance employees' lives and keep them happy and satisfied. Employer kindness, awareness, and philanthropic impulses result in non-statutory rewards. It's just one of the numerous ways that individuals can feel heard, looked for, engaged, and connected.[11-12]

Method

Importance of Employee Welfare:

Employee welfare has various benefits; some of the most significant employee benefits are as follows:

1. Compliance

As a business owner, you are legally obligated to provide such perks for your employees' well-being. You may need to equal your employees' Social Security contributions and purchase a worker 'scompensation insurance coverage. You may need monies to continue an employee's medical insurance if you fire him.

2. Retention and Hiring:

Benefits that an employee obtains from his employer for his well-being are frequently a major factor in his decision to consider a job offer. As a result, offering employee perks allows you to fight with other companies for qualified personnel. Talented workers may select to leave if other firms provide better benefits.

1. Employees Motivation:

You demonstrate your value to employees by giving a plan that is beneficial to their well-being. This can assist them feel more at ease and pleased in your workplace, which will encourage them to perform harder. Workers are more inclined to stay healthy if your medical plan includes wellness benefits and preventive services, which reduces absences and sick time.

2. Literature review

Cotton textiles are extremely important in human life. Textile companies are one of India's most important businesses for earning foreign cash and employing thousands of people. Because it is such a labor-intensive sector, it must place a greater emphasis on employee welfare. In this research, we chose Salem, Tamil Nadu, India, as the location for finding various approaches and assessing their efficacy. According to the report, 20% of employees are extremely satisfied with their benefits. Worker welfare initiatives are rated as satisfactory by 35% of employees. Employee welfare initiatives are average for 40% of employees. Sixteen percent of them are extremely dissatisfied. Employee contentment is aided by welfare measures, which result in a higher work life balance. The influence of welfare schemes on QWL among textile factory workers in Salam district is examined in this study.

The measures of enhancing labour efficiency are safety, health, and comfort in the workplace. The employer's varied welfare initiatives will have an instant effect on the worker's fitness, mentally and physically efficiency alertness, enthusiasm, and overall performance, contributing to increased production.

Adequate cafeteria facilities, lodging facilities, and recreation centers, health facilities, and transport systems for travelling from and to the place of work are some of the programs and amenities that fall under the scope of labour welfare. The purpose of this article is to emphasise the welfare measures adopted in the chemical sector, as well as the degree of employee satisfaction and the general work quality of the employees. The Data was collected on a set schedule. In some circumstances, a personal interview was required when completing the questionnaire. The researcher employed simple percentage analysis, one-way ANOVA, and the Chi-Square test to examine the acquired data.

The purpose of this study is to assess welfare benefits and employee satisfaction levels with such facilities at Bosch Limited in Bangalore. Data is collected from 100 employees of the firm using a random sampling method to attain the aforementioned goal. The majority of participants are conscious of the company's non-legislative and legislative employee welfare facilities, such as medical, canteen, workplace environment, and safety precautions. And the majority of employees are pleased with the company's employee welfare programmes.

3. Research methodology

3.1. Descriptive research design

Descriptive study is focused with research investigations that emphasize on the depiction of a community, individual, or situation's features. The primary goal

of such research is to gain knowledge. A survey study may be conducted, for example, to determine whether the use of an item varies with income, age, sex, or any other demographic features of the population. Likewise, such research are utilised to investigate corporate governance characteristics or customer behaviour, among other things.

4. Data collection method

4.1. Primary Data:

Data acquired by a survey is referred to as primary data. These types of data are gathered with specific goals in mind. This is required in research to determine the effect or impact of any policy.

4.2. Secondary Data:

Secondary information is data or facts that have already been gathered. Such information is gathered with the goal of determining the past condition of any variable data gathered and provided by some source is retrieved and used to meet the study's objectives. Secondary data was gathered from the following sources: Books

1. Journals
2. Magazines
3. Records maintained by HR department
4. Company websites.

4.3. Sampling design

For this investigation, a basic random sample design was used.

4.4. Simple random sampling

It's a sampling approach that ensures that every unit in the population has an equal and unbiased chance of being chosen in the sample. The sample was chosen at random using a variety of ways. They're the lottery technique and the random number table.

Population size: Total population size is 284.

Sample size: Sample size taken for the study is 50.

Period of study: The period of study is one month.

Area of study: The study was conducted at Sungwoo Gestamp Hitech Chennai ltd.

4.5. Tools used for analysis:

The major goal of the analysis is to figure out what the link is between the various factors' capacity and which factor is important in improving it. The following are some examples of statistical tools:

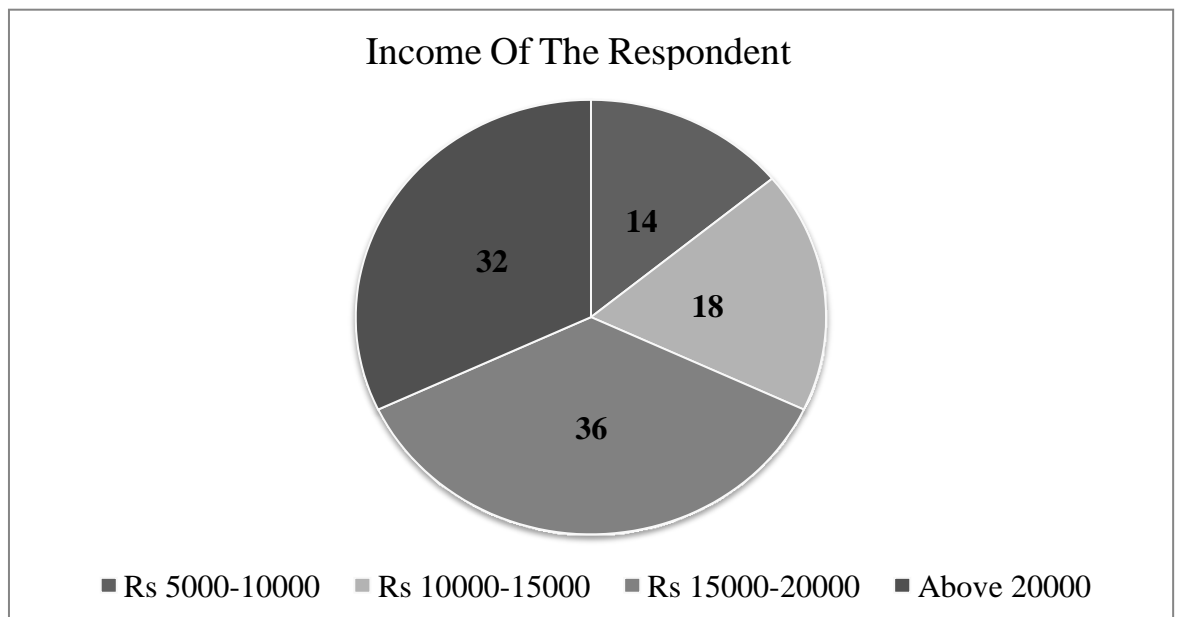
1. Calculation of percentages
2. Using the weighted average technique
3. The correlation coefficient of Karl Pearson

5. Data analysis and interpretation

1. Table showing income of the respondents

S. No	Particulars	No. Of Respondents	Percentage Of Respondents
1	Rs 5000-10000	7	14
2	Rs 10000-15000	9	18
3	Rs 15000-20000	18	36
4	Above Rs 20000	16	32
	Total	50	100

1. Chart showing income of the respondents



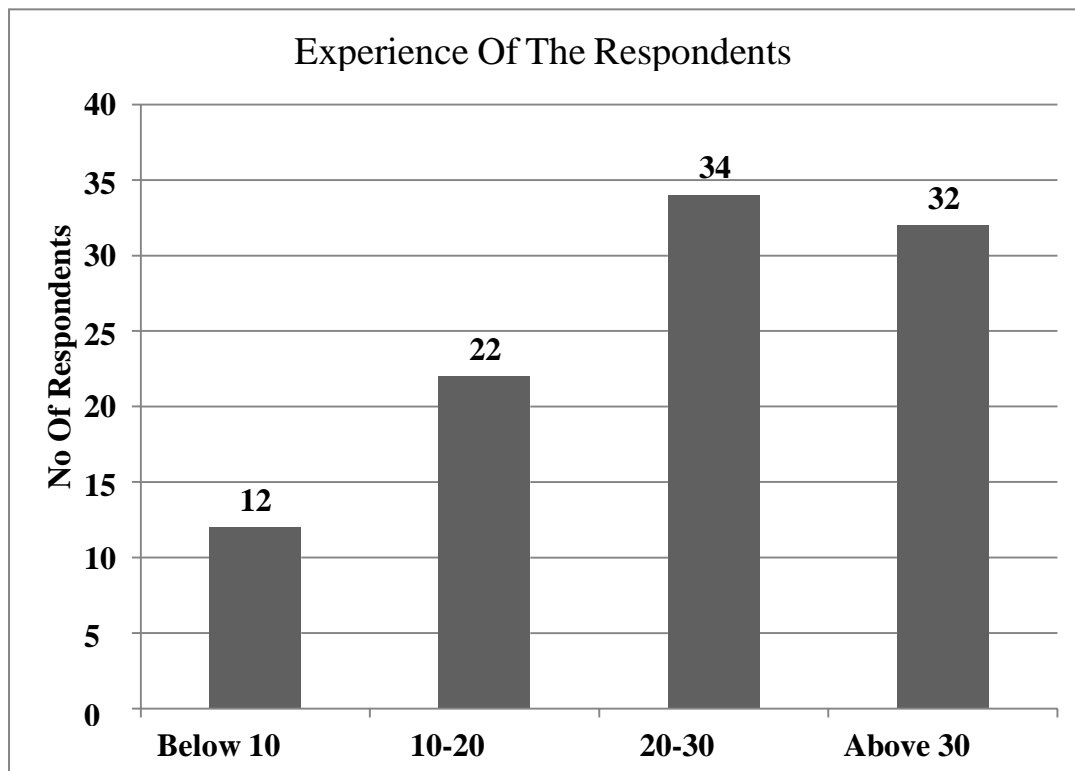
Interpretation:

It is estimated that 14 percent of respondents earn between Rs 5000 and Rs 10000, 18 percent earn between Rs 10000 and Rs 15000, 36 percent earn between Rs 15000 and Rs 20000, and 32 percent earn beyond Rs 20000.

2. Table showing experience of the respondents

S. No	Particulars	No. Of Respondents	Percentage Of Respondents
1	Below 10 years	6	12
2	10-20 years	11	22
3	20-30 years	17	34
4	Above 30 years	16	32
	Total	50	100

2. Chart showing experience of the respondents



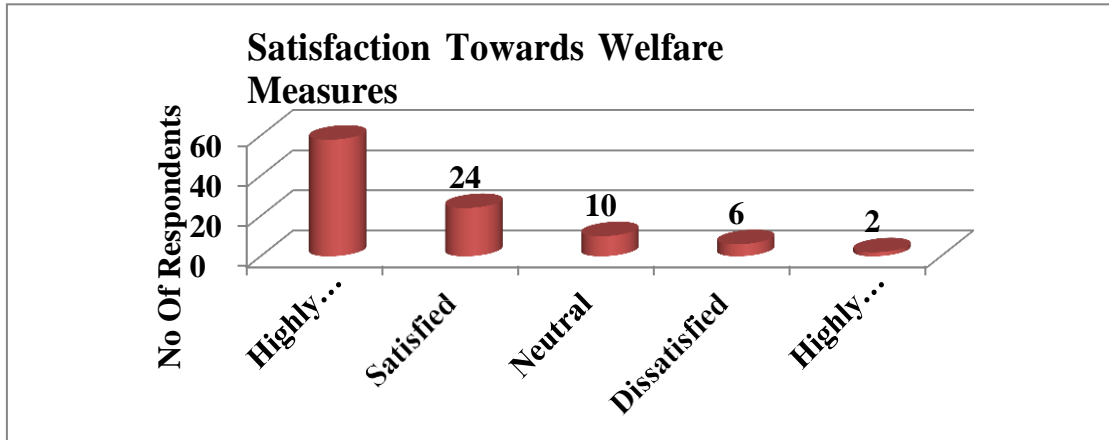
Interpretation:

According to the above table, 12% of respondents have less than ten years of experience, 22% have ten to twenty years of experience, 34% have twenty to thirty years of experience, and 32% have more than thirty years of experience.

3. Table showing the satisfaction towards welfare measures by the respondents

S. No	Particulars	No. Of Respondent	Percentage Of Respondents
1	Highly satisfied	29	58
2	Satisfied	12	24
3	Neutral	5	10
4	Dissatisfied	3	6
5	Highly dissatisfied	1	2
	Total	50	100

3. Chart showing the satisfaction towards welfare measures by the respondents



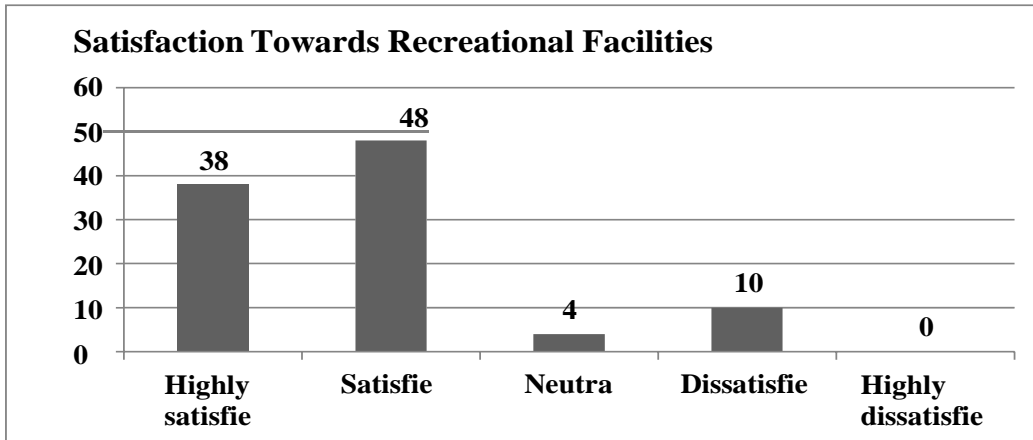
Interpretation:

According to the research, 58 percent of respondents are extremely satisfied, 24 percent are satisfied, ten percent are neutral, six percent are dissatisfied, and two percent are extremely dissatisfied with welfare measures.

3. Table showing the satisfaction towards recreational facilities by the respondents

S. No	Particulars	No. Of Respondents	Percentage Of Respondents
1	Highly satisfied	19	38
2	Satisfied	24	48
3	Neutral	2	4
4	Dissatisfied	5	10
5	Highly dissatisfied	0	0
	Total	50	100

4. Chart showing the satisfaction towards recreational facilities by the respondents



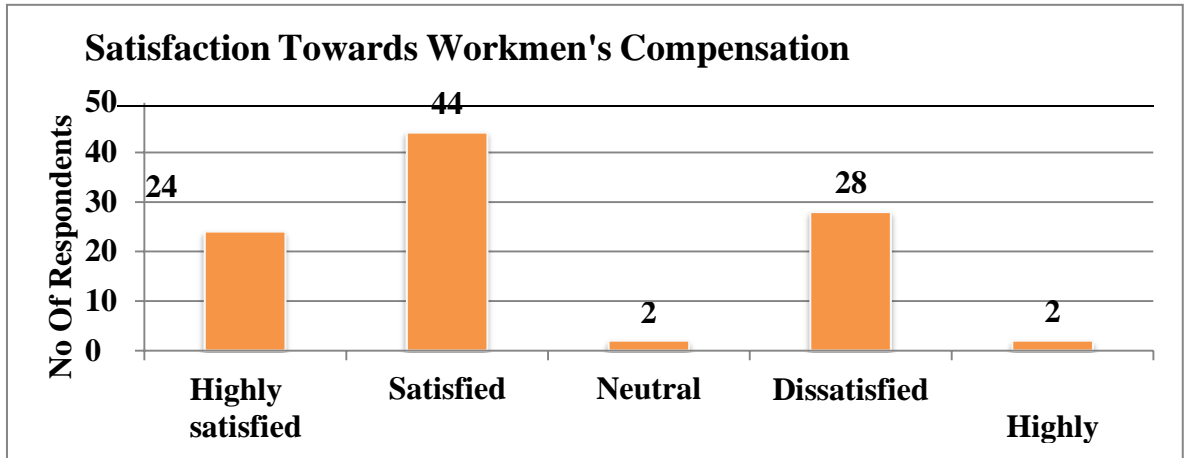
Interpretation:

According to the data, 38 percent of respondents are extremely satisfied, 48 percent are content, 4 percent are indifferent, and ten percent are dissatisfied.

5. Table showing the satisfaction towards workmen's compensation by therespondents

S. No	Particulars	No. Of Respondents	Percentage Of Respondents
1	Highly satisfied	12	24
2	Satisfied	22	44
3	Neutral	1	2
4	Dissatisfied	14	28
5	Highly dissatisfied	1	2
	Total	50	100

5. Chart showing the satisfaction towards workmen's compensation by the respondents



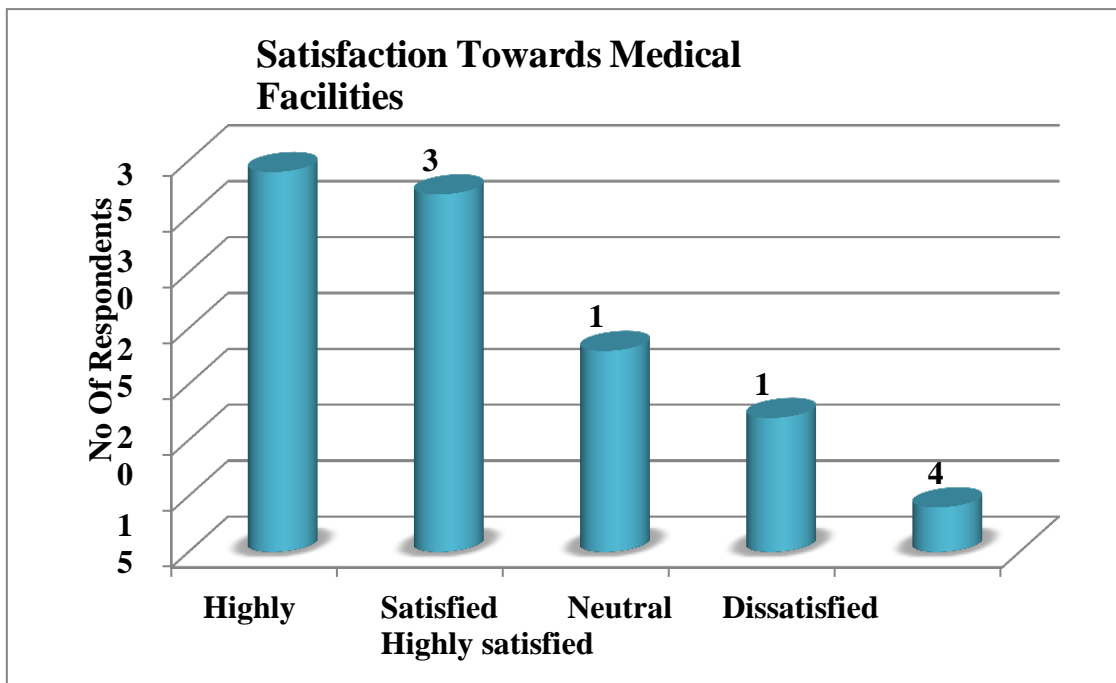
Interpretation

According to the above table, 24% of respondents are extremely satisfied, 44% of respondents are satisfied, 2% of respondents are neutral, 28% of respondents are dissatisfied, and 2% of respondents are extremely dissatisfied with workman's compensation.

6. Table showing the satisfaction towards medical facilities by the respondents

S. No	Particulars	No. Of Respondents	Percentage Of Respondents
1	Highly satisfied	17	34
2	Satisfied	16	32
3	Neutral	9	18
4	Dissatisfied	6	12
5	Highly dissatisfied	2	4
	Total	50	100

6. Chart showing the satisfaction towards medical facilities by the respondents



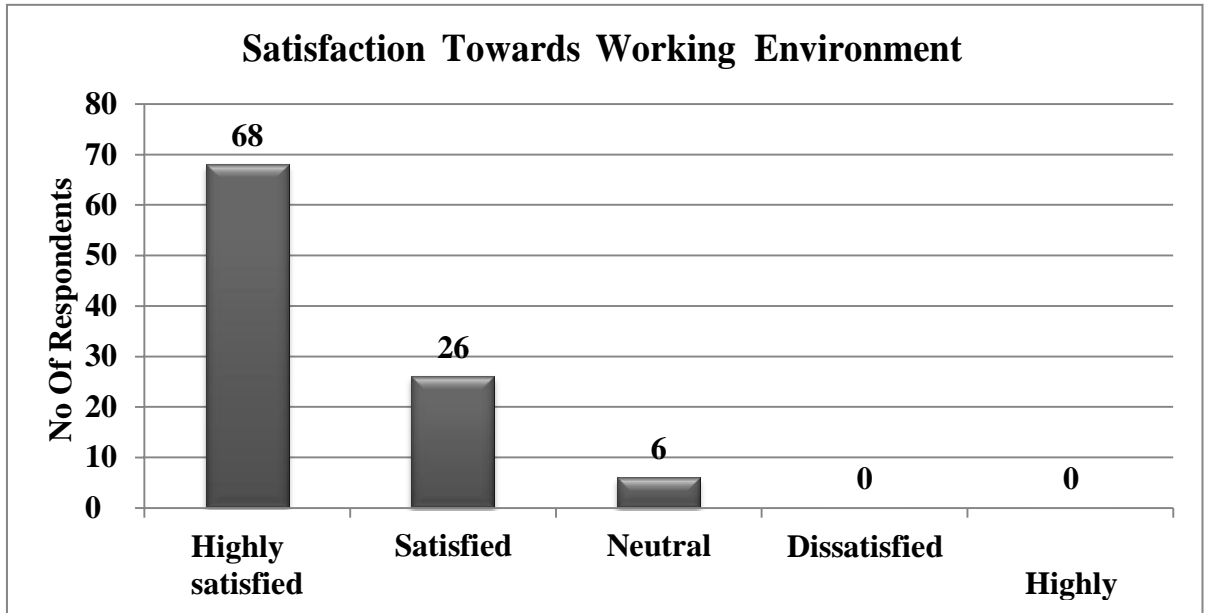
Interpretation

According to the research, 34 percent of respondents are extremely satisfied, 32 percent are satisfied, 18 percent are neutral, 12 percent are dissatisfied, and 4 percent are extremely dissatisfied with the medical services offered.

7. Table showing the satisfaction towards working environment by the respondents

S. No	Particulars	No. Of Respondents	Percentage Of Respondents
1	Highly satisfied	34	68
2	Satisfied	13	26
3	Neutral	3	6
4	Dissatisfied	0	0
5	Highly dissatisfied	0	0
	Total	50	100

7. Chart showing the satisfaction towards working environment by the respondents



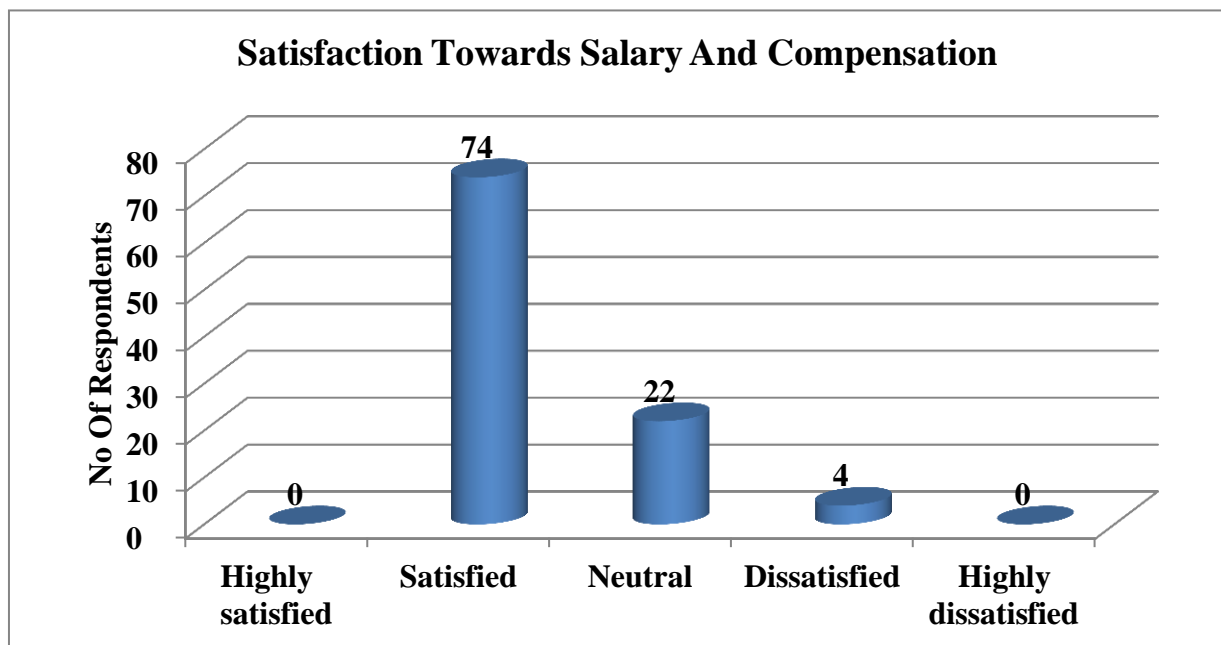
Interpretation

According to the data, 68% of respondents are extremely satisfied, 26% are satisfied, and 6% are neutral about their working environment.

8. Table showing the satisfaction towards salary and compensation by the respondents

S. No	Particulars	No. Of Respondents	Percentage Of Respondents
1	Highly satisfied	0	0
2	Satisfied	37	74
3	Neutral	11	22
4	Dissatisfied	2	4
5	Highly dissatisfied	0	0
	Total	50	100

8. Chart showing the satisfaction towards salary and compensation by the respondents



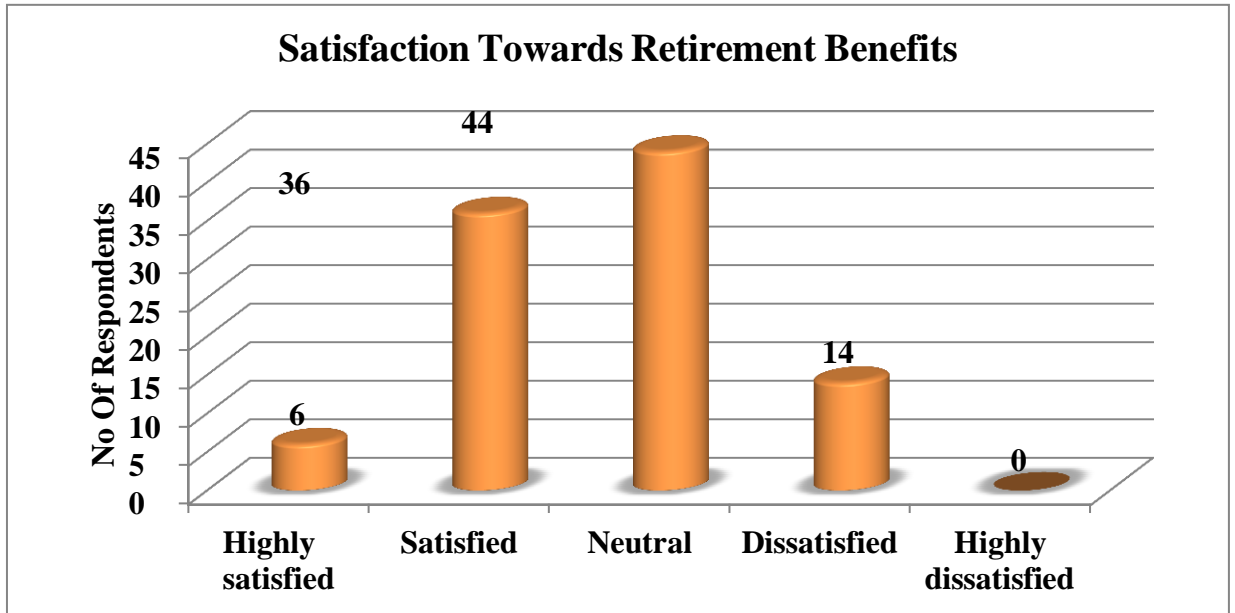
Interpretation:

74% of the respondents are satisfied, 22% of the respondents are neutral and 4% of the respondents are dissatisfied.

9. Table showing the satisfaction towards retirement benefits by the respondents

S. No	Particulars	No. Of Respondents	Percentage Of Respondents
1	Highly satisfied	3	6
2	Satisfied	18	36
3	Neutral	22	44
4	Dissatisfied	7	14
5	Highly dissatisfied	0	0
	Total	50	100

9. Chart showing the satisfaction towards retirement benefits by the respondents



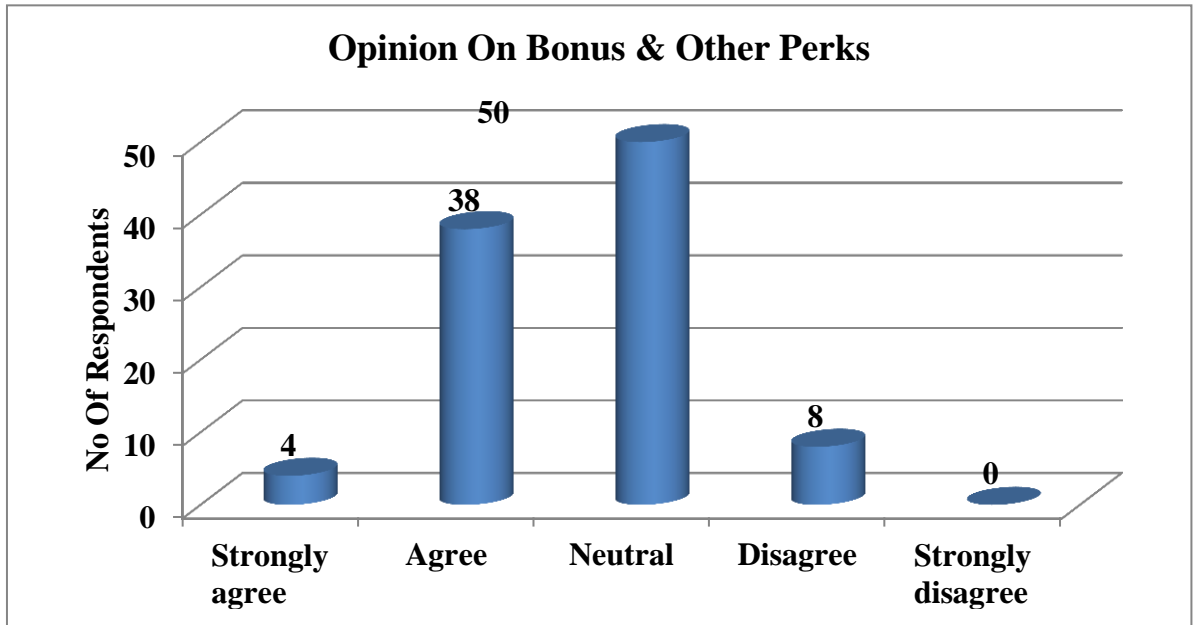
Interpretation

According to the table above, 6 percent of respondents are extremely satisfied, 36 percent are content, 44 percent are indifferent, and 14 percent are dissatisfied.

- 10 Table showing the opinion on bonus & other perks by the respondents

S. No	Particulars	No. Of Respondents	Percentage Of Respondents
1	Strongly agree	2	4
2	Agree	19	38
3	Neutral	25	50
4	Disagree	4	8
5	Strongly disagree	0	0
	Total	50	100

10. Chart showing the opinion on bonus & other perks by the respondents



Interpretation:

According to the table above, 4% strongly agree, 38% agree, 50% agree, and 8% disagree.

Karl pearson

Income Of The Respondents (X)	Age Of The Respondents (Y)
7	6
9	11
18	17
16	16

Correlation coefficient:-

Calculation:-

X	Y	X ²	Y ²	XY
7	6	49	36	42
9	11	81	121	99
18	17	324	289	306
16	16	256	256	256
50	50	710	702	703

Where, $N=4, \sum X=50, \sum Y=50, \sum X^2=710,$
 $\sum Y^2=702, \sum XY=703$

$$r = \frac{N\sum XY - (\sum X)(\sum Y)}{\sqrt{(\sum X^2) - (\sum X)^2} \cdot \sqrt{(\sum Y^2) - (\sum Y)^2}}$$

$$= \frac{4(703) - (50)(50)}{\sqrt{4(710) - (50)^2} \cdot \sqrt{4(702) - (50)^2}}$$

$$= \frac{4(703) - (50)(50)}{\sqrt{4(710) - (50)^2} \cdot \sqrt{4(702) - (50)^2}}$$

- 3
- 1
- 2
- 3
- 2
- 4

$r = 0.96$

Inference:

It may be deduced from the following computation that the respondents' income and age have a positive relationship.

Weighted average:

S. No	Particulars	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
1	Canteen	18	16	12	4	0
2	Restroom	10	5	16	19	0
3	First aid appliance	9	16	3	12	10
4	Transportation	4	3	7	13	23
5	Lighting & ventilation facilities	9	10	12	2	17

Calculation:-

$$\text{Weighted average} = \frac{\sum W_i X_i}{N}$$

$$5*18+4*16+3*12+2*4+1*0 = 198/15 = 13.2$$

$$5*10+4*5+3*16+2*19+1*0 = 156/15 = 10.4$$

$$5*9+4*16+3*3+2*12+1*10 = 152/15 = 10.13$$

$$5*4+4*3+3*7+2*13+1*23 = 102/15 = 6.8$$

$$5*9+4*10+3*12+2*2+1*17 = 142/15 = 9.46$$

S. No	Particulars	Total	Rank
1	Canteen	13.2	I
2	Restroom	10.4	II
3	First aid appliance	10.13	III
4	Transportation	6.8	V
5	Lighting & ventilation facilities	9.46	IV

Inference:

The canteen was ranked first, followed by restrooms, first-aid appliances, lighting and ventilation facilities, and transportation facilities.

Conclusion

Employee welfare programmes are promoted in order to keep and strengthen the workforce physically and intellectually. The analysis of welfare measures will determine whether the organization's current welfare measures are efficient or not. For a better workplace environment, the company should enhance employee welfare measures such as canteens, drinking water, retirement benefits, rest rooms, first aid appliances, transportation, and lighting and ventilation facilities. One of the most crucial things for every employee in the company is employee wellbeing. Employees cannot function efficiently if an organisation does not have sufficient welfare measures in place. Employee happiness with their jobs can be enhanced by improving better worker welfare measures. When necessary, they must take the necessary actions to enhance employee welfare measures. As a result, the person will be able to accomplish their job more efficiently. If an organisation does not take the necessary steps to increase employee wellbeing, the employee's interest in their job will dwindle. Workers and management should have a good working relationship, which contributes to the achievement of the company's objectives.

References

- [1]. Jayanthi, S., and Dr K. Ilangovan Ilangovan. "A Study on Awareness and Satisfaction towards Employee Welfare Measures." *International Journal of Engineering and Management Research* 9 (2019).
- [2]. Kamau, Bernard Waweru. "The Intervening Role of Employee's Awareness on the Relationship between the Adequacy of Welfare and Job Stability of University Catering Employees in Nairobi City County, Kenya." *Journal of Hospitality and Tourism Management* 3.2 (2020): 1-24.
- [3]. Kumar, gulshan, and ms ranjeet kaur. "assessing satisfaction level among textile industry workers in punjab (india) an exploratory analysis." *palarch's journal of Archaeology of egypt/egyptology* 17.6 (2020): 1603-1616.
- [4]. Kundaragi, dr prakash b., and miss priyanka hukkeri. "a study on labour welfare facilities and employees' job satisfaction: with reference to aurora apparel pvt. Ltd, nipani."
- [5]. Manimegalai, Santhosh, and Rupashree Baral. "Examining the

- mediating role of organizational trust in the relationship between CSR practices and job outcomes." *Social Responsibility Journal* (2018).
- [6]. Michael, Chihongaki. *The Impact of Welfare Programmes on Employees' Performance in Public Sector: a Case of Ludewa District Council*. Diss. Mzumbe University, 2019.
- [7]. Mishra, R. K., Ch Lakshmi Kumari, and J. Kiranmai. *Reforming public enterprises*. Gyan Publishing House, 2008. [8]. Pahari, Subhajt, Debasish Biswas, and Brajaballav Pal. *Impact of Health, Safety, and Welfare on Productivity of Workers: A Study on Selected Tea Estates in Terai Region of West Bengal*. Diss. Department of Business Administration, Vidyasagar University, Midnapore, West Bengal, 721102, 2020.
- [9]. Paul, ribin roy, et al. "a study on labour welfare measures in sajco industries." (2020).
- [10]. Suthamathi, d. "influence of microfinance services on women business performance."
- [11]. Vali, shaik mastan, and battu nagaraju. "a study on employee welfare measures in dairy industry: with reference to selected dairy units in andhra pradesh: a comparative study." *international academic journal of business management* 6.1 (2019): 120-145.
- [12]. Varghese, dipu, and p. B. Chinnu. "hr practices in rural micro enterprises-an empirical investigation." *journal of rural and industrial development* 7.2 (2019): 1.
- [13]. Suryasa, I. W., Rodriguez-Gámez, M., & Koldoris, T. (2021). Get vaccinated when it is your turn and follow the local guidelines. *International Journal of Health Sciences*, 5(3), x-xv. <https://doi.org/10.53730/ijhs.v5n3.2938>