A Study on Employee Welfare Measures With Special Reference To Silk Industries Kayarampara

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Abstract- *The success of study is closely tied to the welfare of employees, which includes practices and policies aimed at ensuring their physical, mental, and emotional well-being. This study examines the vital role of employee welfare in achieving favorable study outcomes, demonstrating that a well-supported workforce leads to higher productivity, greater job satisfaction, and enhanced study quality. By reviewing existing literature and case studies, the research identifies essential welfare components such as health and safety protocols, work-life balance programs, and opportunities for professional growth. The findings highlight that prioritizing employee welfare is both a moral responsibility and a strategic advantage that can significantly boost study success. The study offers recommendations for incorporating welfare practices into study management to foster both employee well-being and study excellence. Here this Study is conducted to study and understand how well Welfare policies plays Important role in employee Satisfaction and Their retention rate in the organization.*

Keywords- Employee welfare, employee satisfaction, retention rate, employee well-being, work life balance

I. INTRODUCTION

Employee welfare is a critical aspect of modern industrial management, directly influencing the well-being, job satisfaction, and productivity of the workforce. In industries where labor-intensive processes dominate, such as the silk industry, the importance of comprehensive welfare measures cannot be overstated.

The steel industry is crucial for economic progress, particularly in infrastructure development. Founded in 1907 by Jamsetji Tata, Tata Steel, formerly TISCO, became the British Empire's largest steel mill by 1939. It is now the world's seventh-largest steel producer and India's top producer. Post-independence, India's steel industry has grown significantly, with early private sector players like TISCO, IISCO, and Mysore State Iron and Steel Works, and the government-owned Hindustan Steel Limited, which established three plants in 1950. The Steel Authority of India

(SAIL), founded in 1973, has also played a key role. India's steel production has surged by 75% since 2008, with domestic demand up by 80%. In September 2022, SAIL supplied 30,000 tonnes of specialty steel for India's first indigenous aircraft carrier, INS Vikrant. Despite being the third-largest steel consumer, India's per capita consumption remains one-third of the global average.

The SILK Foundry Unit Ottappalam (FUO), located near Shoranur on the Palakkad state highway,spans 2.84 acres and features a 2500 square meter production facility. Specializing in the manufacture of cast iron castings, the unit has a capacity of 600 tons per year. Currently, the foundry produces castings weighing up to 1 ton, including cast iron specials, bends, tees, CID joints, Kadhina, manhole covers, and precision castings for the Kerala Water Authority (KWA) and the automobile sector.

In conclusion, the study of employee welfare measures in the silk industry at Kayarampara is essential for ensuring the well-being and satisfaction of the workforce, which in turn supports the sustainable growth and competitiveness of the industry. Through a comprehensive evaluation of the current welfare initiatives and the identification of best practices, this study aims to contribute to the enhancement of employee welfare in the silk industry and beyond.

II. LITREARTURE REVIEW

Jyoti Gupta and Prof. Anil Mehta (2023): "The study "Financial Welfare Schemes, Employee Satisfaction" aims to investigate how financial welfare programs impact employee happiness, performance, and organizational productivity.

Preethi.S, Sharmila (2022): "A Study On Employee Satisfaction Towards Welfare Measures." The study's main goal is to examine employee satisfaction about welfare measures in the automobile industry. The study's findings indicate that further provisions for improving the welfare facility are required to increase staff satisfaction and performance levels.

Shyamali Mukherjee, JH Vyas, 2020 The term "welfare" refers to benefits or assistance, whether financial or non-financial, aimed at the well-being of individuals, groups, or organizations. Employee welfare programs, beyond salary or wages, provide facilities and services to ensure smooth duty performance, focusing on maintaining good health and morale.

Asha (2019):The goal of the study is to assess employee attitudes toward both statutory and non-statutory welfare measures. The research design employs a questionnaire to gather data on employee perceptions and attitudes. The study suggests that employee involvement in their job will increase as a result of welfare measures, leading to enhanced organizational productivity.

G. Aarthi and P. Srinivasan (2018): "The study aims to assess the impact of employee welfare measures in the automobile industry, determining whether they benefit both employees and the business. It seeks to convey philanthropic and paternalistic feelings while improving welfare and safety activities within the company.

III. OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE

- A study on employee welfare measures with special reference to silk industries kayarampara

SECONDARY OBJECTIVE

- To Identify the various employee welfare measures adopted in SILK Industries.
- To Study the awareness of welfare measures among employees.
- To analyze the impact of welfare measures on the employees Retention.

IV. RESEARCH DESIGN

Research design is the plan that outlines how a study will be conducted, including objectives, methods, data collection, and analysis techniques. Here in this Research Descriptive Research Design used. Descriptive research design aims to describe and summarize characteristics or behaviors of a population or phenomena. The study population is 61 Employees of SILK INDUSTRIES LIMITED KERALA, KAYARAMPARA.Data collection is done through questionnaire.

V. DATA ANALYSIS
WEIGHTED AVERAGE

AIM: To find the Employee rating towards various welfare facilities provided by company.

WELFARE ACTIVITIES	HIGHLY SATISFIED	SATISFIED	NEUTRAL	DISSATISFIED	HIGHLY DISSATISFIED
Routine checkup	0	53	8	0	0
First aid facilities	1	18	40	1	1
Ambulance facilities	1	42	15	3	0
Educational Assistance Provided to Employee children	0	13	45	3	0
Housing Facilities provided to Employee	0	46	12	3	0
Transportation facilities provided to Employee	0	18	39	4	0
Canteen facilities	2	49	9	1	0

RANK	1	2	3	4	5	6	7
WEIGHT(W)	7	6	5	4	3	2	1

X1	Wx1	X2	Wx2	X3	Wx3	X4	Wx4	X5	Wx5	X6	Wx6	X7	Wx7
0	0	1	7	1	7	0	0	0	0	0	0	2	14
53	318	18	108	42	252	13	78	46	276	18	108	49	294
8	40	40	200	15	75	45	225	12	60	39	195	9	45
0	0	1	4	3	12	3	12	3	12	4	16	1	4
0	0	1	3	0	0	0	0	0	0	0	0	0	0
	Wx1=358		Wx2=322		Wx3=346		Wx4=315		Wx5=348		Wx6=319		Wx7=357

W= (7+6+5+4+3+2+1) =28
WEIGHTED AVERAGE=({WX1)/({W)
(Where i=1,2,3,4…)
W1=358/28=12.79
W2=322/28=11.50
W3=346/28=12.35
W4=315/28=11.25
W5=348/28=12.42
W6=319/28=11.40
W7=357/28=12.75

WELFARE ACTIVITIES	WEIGHTED AVERAGE	RANK
Routine checkup	12.79	1
First aid facilities	11.50	5

Ambulance facilities	12.35	4
Educational Assistance Provided to Employee children	11.25	7
Housing Facilities provided to Employee	12.42	3
Transportation facilities provided to Employee	11.40	6
Canteen facilities	12.75	2

INTERPRETATION

It is concluded that respondents are Satisfied with welfare activities provided by the organization. Above table shows that employee opinion towards various welfare schemes satisfaction level towards various welfare activities provided by the organization. According to this routine checkup ranked first, canteen facilities ranked second, Housing facilities provided to Employees ranked third, ambulance facilities ranked fourth, First aid facilities provided to Employees ranked fifth and transportation facilities and educational assistance provided to employee children ranked sixth and seventh respectively.

HYPOTHESIS TEST

CHI- SQUARE TEST

Chi square test is applied in statistics to test the goodness of fit to verify the distribution of observed data with assumed theoretical distribution

O = observed frequency
E = expected frequency
E= Row total* column /total Grand total
Degree of freedom = (R-1) (C-1)
Level of significance is 5%
Chi square $(x2) = \sum (0 - E)^2/E$

HYPOTHESIS

H0- There is no significant relationship between Gender of Employees and employee satisfaction.

H1-There is significant relationship between Gender of Employees and employee satisfaction.

OBSERVED FREQUENCY

	MALE	FEMALE	TOTAL
HIGHLY SATISFIED	2	1	3
SATISFIED	10	3	13
NEUTRAL	41	4	45
DISSATISFIED	0	0	0
HIGHLYDISSATISFIED	0	0	0
TOTAL	53	8	61

Computing statistics

The formula for calculation chi-square test is
Chi square $(x2) = \sum (0 - E)^2/E$
O = Observed frequency
 E = Expected frequency
Degree of freedom = (r-1) (c-1)
Level of significant = 5%
E= (row total*columns total)/grand total

O	E	O-E	$(O-E)^2$	$(O-E)^2/E$
2	2.6	-0.6	0.36	0.138
10	11.3	-1.3	1.69	0.149
41	39.1	1.9	3.61	0.092
0	0	0	0	0
0	0	0	0	0
1	0.4	0.6	0.36	0.9
3	1.7	1.3	1.69	0.994
4	5.9	-1.9	3.61	0.611
0	0	0	0	0
0	0	0	0	0
$\sum$				2.884

Level of significant
 Significant level=5% =0.05
 Degree of freedom=(row-1) (column-1) = (5-1) (2-1) = 4x1 = 4

Chi-square value=2.884

Table value for 4 degrees of freedom =9.488
Here, the calculated value is less than table value, hence we accept the null hypothesis (HO)

INTREPRETATION

The critical value for a chi-square distribution with 4 degrees of freedom at the 0.05 significance level is 9.488.

Since the calculated chi-square value of 2.884 is less than the critical value of 9.488, we fail to reject the null hypothesis. This indicate there is no significant relationship between gender of Employees and Employee Satisfaction.

VI. CONCLUSION

In conclusion, the study on employee welfare measures in the silk industry in Kayarampara sheds light on the importance of prioritizing employee well-being in the workplace.

Firstly, it is evident that employee welfare measures play a crucial role in enhancing job satisfaction, productivity, and retention within the silk industry.Insights from employee perspectives highlight the importance of tailoring welfare measures to meet the diverse needs and preferences of the workforce. By involving employees in the decision-making process and prioritizing their well-being, silk industries can foster a positive organizational culture and improve overall performance.

The Study report "A STUDY ON EMPLOYEE WELFARE MEASURES WITH SPECIAL REFERENCE TO SILK INDUSTRIES KAYARAMPARA". The Majority employees are Satisfied with the existing welfare Measures in organization. And employees nuetrally agrees that Welfare measures addresses the needs and concerns of employees Through welfare Measures.

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