

A Study on Employee Welfare Measures With Special Reference To Sakthi Sugars Limited, Erode District

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Abstract- Employee Welfare is "the efforts to make life worth living for workmen". The terms labour welfare, Employee Welfare, and workers welfare are used interchangeably to denote various services provided by the employers to the employees in addition to wages. Welfare includes providing different facilities and amenities in and around the workplace for the better life of the employees. Employee welfare includes both statutory as well as non-statutory activities. The employee is the backbone of every organization; without an employee, no work can be done. So, employee satisfaction is paramount. Employees will be more satisfied if they get what they expect Job satisfaction relates to the inner feelings of workers. This study aims to analyze the welfare system of coal mine employees. Personal interviews and asking related questions have been used in this study to measure Employee Welfare.

Keywords- Employee, Organization, Welfare.

I. INTRODUCTION

Employees' welfare includes various facilities, services, and amenities provided for improving their health, efficiency, economic betterment, and social status of the workers. The Welfare measures will improve the physique intelligence, morality, and standard of living of the workers, which in turn will improve their efficiency and productivity Employees' welfare schemes are flexible and ever-changing. New welfare measures are added to the existing ones from time to time. Welfare measures may be introduced by employers, the government, employees, or any social or charitable agency. The purpose of employee welfare is to develop the personality of the workers to make a better workforce. Welfare schemes create an efficient, healthy, loyal, and satisfied labour force for the organization. Providing such facilities makes their work life better and leads to a good standard of living. The present study focuses on employee welfare measures and What are the various statutory provisions and agencies protecting the welfare of employees The progress of a country depends on its committed labour force.

IMPORTANCE OF EMPLOYEE WELFARE:

1. Compliance: The law requires us to offer specific perks for our employees' welfare. We might need to get a worker's compensation insurance coverage and match the social security contributions that our workers make. He might have to pay to extend his health insurance if we fired an employee.
2. Hiring and Retention: The welfare benefits that an employee receives are frequently a key factor in his decision to accept a job offer. As a result, offering employee perks enables us to compete with other companies for the recruitment and retention of top talent. Employees may decide to go to these companies if they provide superior perks.
3. Employee Motivation: We always have a plan in place that is beneficial to the welfare of the employees by making them feel at home and content in your company. We inspire them to work harder. Our employees are more likely to stay healthy, reducing absenteeism and sick days, because our health plan has always covered wellness and preventative treatment.
4. Employees' well-being: We have a big base of employees who work under difficult circumstances or who are away from their families Therefore We focus on encouraging personal fulfilment and professional development since we believe that investing in our people will result in increased productivity and greater loyalty.
5. Company image: Last but not least, we offer a solid Employee Welfare plan that promotes our company and enhances its reputation. Sometimes, it even results in press coverage for our company, offering you free attention to raising your organization's profile among potential clients. So, this is how we raise your profit and grow your sales.

STATEMENTS OF THE PROBLEM

If, the employees are satisfied with the provided welfare measures. The welfare measures of the employees are essential because of the nature of the industrial system. Today workers are an essential contribution to the growth of the organization. Several HR aspects control an organization and where the employee's welfare measures are a major factor in stabbing the employees who are working in the organization.

Once the employees are satisfied with the facilities offered by the organization, gradually the output will increase. This study analyses the various dimensions of labour welfare measures that are perceived by the employees. It highlights the perception of the employees regarding the various welfare measures provided to them.

OBJECTIVES OF THE STUDY

1. To Study employee welfare measures with special reference to Sakthi Sugars Limited, Erode District.
2. To identify the relationship between employee welfare measures and employee commitment in Sakthi Sugar Ltd.
3. To analyse the opinion about the various welfare measures provided to the employees.
4. To find out the effectiveness of welfare facilities among employees.
5. To offer suggestions for the improvement of the well-being of the employees.

II. RESEARCH METHODOLOGY

DESCRIPTIVE RESEARCH

Descriptive research is used to describe the characteristics of a population or phenomenon being studied. Descriptive studies are used to describe various aspects of the phenomenon. Descriptive research is used to describe the characteristics and or behaviour of the sample population. In this study, Descriptive research was employed to describe the retention of employees in various aspects, including the job satisfaction of the employees, the attitude of the employees, and the salary satisfaction of employees.

SAMPLING TECHNIQUE

SIMPLE RANDOM SAMPLING:

In simple random sampling, every respondent has an equal probability of being selected. In this method, the subset of the population is achieved through chance but without any logic.

SAMPLE DESIGN

Sampling Unit: To study on employee welfare measures with special with special reference to Sakthi sugars Ltd. Erode District

Sample Size: 100

DATA COLLECTION

Primary Data
Secondary Data

I. Primary data:

Primary data are those data, which are collected for first time & thus happen to be original character. In this study researcher has collected the information through questionnaires and schedule.

2.Secondary data

It was collected from the firm's records, journal, etc.,

STATISTICAL TOOLS USED

Percentage Analysis
Chi-square Test
Anova single factor

III. REVIEW OF LITERATURE

Naveen and Madhavi (2022) analysed the different dimensions of labour welfare measures and satisfaction levels of employees. This study helps to improve the welfare schemes of TPS Brahimpatan. The data was collected through a well-structured questionnaire. Primary and secondary sources have been used as sources of data. Percentage analysis and the main square method have been used for data analysis.

Ramya et al. (2022) discussed the factors of employee satisfaction and understanding of various welfare benefits offered by the company to keep workers happy, as well as the effect of welfare facilities on worker satisfaction that voluntary welfare measures should be given to employees. They examine the level of awareness of various welfare measures by the employees.

Bharti and Kumar (2021) say that there is a link between welfare measures and employee satisfaction. His study also examines welfare benefits and employee satisfaction. Conducted studies about employee welfare schemes prevalent in retail stores in the Udaipur region. Their studies not only give information about intra-mural facilities but also extra-mural facilities. Its goal is to explore the retail sector to create innovative concepts to attract and retain talented employees over a long period.

Manzini and Gwandure (2020) conducted a staff well-being study that was used by various organizations as an approach to improve employee efficiency. Particularly in the

mobile segment industry, occupation-associated issues will affect the value of life of staff& their work.

Loen (2019) says that an employer must develop compliance and due diligence. Apart from operational risk, the employer has legal and financial justification for monitoring welfare. To measure welfare conditions, the use of benchmark methodology has been adopted. The employer is responsible for employee welfare.

IV. ANALYSIS AND INTERPRETATION

1.SIMPLE PERCENTAGE ANALYSIS

Profile of the demographics

GENDE R	S.NO	FACTOR S	NO. OF PERSON	PERCENTAGE
	1	Male	65	65
	2	Female	35	35
	TOTAL		100	100

AGE	S.NO	FACTORS	NO. OF PERSON	PERCENTAGE
	1	Below 25 years	18	18
	2	26-35 years	12	12
	3	36-45 years	48	48
	4	Above 45	22	22
	TOTAL		100	100

INTERPRETATION

From the above table, it is found that maximum 65% of the respondents were male and 35% of the respondents were female.From the above table it is inferred that 48% of the respondents are belong to the age group of 36-45 years. 22% of the respondents are belonging to the age group of above 45 years, 18% of the respondents are belonging to the age group of 26 - 35 years and 12% of the respondents are belonging to the age group of below 25 years.

2.CHI-SQURE TEST

NULL HYPOTHESIS Ho: There is no significant relationship between gender of the respondent and medical facility provided by the company of the respondent

ALTERNATIVE HYPOTHESIS HI: There is significant relationship between gender of the respondent and medical facility provided by the company of the respondent.

OBSERVED FREQUENCY

GENDE R/ MEDI CAL FACIL ITIES	HIGH LY Satis FIED	SATIS FIED	NEU TRAL	DIS- SATIS FIED	HIGH LY DIS- SATIS FIED	TO TA L
MALE	10	49	3	2	1	65
FEMA LE	6	21	2	4	2	35
TOTA L	16	70	5	6	3	100

EXPECTED FREQUENCY

GENDE R/ MEDI CAL FACIL ITIES	HIGH LY Satis FIED	SATIS FIED	NEU TRAL	DIS- SATIS FIED	HIGH LY DIS- SATIS FIED	TO TA L
MALE	10	46	3	4	2	65
FEMA LE	6	24	2	2	1	35
TOTA L	16	70	5	6	3	100

OBSERVED FREQUENCY	EXPECTED FREQUENCY	O-E	(O-E) ²	(O-E) ² /E
10	10	0	0	0
49	46	3	9	0.19
3	3	0	0	0

2	4	-2	4	1
1	2	-1	1	0.5
6	6	0	0	0
21	24	-3	9	0.375
2	2	0	0	0
4	2	2	4	2
2	1	1	1	1
				5.065

Level of significance 5%
 Degree of Freedom 4
 Table value 9.488
 Calculated value 5.065
 9.488 > 5.065

INTERPRETATION

Therefore, null hypothesis Ho is accepted and H1 is rejected. Hence there is significance relationship between Gender of the respondents and medical facilities provided by the company of the respondent.

ANOVA

AGE	DRINKING WATER FACILITIES
18	30
12	38
48	18
22	12
0	2

Anova:
 Single
 Factor

SUMMARY

Groups	Cou nt	Su m	Avera ge	Varian ce
Column 1	5	10	20	314
Column 2	5	10	20	204

ANOVA

Source of	SS	df	MS	F	P-	F crit
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Variation	valu e					
Between Groups	0	1	0	0	1	5.3176
Within Groups	2072	8	259			
Total	2072	9				

IV. CONCLUSION

Employee welfare services is an important personnel function in a business. Effective utilization of other factors of production depends on the efficiency of human factor. The worker spends more than a quarter of his life in his working place. Therefore, the worker has every right to demand that the condition under which he works should be reasonable and provides proper safeguards for life and health. Today, welfare has been generally accepted by the employer depending on its priorities gives varies degrees of importance to Employee welfare. Human resources play an important role in any organization. Employees welfare facilities are concern to this department, if the employees happy with welfare facilities, then only the productivity of that organization can be increased. Employee welfare means "the efforts to make life worth living for workmen." The labour/employee welfare work aims at providing such service facilities and amenities as would enable the workers employed in the industries/factories to perform their work in healthy and pleasant surroundings favourable to good health and high morale. Employee welfare measures increase the productivity of organizations and promote healthy industrial relations thereby maintaining industrial peace.

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