

A Study on Employee Satisfaction towards Welfare Facilities in Betel Nut Industry

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Abstract-Employee Welfare is a comprehensive term including various services, remuneration and amenities offered to employer by the employer. welfare measures provided by an organization and also measuring the satisfaction of the employee towards the measures. welfare measures may also be provided by the administration, trade unions and non-government agencies in addition to the employer, "international manual labour Organization hard work to make life worth living for workers" Welfare is the fundamentally an attitude of mind on the part of management influencing the method by which management activities are undertaken. Welfare facility contributing to the productivity of labour and efficiency of the enterprise. It enabling workers to live in tune and harmony with services for workers obtaining in the neighbourhood community where similar enterprises are situated. Labour welfare Discharging social responsibilities.

Keywords-Employees, Welfare measures, Facility, Benefits

I. INTRODUCTION

Welfare is comfortable living wage and working conditions. people are the most essential advantage of an organization, The provision of welfare facilities should be considered at the planning stages of project to ensure they are appropriately located, provide welfare facilities which meet the minimum requirements set out in schedule 2 of the regulations for their own employees on site or anyone else working under their control.

Schedule 2 of the policy suggests that the minimum welfare facilities required includes:

- Sanitary conveniences
- Washing facilities
- Drinking water
- Changing rooms and lockers
- Facilities for rest

Government also intervenes and introduce legislation from time to time to bring about uniformity in providing such amenities the intervention of the state, however, is only to expand the area of its applicability.

II. REVIEW OF LITERATURE

In the view of K.K.Chaudhuri, in his human resource: A Relook to the place of work, states that HR policies are being made flexible. From leaves to compensations, perks to office amenities, various companies are willing to customize polices to suit different employee segments. The older employees want social security benefits, younger employees want cash in hand because they can't think of sticking to a company for many years and retire from the same company. Therefore 'one jacket fits all' will not be right to motive the talents and retain them. Conventions and recommendation of ILO (1949) sets forth a fundamental principle at its 26th conference held in Philadelphia recommended some of the measures in the area of welfare measures which includes adequate protection for life and health of workers in all occupations, provision of adequate nutrition housing and facilities for recreation and culture, the assurance of equality of education and vocational opportunity etc., report of national commission on labour(2002), Government of India, made recommendations in the area of labour welfare measures which includes social security, extending the application of the provident fund, gratuity and unemployment insurance etc. Shobha mishra & Manju Bhagat, in their " principles for Successful Implementation of labour absenteeism in India industries can be reduced to a great extent by providing good accommodation, health and family care, refectory, learning and instruction facilities and provisions of welfare activities is nothing but an extension of democratic values in an manufacturing humanity. P.L. RAO, in his "labour legislation in the advertising", opines that specialized bodies like nationalized institute of personnel management should constitute a standing committee to monitor the proceeding in the parliament regarding the labour welfare measures.

Statutory Welfare Schemes Provided by Industry

Factories act 1948 The company follows the factory act as stipulated in the law, without deviation, and have provided the following facilities to the workers.

Drinking water At all the operational places safe hygienic drinking water should be provided.

Facilities for sitting In all organization, especially factories, suitable be provided.

Spittoons In every work place, such as ware houses, store places, in the dock area and office premises spittoons are to be provide in convenient places and same are to be maintained in a hygienic condition.

Canteen Light refreshments like biscuits, sweets, cool drinks etc.

Restroom sufficient numbers of restrooms are provided to the workers with provisions water supply, wash basins, toilets, bathrooms, etc.

First aid First aid 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.

Occupational health services Doctors visit on a regular basis and examine the workers.

Notice board For announcement of news and company shifts etc.

Payment of wages The company provides for regular payment of wages without any unauthorized deductions to all employees.

Payment of bonus Act 1965 It is extra dividend to the shareholders of a company. allocation of profits to insurance policy-holders or gratuity to workman beyond their wages.

Industrial Disputes Act 1947 This is applicable to the company as per law.

Employee provident fund is given as per law, and the various funds are as below:

- Voluntary provident fund
- Contributory provident fund
- Family pension scheme
- Employee deposit simultaneous insurance scheme

Employees status insurance This welfare facility is provided to all the eligible employees.

Payment of Gratuity Gratuity is a kind of retirement benefit like provident fund or pension it is a payment which is intent to help an employee after his retirement whether the retirement is the result of the rules of superannuation or of some physical disability.

Workman's Compensation The amount of compensation be paid to a workman depends on

- The nature of grievance caused by accident.
- The monthly remuneration of the workman concerned.
- The relevant factor.

The factory varies depending on the age on the workman at the time of accident.

Non Statutory Welfare Schemes Provided by Industry

Personal health care Industry provide the facility for extensive health check-up

Harassment Policy To protect an employee from harassment of any kind, guidelines are provided for proper action and also for protecting the aggrieved employee.

Medi-claim Insurance Scheme This insurance schemes provides adequate insurance coverage of employees for expenses related to hospitalization due to illness, disease or injury or pregnancy

Findings of the Study

In the study it is found that workers were fulfilled by the approach of employees welfare procedures taken for the workers, operating environment has satisfactory airing but the employees sense there must be adequate arrangements for fresh air wherever possible. Majority of the employees are satisfied with medical advantage and safety measures provided by the industry. The relaxation room and lunch room is is good where workers be able to rest in their free time which is offer by the industry and workers are pleased with the facilities. The drinking water facilities, sanitary facilities afford by the industry are good.

Suggestions

Presently the welfare activities are limited to canteen ,transport and incentives. So the management should make the staffs aware of all the welfare activities. People functioning of the existing welfare schemes is enough to motivate the staffs. curtailing of existing welfare schemes will boost the disappointment of staffs.

III. CONCLUSION

From the study on labour welfare facilities certain points have been identified that some employees are satisfied and some are not satisfied with the present welfare measures. But as far the welfare facilities are concerned the Industry is following the statutory provisions which are reflected in the "Factories Act 1948", the existing welfare benefits are effective, which directly motivated the employees in the organization. Hence taking global reality, the management may review the problems with a soft mind. In future, the industry can well think of improving the present welfare by consulting with employees. Urgent necessities are to be made regarding the transport, rewards for results, and canteen facilities as general wellbeing of the workers essential. Welfare refers to the physical, intellectual, honest, and emotional wellbeing of an individual. Human resources is the asset of an organization, so they need proper awareness.

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