

# A Study on Employee Welfare Measure Practiced In Industries of Nagapattinam District

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**Abstract-** *“Welfare is a broad concept referring to a state of living of an individual or a group, in a desirable relationship with the total environment, ecological, economic, and social welfare includes both the social and economic contents. In recent and past more researchers has given insight into various organization environment factors. This study will also help the management to reduce the job related problems, increase motivational activities and develop the employees in such a way that their career goals are achieved. This is an opportunity for the employees to give their feedback which aids the management will do some alteration in the future welfare and other further facilities. The suggestions and recommendations are also given at the end of the report. The result of the study helps the management to know about the shortcoming in managing employees and that also encourage them to take action to reduce their shortcomings.*

## I. OBJECTIVES OF THE STUDY

**Primary Objectives:** To determine the awareness and level satisfaction of the employees towards the welfare measures, working conditions and social security schemes provided by the organization to the employees.

**Secondary Objectives:** To evaluate the level of employee satisfaction and find out the employee welfare measures adopted by the company. To know the working environment of the employees to find out the awareness among the employees about the employee welfare measures

**Research Design:** For this study the design used was descriptive. Descriptive design as the name itself implies, is conducted to describe something. Here the descriptive research was conducted to find out the information about the factor and to spot light the areas that need the management’s attention.

**Primary Data:** The objective of the study has been accomplished with the help of primary data collected from 120 workers .The pre-decided number of samples has been selected based on the (Probability Sampling) simple random sampling method. For the selection of samples from the personnel department, from the list of 278 workers by name,

department, and nature of duty have been collected and from this list 120 samples have been selected randomly for the present study. The selected samples are met in person and the required data have been collected with the help of a structured questionnaire.

**Secondary Data:** Secondary data was collected from the company records and websites.

### 1.2 Sampling Design:

**Sampling Method:** The entire group from which a sample is chosen is known as sampling unit. The research data was collected from employees of industries of Nagapattinam district.

**Size of Employs Population:** Total population was 278 workers. Out of the total population the researcher collected 50 percent i.e. 120 samples from the Company.

**Sampling Technique:** The technique used for the research is Probability Sampling because the population is finite. The Sampling technique selected for the study is Simple random sampling technique. It is one where respondents are selected from the total population.

**Statistical Tools and Techniques:** The collected data have been analyzed with the help of tools like simple percentage method.

**a) Simple Percentage Method:** Simple percentage analysis refers to a ratio. With the help of absolute figures it will be difficult to interpret any meaning from the collected data, but when percentages are found out then it becomes easy to find the relative difference between two or more attributes.

**b) Chi-Square:** Chi-Square Test is an important test among the several test of significance. Chi-Square symbolically written as  $\chi^2$  (pronounced as Ki Square).Chi square test enables to explain whether or not two attributes are associated. Chi- square is calculated as follows,

$O_{ij}$  = observed frequency of the cell in the  $i^{\text{th}}$  row and  $j^{\text{th}}$  column.

$E_{ij}$  = expected frequency of the cell in the  $i^{\text{th}}$  row and  $j^{\text{th}}$  column.

As a non-parametric test it can be used to determine a categorical data. It is used to make comparison between theoretical population and actual data. Degree of freedom plays an important part in using the chi-square distribution and tests are based on it. The degree of freedom is worked out as follows

$d.f = (c-1)(r-1)$ , where  $c$ - means number of columns and  $r$ - means number of rows.

**c)Quality Policy:** Quality can be viewed as a weapon for competitive advantage, as a means of profitability and a source of value for customers, investment in quality achieves desired business results. Quality derives the productivity machine and leads the firm to prosperity.

## II. DATA ANALYSIS AND INTERPRETATION

**Analysis:** The term analysis refers to the computation of certain measures along with searching for patterns or relationship that exist among data groups. After collection of data, the data has to be processed and analyzed in accordance with the outline laid down for the purpose at the time of developing the research plan.

**Interpretation:** Interpretation refers to the task of drawing inferences from the collected facts after an after an analytical and / or experimental study in fact; it is a search for broader meaning or research findings. The tasks or interpretation has two major aspects they are.

Table 2.1: Age Group of The Respondents:

Age	No. of. Respondents	Percentage
Less than 30 years	29	24
30-40 years	41	34
41-50 years	23	19
Above 50 years	27	23
Total	120	100

Table: 2.2: Educational Qualification:

Education	No. of. Respondents	Percentage
PG	16	13
UG	18	15
+2	20	16
SSLC	66	56
Total	120	100

Table: 2.3: Work Experience Of The Respondents:

Experience	No. of. Respondents	Percentage
Less than 10 years	41	34
10-15 years	31	25
15-20 years	26	21
Above 20 years	22	19
Total	120	100

Table: 2.4: Monthly Salary of The Respondents:

Monthly Salary	No. of. Respondents	Percentage
Less than Rs6000	19	16
Rs6000-Rs8000	23	19
Rs8001-Rs9000	15	13
Above Rs10000	63	52
Total	120	100

Table: 2.5: Respondent's Level of Satisfaction with Transportation Facilities

Satisfaction level	No. of. Respondents	Percentage
Highly satisfied	38	32
Satisfied	50	43
Neutral	16	13
Dissatisfied	8	6
Highly Dissatisfied	8	6
total	120	100

Table 2.6: Respondent's Level of Satisfaction with Housing and Education Loan Facilities

Satisfaction level	No. of. Respondents	Percentage
Highly satisfied	40	33
Satisfied	38	32
Neutral	20	17
Dissatisfied	14	12
Highly Dissatisfied	8	6
Total	120	100

Table 2.7: Respondent's Level of Satisfaction with Financial Help and Loan Facilities

Satisfaction level	No. of. Respondents	Percentage
Highly satisfied	24	20
Satisfied	46	38
Neutral	26	22
Dissatisfied	14	12
Highly Dissatisfied	10	8
Total	120	100

Table 2.8: Respondent's Level of Satisfaction with Insurance Facilities:

Satisfaction level	No. of. Respondents	Percentage
Highly satisfied	26	22
Satisfied	52	43
Neutral	22	19
Dissatisfied	12	10
Highly Dissatisfied	8	6
Total	120	100

Table: 2.9: Respondent’s Level of Satisfaction with Flexibility of Working Hours

Satisfaction level	No. of. Respondents	Percentage
Highly satisfied	24	20
Satisfied	32	27
Neutral	32	27
Dissatisfied	20	16
Highly Dissatisfied	12	10
Total	120	100

Table: 2.10: Respondent’s Level of Satisfaction :

Satisfaction level	No. of. Respondents	Percentage
Highly satisfied	28	24
Satisfied	42	35
Neutral	24	20
Dissatisfied	16	13
Highly Dissatisfied	10	8
Total	120	100

Table: 2.11: Respondent’s Level of Satisfaction with Medical Camp:

Satisfaction level	No. of. Respondents	Percentage
Highly satisfied	32	27
Satisfied	56	47
Neutral	18	15
Dissatisfied	8	6
Highly Dissatisfied	6	5
Total	120	100

TABLE: 2.12: Respondent’s Level of Satisfaction with Cleanness:

Satisfaction level	No. of. Respondents	Percentage
Highly satisfied	36	30
Satisfied	46	39
Neutral	22	18
Dissatisfied	10	8
Highly Dissatisfied	6	5
Total	120	100

Table: 2.13: Respondent’s Level of Satisfaction with Location of the Canteen:

Satisfaction level	No. of. Respondents	Percentage
Highly satisfied	26	22
Satisfied	42	35
Neutral	40	33
Dissatisfied	6	5
Highly Dissatisfied	6	5
Total	120	100

Table: 4.21 Respondent’s Level of Satisfaction with Employees Benefits:

Satisfaction level	No. of. Respondents	Percentage
Highly satisfied	26	22
Satisfied	46	38
Neutral	28	24
Dissatisfied	12	10
Highly satisfied	8	6
Total	120	100

**Statistical Tool-1:**

**Chi Square Test:** A random sample of 120 employees in Industries of Nagapattinam District, to find there is no

difference between age and the Satisfaction level of Transportation Facilities.

**Null hypothesis:**

H0: There is no significance difference between age and the Satisfaction level of Transportation Facilities.

**Alternative hypothesis:**

H1: There is a significance difference between age and the Satisfaction level of Transportation Facilities.

**Comparison between age and Satisfaction level of Transportation Facilities:**

Age/Transportation facilities	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	Total
Less than 30	9	10	5	2	3	29
30-40 years	11	14	7	4	5	41
41-50 years	10	11	0	2	0	23
Above 50	8	15	4	0	0	27
<b>Total</b>	<b>38</b>	<b>50</b>	<b>16</b>	<b>8</b>	<b>8</b>	<b>120</b>

**Calculation of Chi Square Value:**

Observed value (O <sub>i</sub> )	Expected value (E <sub>i</sub> )	$X^2 = \sum(O_i - E_i)^2 / E_i$
9	9.18	0.0035
10	12.08	0.358
5	3.9	0.31
2	1.93	0.0025
3	1.93	0.59
11	12.98	0.302
14	17.08	0.55
7	5.46	0.434
4	2.73	0.59
5	2.73	1.88
10	7.28	1.01
11	9.58	0.21
0	3.06	3.06
2	1.53	0.14
2	1.53	0.14
0	1.53	1.53
8	8.55	0.035
15	11.25	1.25
4	3.6	0.04
0	1.8	1.8
0	1.8	1.8
<b>Total</b>		<b>15.555</b>

$X^2 = 15.555$

Level of significance=5%, Degree of freedom=(r-1)(c-1) =12  
Table Value=26.296, Calculated Value=15.555

**Conclusion:** Since the table value 26.296 of chi square is greater than the calculated value 15.555 of the chi square distribution for 12 degrees of freedom at 5% level of significance than the H0 is accepted. Hence concluded there is no difference between age and the Satisfaction level of Transportation Facilities.

**Statistical Tool-2: Correlation:** A random sample of 120 employees of industries of Nagapattinam district and to find there is no difference between Experience and the satisfaction level of Insurance Facilities.

**Null hypothesis:  $H_0$ :** There is no difference between Experience and the satisfaction level of Insurance Facilities.

**Alternative hypothesis:  $H_1$ :** There is a difference between Experience and the satisfaction level of Insurance Facilities.

### III. COMPARISON BETWEEN EXPERIENCE AND SATISFACTION LEVEL OF INSURANCE FACILITIES

X	Y	$X^2$		$Y^2$	XY
26	41	676		1681	1066
52	31	2704		961	1612
22	26	484		676	572
12	22	144		484	264
8	0	64		0	0
$\Sigma X = 120$	$\Sigma Y = 120$	$\Sigma X^2 = 4072$	$\Sigma Y^2 = 3802$	$\Sigma XY = 3514$	

$$R(x, y) = \frac{N \Sigma XY - (\Sigma X)(\Sigma Y)}{\sqrt{[N \Sigma X^2 - (\Sigma X)^2]} \sqrt{[N \Sigma Y^2 - (\Sigma Y)^2]}}$$

**Correlation(r) = 0.6**

Since the calculated value lies between 0 and 1, so the x and y variables are positively correlated, the  $H_0$  is accepted. Hence concluded there is no difference between Experience and the satisfaction level of Insurance Facilities.

### IV. CONCLUSION

The study entitled A study on Employee Welfare Measures Aims to find out the employees awareness and satisfaction level with respect to the various welfare schemes, working condition and social security schemes provided by the company. Though the company has started 10 years back the welfare measures, working conditions and social security schemes, which are provided for employees are satisfactory. The staff and employees need more friendly relationship with the management. Suggestion and recommendations are also included in the project. It is concluded that this project will be very much helpful to the management to impart better welfare measures, working condition and social security schemes to the employees.

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