

A Study on Impact of Employee Satisfaction Towards Employee Welfare Measures in Uniq Web Tech With Reference To Chennai

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Abstract- *The workers are carefully thought about/believed as major useful things/valuable supplies of all organizations including service as well as manufacturing businesses. So in the present day of business world, the companies are giving more benefits to their workers and maintaining good standard measures to make them make happy (by meeting a need or reaching a goal) in the organization. The present study is on the above subject which studies the welfare measures. Therefore the reason of the study is to find out how welfare measure are given by the private organization and how the workers are happy (because of a need that was met or a goal that was reached) with the company change (to help someone)/place to live and sleep given to the workers which plays a very important role in the employee happiness (from meeting a need or reaching a goal) and their life in the organization. The study found that the employee welfare measures are highly acceptable in their concern which was done through perfect analysis & (understanding/ explanation). This study would be helpful for the company and also to improve some welfare and safety activities inside the company.*

I. INTRODUCTION

Employee happiness (from meeting a need or reaching a goal) survey provides a channel for workers to communicate their view on a wide range of issues in total confidence. Employee happiness (from meeting a need or reaching a goal) is extremely important to the success of any business. A high rate of employee satisfied and happiness is directly related to a lower turnover rate. So, keeping workers' made happy (by meeting a need or reaching a goal) with their careers should be a major priority for every employer job happiness (from meeting a need or reaching a goal) is the long-term hope of/future of employment in the organization, which creates a sense of (thing that's given/work that's done) and dedication to the workers. This is relating to/connected tone's feelings or mental state with respect to the nature of their work.it can be influenced by different factors, for eg, the quality of one's relationship with their manager, the quality of

the physical atmosphere in which they work, degree of (something that was completed) in their work, etc. Job happiness (from meeting a need or reaching a goal) is also provides positive emotional facts or conditions (that surround someone) when a person satisfy his needed things and wishes and it may be general or specific. While this is a well-known fact in management practices, money-based downturns like the current one seem to cause employers to ignore it. There are many reasons why workers can become discouraged with their jobs and quit, including high stress, lack of communication within the company, lack of recognition, or limited opportunity for growth. Management should actively try to improve these factors if they hope to lower their turnover rate. Even in a money-based downturn, turnover is an expense best avoided. Employee happiness (from meeting a need or reaching a goal) survey provides a channel for workers to communicate their view on a wide range of issues in total confidence. Employee happiness (from meeting a need or reaching a goal) survey was managed and did/done to find out the happiness (from meeting a need or reaching a goal) level of the workers. The other goal was to find out the areas of low happiness (from meeting a need or reaching a goal) where corrective measures can be taken. The Employee Happiness (from meeting a need or reaching a goal) Survey helps companies to decide/figure out how their workers think and to identify workers' needs and concerns so that improvements can be made and stronger teams can be formed.

A. Typical dimensions of employee happiness (from meeting a need or reaching a goal) Employee happiness (from meeting a need or reaching a goal) surveys can cover as many or as few topics as are needed/demanded by your organization. Some of these topics include: Job happiness (from meeting a need or reaching a goal), Company as a place to work, Organization direction, (success plan(s)/way(s) of reaching goals) and goals, Employee mood, Organizational relationships, Supervision, Management, Leadership, Culture, values and behaviors, Company image, Benefits, Payment and rewards/incentives, Recognition and promotion, Training and development, Career opportunities, Quality products and services,

Internal/external communications, Organizational change, Any other topics of interest to managers.

B. Meaning of employee's happiness (from meeting a need or reaching a goal) Workers' satisfaction is the individual employee general (point of view/way of behaving) towards the job. It is also an employee thinking-related and (related to emotions) (process of figuring out the worth, amount, or quality of something) of his or her job.

C. Definition of workers' happiness (from meeting a need or reaching a goal) job happiness (from meeting a need or reaching a goal) or employee happiness (from meeting a need or reaching a goal) is a measure of workers' satisfied and happiness with their job, whether or not they like the job or individual aspects or parts/faces of jobs, such as nature of work or supervision.

D. Increase employee's performance Employee Happiness (from meeting a need or reaching a goal) has a great hit/effect upon the performance of an employee. (Judge, Theresa, Bono. & Patton, 2001) managed and did/done a long/big meta-analysis about the relationship between these two very important organizational factors and ended/decided true relationship between employee happiness (from meeting a need or reaching a goal) and employee performance. Performance of the job by an employee also needs/demands that his expectations and wishes in terms of rewards, (serious thought/something to think about/respect) and (getting what is wanted) of his needs etc. can be met. If these are satisfied, he/she will be made happy (by meeting a need or reaching a goal) with the result of job performance and greater employee happiness (from meeting a need or reaching a goal) would generally (give a reason to do something) the workers in performing their tasks (producing more with less waste)ly and that results in increasing company's working well and getting a lot done.

E. Methods of employee's happiness (from meeting a need or reaching a goal) Employee job happiness (from meeting a need or reaching a goal) is a (having to do with figuring out the quality of things without measuring them with numbers) aspect and cannot be understood in strict (having to do with measuring things with numbers) terms. It is an unable to be touched and mental idea. There are some methods of measuring employee happiness (from meeting a need or reaching a goal). The commonly applied ways of doing things to measure employee happiness (from meeting a need or reaching a goal) have been discussed below.

II. RESEARCH METHODOLOGY

The methodology followed for conducting the study includes the specification of research design, sample design, questionnaire design, data collection and statistical tools used for analyzing the collected data.

RESEARCH DESIGN:

The study is descriptive in nature.

TYPES OF DATA USED FOR THE STUDY

Primary data and Secondary data are using for this study.

SOURCES OF DATA

Primary data were collecting directly from the customers through structured Questionnaire, email.

Secondary data were collecting from company documents, standard textbooks and Internet.

METHODS OF DATA COLLECTION

The secondary data is collecting through desk research and primary data is collecting through survey and interview method.

SAMPLING DESIGN

Sampling unit :

Employees of UNIQ WEB TECH, Chennai.

Sample size:

Sample size used for the study is 100 employees.

SAMPLING TECHNIQUE

The Sampling technique is to use for the study is random Sampling.

TOOLS FOR DATA ANALYSIS:

- **Percentage analysis**
- **Chi-square test**
- **Karl Pearson's coefficient correlation**

III. TOOLS FOR PRESENTATION OF DATA

Tables, Pie charts, bar-diagrams and Graphs are using for the presentation of data.

HYPOTHESIS

1. **H₀**: There is no significant relationship between welfare measures and job satisfaction of employees in UNIQ WEB TECH, Chennai.
2. **H₁**: There is significant relationship between welfare measures and job satisfaction of employees in UNIQ WEB TECH, Chennai.

Variables Used

Employee welfare measures (Independent Variable)

Job satisfaction (Dependent Variable)

(I) CHI SQUARE TEST:

HYPOTHESIS 1:

RELATIONSHIP BETWEEN THE GENDER AND SATISFACTION LEVEL TOWARDS JOB :

STATISTICAL INFERENCE:

C.V= 14.991

T.V=9.488

C.V>T.V

NOT SIGNIFICANT

HO (NULL HYPOTHESIS):

There is no significant relationship between gender of the respondents and satisfied with the working facilities.

HA (ALTERNATIVE HYPOTHESIS):

There is a significant relationship between gender of the respondents and satisfied with the working facilities.

$$\begin{aligned} \text{DEGREES OF FREEDOM} &= (r-1)(c-1) \\ &= (5-1)(2-1) \\ &= (4) (1) \\ &= 4 \end{aligned}$$

4 at 5% Level of Significance.

$$C.V > T.V$$

Hence, the Null Hypothesis is rejected, Alternative Hypothesis is accepted.

RESULT:

There is no significant relationship between the gender and satisfied with the working facilities .

(ii) ANOVA:

NULL HYPOTHESIS:

There is no significant ANOVA between gender and the satisfaction current job satisfied with the working facilities.

CONCLUSION:

Calculate F value is 18.017 and F critical value 3.88 so calculate value is more than the table value so null is rejected.

(iii) CORRELATION:

Calculation value is 0.9521 and so I concluded that there is no significant correlation between rate statement and employee satisfaction process of the company

IV. OBJECTIVE OF THE STUDY

- To understand & present the various welfare measures at UNIQ WEB TECH, Chennai.
- To examine the satisfaction level of employee regarding welfare measures provided by the Organization.
- To study the factors that motivates employees to work in the organization.
- To find the drawbacks in the current welfare measures.
- To analyze and suggest further improvement of existing welfare facilities in the organization.

V. SCOPE OF THE STUDY

- The present study has been undertaken to study find out employee welfare measures and job satisfaction in UNIQ WEB TECH, Chennai.
- To find out the practical difficulties involved in welfare measures that can be evaluated through this study.
- The study can be used to bring out the solution for the problem faced by the employees availing the welfare measures.
- Through the study, company would be able to know the satisfaction level of employee on welfare measures

VI. LIMITATIONS OF THE STUDY

- The personal opinion of customers may vary from person to person.
- All the limitations to pertaining to questionnaire also affect the study.

- This sample may not be considered as a good representative of the whole population.
- There may be a possibility of human error.

VII. FINDINGS

- 40% of the respondents belongs to the age 21-25.
- 64% of the respondents belongs to male.
- 68% of the respondents are unmarried.
- 50% of the respondents are only at the graduation in that company.
- 62% of the respondents peoples are below 5 years in that company.
- 44% of the respondents of the people are less than 4 members.
- 70% of the respondents are below 25,000 in that company.
- 56% of the respondents are highly satisfied in the company.
- 40% of the respondents are strongly agree for work overload in that company.
- 30% of the respondents are strongly agree with the satisfied working hours in that company.
- 24% of the respondents are highly satisfied with the employee and supervisors in that the company.
- 30% of the respondents are strongly agree with feel to switch over the company.
- 56% of the respondents are highly satisfied with the welfare policies in that company.
- 36% of the respondents are highly satisfied with the team sprit among the co-workers in that company.
- 40% of the respondents are strongly agree with motivated by their supervisors in the company.
- 44% of the respondents are highly satisfied with leave facilities are adequate in that company.
- 36% of the respondents are highly satisfied with the grievance handling procedure is effective in that company.
- 30% of the respondents are strongly agree with the current salary and future earning potential in that company.
- 64% of the respondents are strongly agree with comfortable personal workspace in that company.
- 70% of the respondents are highly satisfied with provision of bonus and incentives in that company.
- 40% of the respondents of the peoples are their colleagues are good
- relationships with the employees in that company.

- 36% of the respondents are strongly agree with feel free to express their opinion in that the company.
- 20% of the respondents are strongly agree with their jobs are always under the political pressure.
- 40% of the respondents are highly satisfied on different training methods in their departments of that company.

VIII. SUGGESTIONS

- The company has to reduce the working hours of the employees.
- The company need to concentrate to focus on employee salary.
- Company need to provide a more comfortable work space for each employees.
- The company has to improve the welfare facilities.
- It is suggested that to improve job rotation in this company.
- The company must be concentrated on the employee promotions.
- It is suggested that to improve the involvement of employee participation in decision making program in the organization.
- It is suggested that to improve the climatic condition to be free and cardinal.

IX. CONCLUSION

The survey found that the job satisfaction among the workers in the company is well maintained still it may increase it by following the above suggestions. The factors like majority of the workers are now only comfortable for his/her jobs in that company.

In future it will be definitely changed. Now some of the employees are not satisfied in his/her jobs.

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