

A Study on Impact of Labour Welfare Measures on Employee Satisfaction

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Abstract- This study main focus on followed a quantitative approach. Instrument used for the perception of employee welfare measures was based on a questionnaire, which was built on primary data from respondents and secondary data from books, journals, records, registers and web sites. The study analyzed the most critical variable like Employee Satisfaction, Benefits from the Company, Safety and Friendly Work Environment, and Support from the Employer. Anova and Correlation Analysis were performed to identify the significant or non-significant relationship / difference between the variables which helps to verify the research hypotheses

Keywords- Medical facility, Educational Facility, Intramural Facility, Employee Satisfaction

I. INTRODUCTION

The aim of the study is Employee satisfaction is the term used to describe whether employees are happy and fulfilling their desires and needs at work. The critical factor with employee satisfaction is that satisfied employees must do the job and make the contributions that the employer needs. The main focus of this dissertation is an evaluation and measurement of employee satisfaction. As Specter (1997) defined job satisfaction as all the feelings that a given individual has about his/her job and its various aspects. Employee satisfaction is a comprehensive term that comprises job satisfaction of employees and their satisfaction overall with companies' policies, company environment etc. Within the literature review the researcher reviewed academic as well as practitioner research relating to the subject matter of employee engagement. The researcher, in completion of the dissertation, utilized peer review journals, as well as internet searches in order to find up to date practitioner publications on employee satisfaction.

II. OBJECTIVES OF THE STUDY

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.

- To evaluate the level of employee satisfaction for welfare in elevation windows in Trichy.
- To find out the employee welfare measures adopted by the company.
- To know the working environment of the employees.

III. REVIEW OF LITERATURE

(Mrs. Masarath , 2017) Role Of Welfare Measures And Its Impact On Employee Productivity: An Empirical Study Of Sccl Mines .A Satisfied employee can perform well in his job with work commitment which leads to improvement in his productivity, based on this statement, the researcher wants to account the satisfaction level of employee with the welfare measures providing by his/her organization. sample size is 1650.Tools used for Anova chi-square

Goli Gurunatham (2016) Labor welfare work in India is somewhat distressing, Welfare amenities not been properly provided, except the units managed by progressive employers. In modern units where the latest technology demands maintenance of adequate standards. The letter of the law not been strictly observed in most units, owing to poor supervision. Sample size is 248.tools used for Anova, Multiple regressions.

Arul Edison (2017) Analysis Of Labour Welfare Measures And Its Impact On Employee's Commitment this is topic. To identify the relationship between labour welfare measure and employees' commitment. To analyze the labour welfare measure and its relationship with employees' commitment in Jyothy Laboratories Limited, Thirunallar. The sample size is 76.Tools is used for percentage analysis, Anova, multiple regression.

IV. RESEARCH METHODOLOGY

Research methodology is the specific procedures or techniques used to identify, select, process, and analyze information about a topic. In a research paper, the methodology section allows the reader to critically evaluate a study's overall validity and reliability.

Primary data: questionnaire method

Secondary data: articles, websites, and journals

Sample design: sample method is simple random sampling

Sample size: The sample size of 120 labours was chosen from these elevation windows

Data Analysis: percentage analysis, Anova, Correlation

V. LIMITATIONS OF THE STUDY

- Due to time constraint, the survey was restricted to 120 respondents from the universe.
- As the questions were direct to the personal opinion of the employees some of them were hesitant to answer negative points.
- There may be a chance of biased information.

VI. DATA ANALYSIS AND INTERPRETATION

Data analysis is the science of analyzing raw data in order to make conclusions about that information. Many of the techniques and processes of data analytics have been automated into mechanical processes and algorithms that work over raw data for human consumptions. Data analytics techniques can reveal trends and metrics that would otherwise be lost in the mass of information. This information can then be used to optimize processes to increase the overall efficiency of a business or system.

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Percentage Analysis

Result

Table shows that overall medical facility satisfied of respondents range from mean 1.25 and standard deviation is 0.43, overall educational facility satisfied range from mean 1.17 and standard deviation is 0.37, overall intramural facility satisfied of respondents range from mean 1.25 and standard deviation 0.43. The statement scores higher mean and lower standard deviation score which reveals the effect of consistency.

Anova

Null Hypothesis (H₀): There is no significant between medical facility and promotion policy allowed by the company.

Alternate Hypothesis (H₁): There is significant between medical facility and promotion policy allowed by the company.

Calculated value = 177.88, tabulated value = 1.67

Hence the null hypothesis is accepted

Result

The calculated value greater than the tabulated value, Hence we reject alternative hypothesis and conclude that there is no significant between medical facility and promotion policy allowed by the company.

Correlations

Null Hypothesis (H₀): There is a positive relationship between monthly income and promotion policy allowed by the company.

Alternate Hypothesis (H₁): There is a negative relationship between monthly income and promotion policy allowed by the company.

$r = .887, n = 120, p = 0.00$

Inference

Pearson correlation was run to determine the relationship between monthly income and promotion policy.

Since r is positive, there is a positive relationship between monthly income and promotion policy.

VIII. FINDINGS

1. There was no significant mean difference in the employee satisfaction scores among difference age ways
2. There was no significant mean difference in the employee satisfaction scores among difference between male and female employees
3. There was the significant mean difference in the employee satisfaction scores among there is no difference between employee monthly income
4. There was no significant mean difference in the employee satisfaction scores among difference experience of employees

5. There was no significant mean difference in the employee satisfaction scores among difference between the income of the employees
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IX. SUGGESTIONS

1. All employees should actively participate in welfare activities
2. The superior need to have a good rapport with their subordination to build a healthy relations
3. The organization need to provide a better and ergonomically sitting arrangement to the workers
4. The organizations need to take care that the workers get paid on specified due dates to avoid any contingency
5. The organization need to provide workers with good employee engagement activity and recreational facilities so have to retain the enthuse in the workers

X. CONCLUSION

The welfare facilities give better working conditions and living environment to their workers which as increased morale satisfaction commitment towards the objective of the organization. From the study there is no significant difference between the employee satisfaction and facilities and there is a positive relationship between the employee satisfaction and statutory and with the non-statutory facilities. From the study, it is found that some of the workers are not satisfied with the relationship with their superior building good so the organization should take care so that healthy communication occurs between the workers and superior. Most of the workers are neutral in their response with respect sitting arrangements in the organization. According to this study some of the workers expecting to improve existing welfare facilities within the organization.

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