

A Study On Compensation And Welfare Measures And Employee Satisfaction At Sri Sai Tubes And Pipes

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Abstract- *The study focuses on compensation and welfare measures and their impact on employee satisfaction at Sri Sai Tubes and Pipes. Employee satisfaction plays a vital role in improving productivity, organizational commitment, and overall performance. The research aims to analyze employees' opinions regarding salary, incentives, welfare facilities, safety measures, medical benefits, and working conditions provided by the company. Primary data were collected from employees through a structured questionnaire, and statistical tools such as Chi-square test, Correlation, and ANOVA were used for analysis. The findings reveal that effective compensation and welfare measures positively influence employee satisfaction and motivation. The study concludes with suggestions to improve welfare policies, incentives, and employee engagement practices to enhance organizational effectiveness and employee morale.*

Keywords: Compensation, Welfare Measures, Employee Satisfaction, Incentives, Employee Motivation, Organizational Performance.

I. INTRODUCTION

Compensation and welfare measures are essential components of human resource management. Compensation includes wages, salaries, incentives, bonuses, and other monetary benefits provided to employees for their services. Welfare measures refer to the facilities and services

offered to employees to improve their working and living conditions, such as medical facilities, transportation, safety measures, canteen facilities, and leave benefits.

Employee satisfaction is directly influenced by fair compensation and effective welfare measures. Satisfied employees contribute positively to organizational productivity, efficiency, and growth. Organizations that focus on employee welfare are more

likely to retain talented employees and maintain a healthy work environment.

This study examines the compensation and welfare measures provided at Sri Sai Tubes and Pipes and evaluates the level of employee satisfaction toward these practices.

II. OBJECTIVES OF THE STUDY

1. To study the compensation system followed at Sri Sai Tubes and Pipes.
2. To analyze the welfare measures provided to employees.
3. To identify the level of employee satisfaction regarding compensation and welfare facilities.
4. To examine the relationship between compensation and employee satisfaction.
5. To provide suggestions for improving employee welfare and satisfaction.

III. STATEMENT OF THE PROBLEM

Employee satisfaction is important for organizational success. In many organizations, employees may feel dissatisfied due to inadequate salary structure, lack of incentives, poor welfare measures, and insufficient working conditions.

Understanding employees' perceptions regarding compensation and welfare measures helps organizations improve their policies and increase employee morale and productivity. Therefore, this study aims to analyze employee satisfaction toward compensation and welfare measures at Sri Sai Tubes and Pipes.

SCOPE OF THE STUDY

The present study focuses on compensation and welfare measures and their impact on employee satisfaction at Sri Sai Tubes and Pipes. The study covers various aspects such as salary, incentives, bonus, medical facilities, safety measures, working conditions, leave facilities, and other employee welfare practices provided by the organization.

The study aims to understand the level of employee satisfaction regarding compensation and welfare measures adopted by the company. It also helps to identify the effectiveness of existing HR policies and their influence on employee motivation, morale, and productivity.

The scope of the study is limited to the employees working in Sri Sai Tubes and Pipes and is based on the data collected through questionnaires and employee responses. The findings of the study may help the management improve compensation policies and welfare facilities for better employee satisfaction and organizational growth.

IV. REVIEW OF LITERATURE

1. Edwin B. Flippo

Edwin B. Flippo stated that compensation is the adequate and equitable remuneration paid to employees for their contribution to organizational goals. Proper compensation improves employee motivation and efficiency.

2. Michael Armstrong

Michael Armstrong emphasized that employee welfare measures increase job satisfaction and organizational commitment. Welfare practices improve the physical and mental well-being of employees.

3. Dessler (2017)

Dessler explained that fair compensation systems and employee benefits are essential for maintaining employee satisfaction and reducing turnover.

4. Azwathappa

Azwathappa highlighted that employee welfare measures improve industrial relations and create a positive work environment.

5. Venkata Rao

Venkata Rao concluded that employee satisfaction depends greatly on compensation policies, incentives, and welfare facilities provided by organizations.

V. RESEARCH METHODOLOGY

Research Design

Descriptive research design was used for the study. Sources of Data

- Primary Data: Collected through questionnaires from employees.
- Secondary Data: Collected from books, journals, company records, and websites.

Sampling Method

Convenience sampling method was adopted.

Sample Size

The sample size for the study consists of 100 employees. Tools Used for Analysis

- Percentage Analysis
- Chi-square Test
- Correlation Analysis
- ANOVA

CHI-SQUARE TEST AND RESULT

Hypothesis

- H₀: There is no significant relationship between compensation and employee satisfaction.
- H₁: There is a significant relationship between compensation and employee satisfaction.

Particulars	Value
Calculated value	12.56
Table value	9.49
Degree of freedom	4
Significance level	5%

Result

Since the calculated value is greater than the table value, the null hypothesis is rejected. Therefore, there is a significant relationship between compensation and employee satisfaction.

CORRELATION ANALYSIS AND RESULT

Variable	Correlation value
Compensation and Employee satisfaction	0.78

Interpretation

The correlation value of 0.78 indicates a strong positive relationship between compensation and employee satisfaction.

ANOVA TEST AND RESULT

Source variation	Sum of squares	Degree of freedom	Mean of square	F value
Between groups	245.6	3	81.86	5.24
Within groups	1498.2	96	15.60	
Total	1743.8	99		

Result

The calculated F value indicates that there is a significant difference in employee satisfaction levels based on welfare measures provided by the organization.

LIMITATIONS OF THE STUDY

1. The study is restricted only to the employees of Sri Sai Tubes and Pipes and may not represent other organizations.

2. The sample size selected for the study is limited, which may affect the overall accuracy of the findings.

3. The study is based mainly on the responses and opinions provided by employees, which may include personal bias.

4. Due to time constraints, detailed analysis of all compensation and welfare factors could not be carried out.

5. Some employees were hesitant to provide complete information regarding their satisfaction level and compensation details.

SUGGESTIONS

1. Sri Sai Tubes and Pipes can improve salary structure and incentive schemes to increase employee motivation and satisfaction.

2. The organization should provide additional welfare facilities such as health check-ups, medical insurance, transportation, and recreational activities for employees.

3. Regular employee feedback and satisfaction surveys should be conducted to understand employee expectations and improve workplace policies.

4. Training and development programs can be organized frequently to enhance employee skills, confidence, and job performance.

5. The company should maintain fair and transparent compensation policies to build trust among employees.

CONCLUSION

The study on compensation and welfare measures and employee satisfaction at Sri Sai Tubes and Pipes concludes that compensation and welfare practices play a significant role in improving employee satisfaction, motivation, and organizational performance. The employees are generally satisfied with the salary structure, incentive, and welfare facilities provided by the organization.

The statistical analysis, including Chi-square test, Correlation, and ANOVA, indicates that there is a positive relationship between compensation, welfare measures, and employee satisfaction. Effective welfare facilities such as safety measures, medical benefits, and good working conditions help employees feel secure and motivated in their workplace.

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