

## RESEARCH ARTICLE

# A STUDY ON EMPLOYEES WELFARE MEASURES IN SIVA FOODS MADURAI

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**Abstract:** An employee has an important role in the industrial production of the company. The personnel management really concern with the management of the people at work management is an art of getting work done by the people. Therefore, it is very necessary to seek the co-operation of the employees force to increase the production and to earn higher profits. The main objective of the study is to find out the overall Employees Welfare Measures in training level of employees in the company. In the company I have studied thoroughly the working method and functions of the Human Resource department individually. The sample size is 90. The sample method used for this study is the Percentage Analysis, Correlation and Chi-Square. The data has been collected through a well-structured questionnaire and has been analyzed with the help of SPSS package.

**Keywords:** *Welfare, Production, Management, Company, Labour, etc*

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## INTERODUCTION

The main objective of the study is to find out the overall Employees Welfare Measures in training level of employees in the company. In the company I have studied thoroughly the working method and functions of the Human Resource department individually. The sample size is 90. The sample method used for this study is the Percentage Analysis, Correlation and Chi-Square. The data has been collected through a well-structured questionnaire and has been analyzed with the help of SPSS package (Gupta, 2020).

### Welfare Measures to Workers

The welfare measures provided are

- First Aid box
- Bonus
- Increment
- Sufficient supply of drinking water

Defines labour welfare as Efforts to make life worth living workers” Yet another definition includes in labour welfare is “Such services facilities and amenities as adequate canteen, rest and recreation facilities, sanitary and medical facilities, arrangements for travel to and from work. The accommodation of the workers employed at a distance from their

homes, and such other services, amenities and facilities, including social security measures, as contribute to an improvement in the conditions under which workers and Labour” (Nair, 2024; Moorthy, 1968).

### Approaches to Labor Welfare

Welfare is a dynamic concept and so it needs to be constantly adapted to the changing circumstances. This is a truism in the industrial system as well. For example the first approach was the paternalistic approach. This approach to Labour welfare can be traced back to the beginning of the modern industrial system when there was hardly any difference between management and ownership and the owners got first-hand information of the living and working conditions of workers (Murthy and Bhojanna, 2021).

Some of them, motivated by philanthropic, humanitarian and religious considerations, did much to improve the lot of the working masses. Though considerable amount of the so called welfare work was done during the post first world war period; (mainly as a

product of the stresses and strains of the war) it was insufficient to result in promoting welfare as is clear from the following observation of the British Trade Union congress Delegation (1927-28) (Varma and Agarwal, 2015; Aswathappa K. 2010).

**Objectives of Study**

**Primary Objective**

- To study the effectiveness of employee welfare measures in Siva Foods industries Madurai.

**Secondary Objective**

- To identify factors related to pay and promotion
- To assess the effectiveness of the welfare facility activities
- To study the working conditions and nature of the job at Siva foods industries
- To assess the management style and grievance handling procedures.
- To give suggestion for the improvement in the welfare measure activities

**Needs of the Study**

- To understand the extent to which the welfare measures are provided by Employee Welfare towards their employees.
- To know the level of awareness of employees about the various welfare measures provided to them.
- To study how the welfare facilities provided help in increasing the services and job satisfaction.
- To learn how welfare services provided to employees help organization to build up a stable work force by reducing absenteeism and labour turnover.

**RESEARCH METHODOLOGY**

Research methodology is a science of studying how research is done scientifically it is a way to systematically solve the research problem by logically adopting various steps.

Methodology helps to understand not only the products of scientific enquiry but the process itself. It aims to describe and analyse method, throw light in their limitations and resources clarify throw presuppositions and consequences, relating their potentialities to the twilight zone at the frontiers of knowledge. It helps to advancement to wealth of human knowledge, tools of the trade to carry out research provides tolls to look at things in life objectively

**LITERATURE REVIEW**

Rao P. Subha, (2006) "Labour welfare work is work for improving the health, safety, and general well-being and the industrial efficiency of the worker beyond the minimum standard laid down by labour legislation". Welfare measures may also be provided by the government, trade unions, and non-government agencies in addition to the employer. The basic purpose of welfare is to enrich the life of the employee and keep them happy and contented.

Hoang Tien Nguyen Van, Dung Ha (2020) Purpose-Garment employee productivity in Bangladesh is the lowest compared to its competitors such as China, India, Pakistan and Sri Lanka. The Bangladeshi Ready-Made Garment (RMG) industry will find it a challenge to survive in the global market unless they improve employee productivity. Therefore, the primary purpose of this study was to observe the relationship among wages and benefits, welfare facilities, employee work motivation and employee productivity.

Prasad, (2007) The review aims to demonstrate a broader perspective of human capital and employee well-being concept. Moreover, the study attempts to analyse theoretical notions underlying human capital and well-being relationship and thus to guide the integration of two distinct concepts Thiruvengktraaj and Thangapandian (2017)

**DATA ANALYSIS AND INTERPRETATION**

**Table 1: Distribution of respondents by their motivate workers to worksincerely**

Motivate workers to work sincerely	No. of respondents	Percentage
Strongly agree	5	6
Agree	85	94
Disagree	0	0
Strongly agree	0	0

Neutral	0	0
TOTAL	90	100

**Table 2 : Distribution of respondents by their workers education scheme**

Workers education scheme	No. of respondents	Percentage
Strongly agree	5	6
Agree	48	53
Disagree	40	44
Strongly disagree	0	0
Neutral	2	2
Total	90	100

**Table 3 : Distribution of respondents by their provide loans**

Provide loans	No. of respondents	Percentage
Strongly agree	15	17
Agree	12	13
Disagree	28	31
Strongly disagree	0	0
Neutral	45	50
Total	90	100

**Table 4 : Distribution of respondents by their provide medical facilities**

Provide medical Facilities	No. of Respondents	Percentage
Strongly agree	56	62
Agree	34	38
Disagree	0	0
Strongly disagree	0	0
Neutral	0	0
Total	90	100

## SUGGESTIONS

- Recreation facilities can be improved to increase the morale of the employees and reduce the stress of the employees.
- More training classes should be conducted to enhance the efficiency of the employees.
- Quality of food, canteen facility can be improved.
- Annual health checkups, employee counselling should be improved by conducting health camps at least in a month.
- Company should provide breakfast facility.
- Most of the employees are satisfied with the existing welfare schemes provided by the company.
- The following recommendations will be helpful to the management to improve the awareness as well as to improve the satisfaction level of employees.
- The Management shall arrange more programmers to improve the employee's

awareness about the welfare measures working conditions and social security schemes.

- Some of the employees said there weren't enough washrooms within the premises, as in few smaller units did not have the washroom facilities.
- The company can provide the smaller units with at least one washroom for the male and one for females.
- Since the company is a whole manufacturing firm, its normal that there are number of male employees but just to make the work place more comfortable for the small number of female employees the company can take in few more women workers.

## CONCLUSION

The company follows a lot of Health, Safety and Welfare measures for their employees and throughout the research we could say that the employees were very satisfied towards these various measures.

For the research my topic was Flexible working hours have an impact on the satisfaction level of employees towards the overall welfare measures of the company. Human resource plays an important role in any organization, employee's welfare facilities

are concerns to this department, if the employee happy with welfare measures, then only the productivity of that organization can be increased. The overall respondents are satisfied with the welfare measure provided by the organization. It also increases the effectiveness and productivity of employees and organization as a whole.

Employee welfare important in a business/organization. Other factors for production depend on the human factor. Therefore, the worker has the right to demand that the condition under which he work should be reasonable and provides proper safeguard for their life and health.

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