

An Organizational Study and a Study on Employee Welfare with Special Reference to Sakthi Sugars Ltd, Appakudal

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Abstract – Welfare is the measures of promoting the efficiency of employee. The various welfare measures provided by the employer will have immediate impact on the health, physical and mental efficiency, alertness, morale and overall efficiency of the worker and thereby contributing to the higher productivity. The basic propose of employee welfare is to enrich the life of employees and to keep them happy and conducted. The objective of the study was to find out extend of utilization of Employee welfare facility by the workers. The design used in the project is descriptive type. The analytical tool used in the survey is percentage analysis. From the finding the research conclude that the Employee welfare facilities are provided properly, in addition to that the research suggested some ideas to improve the welfare facilities. Some of the employee’s suggestions are to improve the medical facilities and canteen facilities. Here, The researcher conclude that Sakthi Sugars is one of the best organizations in providing facilities to employees. Therefore, he have taken up a study on employee welfare at SAKTHI SUGARS LTD., APPAKUDAL and hope that this study will be useful to the research and to the industry for satisfying their employees in the future period.

Index Terms – Employee Welfare, Productivity, Analytical Tool.

1. INTRODUCTION

Employee welfare means “The effort to make life worth living for workmen”, when all basic facilities are provided and employees obtain satisfaction then the productivity can be increased and development of the organization will be possible.

Employee welfare is an area of social welfare conceptually and operationally. It covers a broad field and connotes a state of well being, happiness, satisfaction, conservation and development of human resources and also helps to motivation of employee. The basic propose of employee welfare is to enrich the life of employees and to keep them happy and conducted. Welfare measures may be both statutory and non statutory laws require the employer to extend certain benefits to employees in addition to wages or salaries. Organizations

provide welfare facilities to their employees to keep their motivation levels high.

The employee welfare schemes can be classified into two categories viz. statutory and non-statutory welfare schemes. The statutory schemes are those schemes that are compulsory to provide by an organization as compliance to the laws governing employee health and safety, these include: canteen facilities, drinking water, proper and sufficient lighting , facilities for sitting , changing rooms , first aid appliances, latrines and urinals , washing places, spittoons, rest rooms. Non statutory welfare schemes may include: personal health care, flexi-time, employee assistance programs, harassment policy, employee referral scheme, medi-claim insurance scheme. The non statutory schemes differ from organization to organization and from industry to industry.

2. REVIEW OF LITERATURE

Resma and Basavraju (2013) stated the employee welfare is a comprehensive term including various services, benefits and facilities offered to employees of the organization. This study enlightens the concept of welfare measures; it also highlights the employee’s perception regarding the various statutory welfare measures provided by the Donimalai Iron Ore Mine, Bellary.

Logasakthi and Rajagopal (2013) reveled the employees enjoy not only the satisfaction of their jobs but also various facilities given by the firms. The labours extend their maximum support for the improvement of the company. The management provides all the health safety and welfares to the employees that will help to produce better performance in the work and working environment.

Srinivas (2013) identified welfare facilities and employee’s satisfaction level about welfare facilities adopted at Bosch limited, Bangalore. It is found that most of the, welfare

facilities like medical, canteen, working environment, safety measures etc., are provided by the company and most of the employees are satisfied with the welfare facilities adopted by the company towards the employee’s welfare.

3. OBJECTIVES

- To study and analyze the welfare measures provided to the employees with special reference to Sakthi Sugars Limited.
- To evaluate the satisfaction level of employees about the facilities in their work environment.

4. RESEARCH METHODOLOGY

RESEARCH DESIGN:

To study and describe the satisfaction level of various employee welfare measure provided to employee Sakthi Sugars Limited is Descriptive Research. Descriptive research includes surveys and fact finding enquires of different kinds. The major purpose of descriptive research is description of the state affairs as it exists at present.

METHOD OF DATA COLLECTION:

Primary data collection:

The primary data has been collected by means of questionnaire and interview method.

Secondary data collection :

The secondary data has been collected from various public sources, Books, journals and website.

SAMPLING SIZE AND TECHNIQUE :

Size of the sample

It refers to the number of items to be selected from the universe to constitute as a sample. In these study 50 employees of SAKTHI SUGARS LIMITED In APPAKUDAL was selected as size of sample.

Sample design

The sampling technique used in this study is simple random sampling method. This method is also called as the method of chance selection. Each and every item of population has equal chance to be included in the sample.

QUESTIONNAIRE :

The questions are arranged logical sequence. The questionnaire consists of a variety of questions presented to the employees for the response. Multiple choice questions, rating scale questions were used in constructing the questionnaire.

STATISTICAL TOOLS USED :

To analyze and interpret collected data the following statistical tools were used.

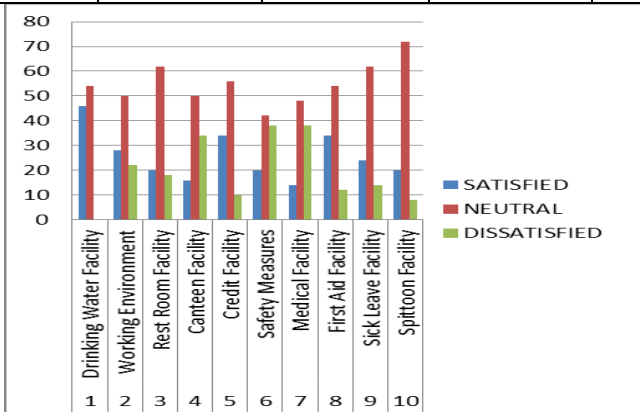
1) Percentage Method :

The Percentage is used for making comparison between two or more series of data. It is used to classify the opinion of the respondent for different factors. It is calculated as

$$\text{Percentage of respondents} = \frac{\text{No. of respondents favorable}}{\text{Total No. of respondents}} \times 100$$

RESPONDENTS VIEW ON WELFARE MEASURES

S.NO	FACTORS	SATISFIED	NEUTRAL	DIS SATISFIED
1.	Drinking Water Facility	46	54	0
2.	Working Environment	28	50	22
3.	Rest Room Facility	20	62	18
4.	Canteen Facility	16	50	34
5.	Credit Facility	34	56	10
6.	Safety Measures	20	42	38
7.	Medical Facility	14	48	38
8.	First Aid Facility	34	54	12
9.	Sick Leave Facility	24	62	14
10.	Spittoon Facility	20	72	8



5. FINDINGS

- From the Study it is found that, 2% belongs to the age group of 18 – 25 years, 50% belongs to the age group of 26 – 35 years and 40% belongs to the age group of 36 – 45 years, 78% are male in sex group, According to the respondents, 22% are below Hr. Sec, 32 % are completed Hr. Sec, 40% are completed diploma, and 6% are degree holders, 6% belongs to 0 – 1 years of experience, 24% belongs to 1-5 years of experience, 30% belongs to 5 – 10 years, 20% belongs to 5,000 – 10,000 salary, 26% belongs to 10,000 – 15,000 salary, 24% belongs to 15,000 – 20,000.
- 54% are neutral with drinking water facility given by the company to the employees, 50% are neutral with Working environment, 62% are neutral with rest room facility, 50% are neutral with canteen facility given by the company to the employees, 56% are neutral with credit facility, 42% are neutral with safety measures, 48% are neutral with Medical facility, 54% are neutral with first aid facility, 62% are neutral with sick leave facility, 72% are neutral with spittoon facility given by the company to the employees.

6. SUGGESTIONS

- The company can provide the basic safety equipments to the employees like gloves, polythene helmets, etc.,
- The company can improve their Medical facilities through conducting the medical checkup camp.
- Quality of the food has to be increased to keep the health of the employees good.

- The company can conduct the awareness program by the standard institutions about handling the equipments.
- After appraisal of employees, rewards may be giving to improve the employee morale.

7. CONCLUSION

The study on employee welfare helps the management to know the satisfaction level of the employees about the welfare measures provided by the company. From this study we can infer that the majority of the employees are satisfied with the welfare measures. The company can concentrate on other facilities like crèche facility, uniform to boost the employee morale. The employee morale is good in the company. They should take necessary steps to improve in those measures. So, that the employees can do their job more effectively.

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