A STUDY ON EMPLOYEE WELFARE MEASURES IN TEXTILE INDUSTRIES

Dr. S. JAGATHEESWARI       SHOBANA.G
ASSISTANT PROFESSOR        PH.D SCHOLAR
Dr. N.G.P ARTS & SCIENCE COLLEGE       Dr. N.G.P. ARTS & SCIENCE COLLEGE
COIMBATORE                   COIMBATORE
MAIL ID: gshobanangp@gmail.com

ABSTRACT:

Employee welfare is an important face of industry relations, the dimension, giving satisfaction to the worker in a way, which even a good wage cannot. Employee welfare work is undertaken by various groups within and outside an organization to improve the living condition of the workers. The objective is to make the worker happy, healthy, committed and loyal. Welfare measure will improve the physical and psychological health of employees, which in turn will enhance their efficiency and productivity. Employee welfare may be viewed as a total concept, as a social concept and a relative concept. The total concept is a desirable state of existence involving the physical, mental, moral and emotional well-being. The social concept of welfare implies, of man, his family and his community. The relative concept of welfare implies that welfare is relative in time and place. Employee welfare implies the setting up of minimum desirable standards and the provision of facilities like health, food, clothing housing, medical allowance, education, insurance, job security, such as to safeguard his health and protect him against occupational hazards. The worker should also be equipped with necessary training and a certain level of general education.

Key Words: Employee Welfare, Facilities, Satisfaction.
INTRODUCTION:

Human Resource is the resource of any organization. Making the decision to the source between resources human resource process is a major step for many organizations. Human beings are the assets being put to use in the services of organizational objectives. Apart from other factors of production human resources has its own thought, Attitude, feeling, and emotional and believes etc, thus management of human resource is the difficult task for every organization. Among the factors of production, which are used in an organization, human resource is the most important. This is because of efficient use of physical resource (i.e., land, machinery, materials) ultimately depends upon how the human factors are put in to good use on various options. The most efficient machinery in the world will not produce at an optimal level unless the people who operated the machinery know how to make it perform at its best and most important, are motivated to make their equipment produce efficiently.

MEANING OF EMPLOYEE WELFARE

Employee welfare means services, facilities and amenities such as canteens, rest and recreation facilities, arrangement for travel to and for the accommodation of workers employed at a distance from their home, and such other services, amenities and facilities including social security measure as contribute to improve the condition under which worker are employed.

OBJECTIVES OF EMPLOYEE WELFARE

Employee welfare is in the interest of the employee, the employer and the society as a whole. The labor/employee welfare work aims at providing such services facilities and amenities as would enable the workers employed in the company to perform their work in healthy and favorable surroundings conducive to good health and high morale. It is partly humanistic, for it enables the workers to enjoy a fuller and richer life.

DEFIINTION OF EMPLOYEE WELFARE

The ILO (International Labor Organization) defined “welfare as a term which is understood to include such services and amenities as may be established in or the vicinity of undertaking to perform their work in healthy, congenial surrounding and to provide them with amenities conductive to good health and high morale”.

According to Arthur James Todd, “welfare as anything done for the comfort or improvement and social of the employees over and above the wages paid, which is not a necessity of the industry.
STATEMENT OF THE PROBLEM

- Employees are one of the most important determinants and leading factors that determine the success of an organization in a competitive environment.
- This is especially true for service organizations that rely heavily on their good behavioral employees to provide friendly and courteous services to their customers in this competitive environment and for keeping their customers happy and satisfied; the organization should have highly committed employees.
- Every company would like to know its effectiveness of its investment. Money spent in employee welfare is treated as long term investment.

SCOPE OF THE STUDY

- The basic purpose of employee welfare is to be enriching the life of employees and keep them happy and contented. Welfare helps in keeping the moral and motivation of the employees and high so as to retain the employees for longer duration.
- To develop efficiency and productivity among workers.
- To find 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

OBJECTIVES OF THE STUDY

- To study on employee welfare measures in Textiles,
- To determine the level of satisfaction regarding working condition
- To analyze the factors affecting the employee’s welfare activities in the organization.
- To offer valuable suggestions in order to improve welfare activities in the organization.
- To make the management feel the employees are satisfied about the work and working conditions
RESEARCH METHODOLOGY

Research methodology is the systematic way to solve the research problems. It gives an idea about various steps adopted by the researcher in a systematic manner with an objective to determine various manners.

Research design

The research design includes the mode of data to be collected, the sample to be selected and the analysis part of research. In order to study the human research development activities the researcher has adopted descriptive design.

Sampling method of the study

Simple random sampling method is used Method of Data collection. Basically there are two methods of data collection

1. Primary data - Primary Data Primary data are those which are collected afresh and for first time and thus happen to be original in character, there are several methods of collecting primary data. The method used here is questionnaire method.

2. Secondary data - Secondary Data Secondary data means that are already available i.e., they refer to the data which have already been collected and analyzed by someone else. It was collected from company records, files and internet sources

Sample size: The sample size is 120 respondents.

STATISTICAL TOOLS USED FOR THE STUDY

- Chi-square method
- ANOVAs test

LIMITATIONS OF THE STUDY

- It was difficult to explain the concept during the interview. It took long time for the collection of data, since the employers took more time to attend the interview.
- Some workers hesitated to respond properly. Explained the concept and collected the information from them.
REVIEW OF LITERATURE

JOHRI C.K AND SHARMA D.I, “Financing and administration of labor welfare” SriRam centers for industrial relation (2013), New Delhi. Analysis on the lines of important aspect to be much more deficient is considered as a favor by the employer to employee in terms of providing facilities like having education and recreation.

R.NAJEED (2014), “Labor welfare measure in Tanjore Corporation spinning mills, Manalmedu”. The main objective of his study is to identify the worker welfare measure and to analysis the problem in the implementation of the welfare measure to identify the needs for improved working condition. Labor welfare may be viewed as total concept, as a social concept and as a relative concept.

DATA ANALYSIS AND INTERPRETATION

CHI SQUARE TEST ANALYSIS

YEARS OF SERVICE AND AWARENESS OF VARIOUS WELFARE MEASURES

<table>
<thead>
<tr>
<th>Chi-Square Tests</th>
<th>Value</th>
<th>df</th>
<th>Asymp. Sig. (2-sided)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pearson Chi-Square</td>
<td>7.22</td>
<td>3</td>
<td>.006</td>
</tr>
<tr>
<td>Likelihood Ratio</td>
<td>11.18</td>
<td>3</td>
<td>.004</td>
</tr>
<tr>
<td>Linear-by-Linear Association</td>
<td>1.853</td>
<td>1</td>
<td>.016</td>
</tr>
<tr>
<td>N of Valid Cases</td>
<td>120</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

INTERPRETATION

Since the calculated value is 11.18 which are greater than table value 7.22 at 3 degrees of freedom and 5% level of significance, we accept the alternate hypothesis. Hence we infer there is significant association between significant difference between years of service and awareness of various welfare measures.
<table>
<thead>
<tr>
<th>Factors</th>
<th>Groups</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opinion about canteen facilities</td>
<td>Between Groups</td>
<td>14.236</td>
<td>1</td>
<td>14.23</td>
<td>8.207</td>
<td>.005</td>
</tr>
<tr>
<td></td>
<td>Within Groups</td>
<td>204.689</td>
<td>118</td>
<td>1.735</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Total</td>
<td>218.925</td>
<td>119</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Satisfaction with restroom facilities</td>
<td>Between Groups</td>
<td>.003</td>
<td>1</td>
<td>.003</td>
<td>.002</td>
<td>.965</td>
</tr>
<tr>
<td></td>
<td>Within Groups</td>
<td>186.789</td>
<td>118</td>
<td>1.583</td>
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<td></td>
<td>Total</td>
<td>186.792</td>
<td>119</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Satisfaction With Medical Facilities</td>
<td>Between Groups</td>
<td>10.407</td>
<td>1</td>
<td>10.407</td>
<td>9.024</td>
<td>.003</td>
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<td>Within Groups</td>
<td>136.093</td>
<td>118</td>
<td>1.153</td>
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<tr>
<td></td>
<td>Total</td>
<td>146.500</td>
<td>119</td>
<td></td>
<td></td>
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<tr>
<td>Opinion about transport facilities</td>
<td>Between Groups</td>
<td>3.699</td>
<td>1</td>
<td>3.699</td>
<td>2.504</td>
<td>.116</td>
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<tr>
<td></td>
<td>Within Groups</td>
<td>174.268</td>
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<td>1.477</td>
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<td>Total</td>
<td>177.967</td>
<td>119</td>
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<tr>
<td>Working environment</td>
<td>Between Groups</td>
<td>17.031</td>
<td>1</td>
<td>17.031</td>
<td>11.364</td>
<td>.001</td>
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<tr>
<td></td>
<td>Within Groups</td>
<td>176.836</td>
<td>118</td>
<td>1.499</td>
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</tr>
<tr>
<td></td>
<td>Total</td>
<td>193.867</td>
<td>119</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
ONEWAY ANOVA

TO FIND THE MEAN DIFFERENCE BETWEEN GENDER OF THE RESPONDENTS AND WORK ENVIRONMENT

HYPOTHESES

1. GENDER OF THE RESPONDENTS AND OPINION ABOUT CANTEEN FACILITIES

H0= There is no mean difference between gender of the respondents and Opinion about canteen facilities
H1= There is mean difference between gender of the respondents and Opinion about canteen facilities

2. GENDER OF THE RESPONDENTS AND SATISFACTION WITH RESTROOM FACILITIES

H0= There is no mean difference between gender of the respondents and Satisfaction with restroom facilities
H1= There is mean difference between gender of the respondents and Satisfaction with restroom facilities

3. GENDER OF THE RESPONDENTS AND SATISFACTION WITH MEDICAL FACILITIES

H0= There is no mean difference between gender of the respondents and Satisfaction with Medical Facilities
H1= There is mean difference between gender of the respondents and Satisfaction with Medical Facilities
4. GENDER OF THE RESPONDENTS AND SATISFACTION WITH OPINION ABOUT TRANSPORT FACILITIES

H0= There is no mean difference between gender of the respondents and Opinion about transport facilities
H1= There is mean difference between gender of the respondents and Opinion about transport facilities

5. GENDER OF THE RESPONDENTS AND WORKING ENVIRONMENT

H0= There is no mean difference between gender of the respondents and Working environment
H1= There is mean difference between gender of the respondents and Working environment

FINDINGS AND SUGGESTION

CHISQUARE TEST ANALYSIS

- There is significant association between significant difference between years of service and awareness of various welfare measures.
- There is significant association between gender of the respondents and opinion about working condition.

ANOVA TEST RESULTS

- There is no mean difference gender of the respondents and Opinion about canteen facilities
- There is mean difference between gender of the respondents and Satisfaction with restroom facilities
- There is mean difference between gender of the respondents and Satisfaction with Medical Facilities
- There is mean difference between gender of the respondents and opinion about transport facilities
- There is no mean difference between gender of the respondents and Working environment.
SUGGESTIONS

- Awareness about the career and process has to be created among his employees.
- They should provide necessary lunch room and rest room facilities to all the employees.
- The management should provide a good salary, bonus and increment according to the employees experience and educational qualification.
- They should improve the recreational facilities being offered to the employees.
- They company should provide more extra mural welfare services.

CONCLUSION

Human Resource Management activities carried out in the organization is good. The initiatives and effort taken by the management and staff of the organization, for its development in various aspects, are appreciable. The importance given to human resource and their development has enhanced the development efforts of the organization. The staffs and workers need more friendly relationship with the management. It is concluded that this project will be very much helpful to the management to impart better welfare measures, working condition and social security schemes to the employees. Employee welfare refers to taking care of the well-being of the workers by employers, trade unions and by the governmental and non-governmental agencies. Recognizing the unique place of the worker in the society and doing good for him□ her retaining and motivating employees, minimizing social evils, and building up the local reputation of the company are the arguments in favor of employee welfare. The project was basically done to find out the present satisfaction level of the employees regarding the welfare measures provided to them, with this also to make the company aware about the employee’s dissatisfaction with certain welfare measures and give them appropriate suggestions to it.
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