

A STUDY ON WELFARE MEASURES OF EMPLOYEES AT WHITE-TAILED EAGLE PVT.LTD

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ABSTRACT

The study attempted to identify the welfare measure adopted in white-tailed Eagle Private Limited .employee welfare facilities are the services provided by the organization to the employees to comfort them and improve employee turnover the basic purpose of employee welfare is to enrich the life of employees and keep them happy employees spend at least half their time at work getting it or leave it they “know that their contribution is relatively high when they are reasonably free from worry and they are in trouble /problems, they are due to get something back from the organization.

Keyword: Employee satisfaction, statutory & non-statutory welfare measures.

I. INTRODUCTION

Industrial progress depends on a satisfied labor force and the importance of employee welfare measures. After the placement of the employees, they should be given proper training and programmers to develop their efficiency to serve the organizations better. Welfare facilities are designed to take care of the well-being of the employees.

They do not generally result only in monetary benefit. These welfare measures are provided by government non-government agencies and employers. Employee welfare means anything done for the comfort and (intellectual or social) improvement of the employees, over and above the wages paid. In simple words, it means the efforts to make life worth living for workers.

II. REVIEW OF LITERATURE

Provision of Welfare under Factories Act & Its Impact on Employee Satisfaction (Bhatti and Ashokkumar-2022) the overviews of –Engineering Industry|. Their study contains different welfare measures to be given to the employees under the Factory Act, of 1948.

The paper has focused on the employees ‘satisfaction with the welfare facilities being provided to them. This includes the study of 50 employees from each of the companies i.e., Jyoti CNC, Rajoo Engineering, Steel Cast, Atul auto & Amul industries making a total sample size of 250 employees.

Role of Employee Welfare Service on Performance of the National Police Service in Kenya (Bos Ibori. W, Nyakundi. A and Walter. O-2022). A Case of Kisii Central District” International Journal of Arts and Commerce) reviewed that many organizations in Kenya are adopting employee welfare facilities as a tool for improving employees ‘productivity. They have observed that the police department of Kenya has not made much improvement in terms of conditions of services, system of welfare facilities, and security of police personnel and their family members. The study is focused on police personnel of Kissi Central District of Kenya.

III. METHODOLOGY

Research Methodology is the systematic way to solve the research problem it gives an idea of various steps systematically and objectively adopted by the researcher.

Research design: Research design is a plan, structure, and strategy of investigations to obtain answers to the research questions.

Descriptive Research: Descriptive research is defined as a research method that describes the characteristics of the population or phenomenon

IV. MODELING AND ANALYSIS

TABLE NO 1: AGE

Age					
		Frequency	Percent	Valid Percent	CumulativePercent
Valid	20-30 years	96	72.2	72.2	72.2
	31-40 years	33	24.8	24.8	97.0
	41-50 years	3	2.3	2.3	99.2
	5	1	.8	.8	100.0
	Total	133	100.0	100.0	

INTERPRETATION: According to the survey 72.2% of the respondents are under the age of 20-30years, 24.8% of the respondents are under the age of 31-40years, 2.3% of the respondents are under the age of 41-50years and .8% of respondents are under the age above 51years.

TABLE NO 2 NECESSITY OF INCLUDING WELFARE MEASURES INQUALITY STATEMENT

Do you feel it is necessary to include it in the quality statement?					
		Frequency	Percent	Valid Percent	CumulativePercent
Valid	Yes	120	90.2	90.2	90.2
	No	13	9.8	9.8	100.0
	Total	133	100.0	100.0	

INTERPRETATION: According to the survey 90.2 % feel yes, it's necessary to include it in the quality statement & 9.8 % feel no.

TABLE NO 3 WELFARE FACILITIES PROVIDED TO THE EMPLOYEESHHELP IN MOTIVATION LEVEL

welfare facilities provided to the employees help in motivation level					
		Frequency	Percent	Valid Percent	umulativePercent
Valid	Neutral	11	8.3	8.3	8.3
	Agree	78	58.6	58.6	66.9
	strongly agree	44	33.1	33.1	100.0
	Total	133	100.0	100.0	

INTERPRETATION: According to the survey, 8.3 % are neutral,58.6% agree & 33.1 % strongly agree that welfare facilities provided to employees help at the motivational level.

WEIGHTED AVERAGE

Factors		Work Environm ent	X1 * W	Reputation of organization	Product activity	X3 * W	Economic Betterment	X4 *W	Irenta unity	X5 *W
WEIGHTS	W	X1		X2	X3		X4		X5	
Not important	1	0	0	0	0	0	0	0	0	0
Slightly important	2	0	0	0	0	0	0	0	1	2

Neutral	3	0	0	15	0	0	56	168	17	51
Important	4	89	356	44	30	120	60	240	51	204
Highly important	5	44	220	74	103	515	17	85	64	320
TOTAL	15		576			635		493		577
Y=SUM(X*W)/SUM(W)			38.4			42.33		32.8667		38.4667
RANK			4			1		5		3

INTERPRETATION: The weighted average shows that productivity has been ranked highest among various factors. The respondents viewed that the reputation of the organization, mental security, work environment & economic betterment were ranked 2nd, 3rd, 4th, and 5th rank respectively

REGRESSION

Coefficients a						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.179	.351		3.356	.001
	drinking water	.019	.035	.055	.537	.592
	first aid requisites	.048	.040	.118	1.182	.240
	canteen facilities	-.015	.036	-.038	-.411	.682
	restroom	-.016	.052	-.035	-.311	.757
	medical facilities	.047	.033	.124	1.414	.160
	educational facilities	.007	.025	.023	.261	.794
	recreation facilities/gyms	-.065	.035	-.165	-1.863	.065
	fire alarms/emergency exist	-.063	.032	-.186	-1.984	.049
a. Dependent Variable: are u satisfied with these overall welfare measures						

INTERPRETATION: The calculated significant value .001 is less than the significant value 0.05 (.001 < 0.05). Hence Ho is rejected and H1 is accepted There is a significant impact of the satisfaction level of employees on various welfare measures provided by the organization.

V. RESULTS AND DISCUSSION

REGRESSION: The calculated significant value .001 is less than the significant value 0.05 ($.001 < 0.05$). Hence H_0 is rejected and H_1 is accepted. There is a significant impact of the satisfaction level of employees on various welfare measures provided by the organization.

WEIGHTED AVERAGE: The weighted average shows that productivity has been ranked highest among various factors. The respondents viewed that the reputation of the organization, mental security, work environment & economic betterment were ranked 2nd, 3rd, 4th, and 5th rank respectively.

VI. CONCLUSION

Employee welfare measures are advocated to maintain to strengthen the manpower both physically and mentally. The study on welfare measures provided by the company brings into light the preferences of employees in availing them. The basic facilities need to be given more emphasis so that productivity can be improved.

VII. REFERENCES

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