

# A Study on Employee Welfare Measure of Rich Dairy Fruits India Pvt Ltd with Reference to Namakkal

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**Abstract:** Employee welfare “the efforts to make life worth living for workmen”. Employee welfare means anything done for the comfort and improvement, Intellectual or social, of the employees over and above the wages paid which is not a necessity of the industry. “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. The non-statutory schemes differ from organization to organization and from the firm. The basic purpose of employee’s welfare is to enrich the life of employees and keep them happy and contented. The term "employee welfare" refers to all actions taken by an employer for the benefit or comfort of its employees, including the provision of services, facilities, and perks.

**Key-words:** Welfare measures, employee’s satisfaction, Statutory, Non – statutory schemes

## I. INTRODUCTION

Employee welfare measures are also known as fringe benefits and services. ‘Labor Welfare’ is a very broad term, covering social security and such other activities as medical aid, crèches, canteens, recreation, housing, adult education, arrangements for the transport of labor to and from the workplace.<sup>7847</sup>

## II. OBJECTIVES OF STUDY

- To identify the various welfare measures provided to the employees To evaluate the level of job satisfaction among the workers.
- To study the workers safety measures and work environment.
- To study the more primary facilities among

welfare scheme to the employees.

- To find out the relationship between the employee and immediate supervisor.
- To understand how welfare measures improve the motivation of the employees

## III. REVIEW OF LITERATURE

*T. Priyanka (2016)* has undertaken the research on “A Study on Employee Welfare Measures with Reference to fruit Industry” published in the “International Journal of Engineering Technology, Management and Applied Science”. The total sample size taken for this study is 100. Data analysis Data was analyzed by simple qualitative analysis for the study. The objective of the research is to know the employees opinion about the present welfare facilities and study the satisfaction of workers towards the present welfare facilities. This study aims to find out the satisfaction of the employees

*B. Anvitha (2016)* has undertaken the research on “Employee welfare measures in Indian fruit industry” published in the “International journal of human resource management”. The total sample size taken for this study is 130. Tool used for the data analysis is Percentage analysis. The objective of the study is to find out how effectively existing welfare measures have been implemented and to examine the satisfaction level of employees regarding welfare measures provided by the organization. The development and survival of any organization is influenced by a vital factor “Human Resource”. The conclusion and suggestion are also given in this report for the improvement of this system in the organization.

*Lalitha, K., & Priyanka, T. (2016)* A study on employee welfare measures with reference to IT industry. The present study is made an attempt to

identify the employee welfare measures adopted in fruit industry. 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 or getting to it, or leaving it

*Manasa, B. R., & Krishnanaik, C. N. (2017).* Employee welfare measures-A study on fruit Corporation of India units, in Thandur and Adilabad. The main purpose of employees' welfare is to enrich or develop the quality of life of employees and keep them satisfied and contented. Extra-Mural benefits are the result of employer's generosity, enlightenment and philanthropic feelings. This paper contributes the in-depth of analysis of both Intra-Mural and Extra-Mural and its impact on employee satisfaction in Cement Corporation of India units. And also focussed on layoff benefits, welfare measures providing by the organization to its temporary employees

Venugopal, D., Bhaskar, T., Principal, V. I. C. E., & Usha, P. (2017) Employee welfare activities with respective measures in industrial sector Human Resources play a very important role in the development of the business. They constitute the organization at all levels and are regarded as a dynamic factor of production. In order to get best results from the employees, management must be aware of what employees expect from their employees. In the „narrow sense“, welfare in addition to general physical working conditions is mainly concerned with the day – to – day problems of the employees and social relationships at the place of work.

#### IV. RESEARCH METHODOLOGY

Descriptive research: Descriptive research designs include surveys and fault finding enquires of different kinds. It deals with the state of affairs and is an exposit-facto research.

Statistical tools used for analysis

The following statistical tools are used to analyze the collection of data.

- Percentage Analysis
- Chi – square Analysis
- Correlation analysis
- Anova Analysis

#### Percentage Analysis:

Percentage refers to a special kind of ratio. Percentage is used in making comparison about two or more series of data. Percentage is also used to describe relationship. It is also used to compare the relative terms of two or more series of data.

$$\text{Percentage of Respondents} = \frac{\text{Number of respondents}}{100} \times \text{Total respondents}$$

#### Chi-square Analysis

Chi-square was done to find out one way analysis between socio demographic variable and various dimensions of the programme.

$$\chi^2 = \sum \frac{(o-e)^2}{e}$$

O – Observed frequency, E – Expected frequency

#### Correlation Analysis

Correlation is computed into what is known as the correlation coefficient, which ranges between -1 and +1. Perfect positive correlation (a correlation coefficient of +1) implies that as one security moves, either up or down, the other security will move in lockstep, in the same direction. Alternatively, perfect negative correlation means that if one security moves in either direction the security that is perfectly negatively correlated will move in the opposite direction. If the correlation is 0, the movements of the securities are said to have no correlation; they are completely random.

$$= \frac{\sum XY}{\sqrt{(\sum X^2) (\sum Y^2)}}$$

#### V. DATA ANALYSIS AND INTERPRETATIONS

The data analysis about the demographic variable is majority of the respondent's gender are Male and the majority of the respondents age group falls under 31-40 years, the majority of the respondents are UG, the majority of the respondent's income are below 15000.

##### 5.1. CHI SQUARE TEST

HO: There is no significance relationship between

Age of the respondents and Sufficient retirement and savings benefits.

H1: There is a significance relationship between Age of the respondents and Sufficient retirement and savings benefits.

Table 5.1.1

Chi-Square Tests			
	Value	df	Asymp.Sig.(2-sided)
Pearson Chi-Square	10.050 <sup>a</sup>	12	.612
Likelihood Ratio	9.906	12	.624
Linear-by-Linear Association	.851	1	.356
No of Valid Cases	120		

a. 11 cells (55.0%) have expected count less than 5. The minimum expected count is 1.70.

Interpretation:

The significant value (1.70) is > greater than the P value (0.000). Hence null hypothesis is accepted so there is no significant relationship between Age of the respondents and Sufficient retirement and savings benefits.

HO: There is no significance relationship between Qualification of the respondents and Training to enhance skills and career growth

H1: There is a significance relationship between Qualification of the respondents and Training to enhance skills and career growth.

Table 5.1.2

Chi-Square Tests			
	Value	df	Asymp.Sig. (2-sided)
Pearson Chi-Square	4.609 <sup>a</sup>	12	.970
Likelihood Ratio	4.935	12	.960
Linear-by-Linear Association	.558	1	.455
No of Valid Cases	120		

a. 11 cells (45.0%) have expected than 5. The minimum expected count is 1.84.

Interpretation:

The significant value (1.84) is > greater than the P value (0.000). Hence null hypothesis is accepted so there is no significant relationship between Qualification of the respondents and Training to enhance skills and career growth.

## 5.2. CORRELATIONS

Relationship between Qualification and sufficient retirement and savings benefits.

Table 5.2.1

Correlations			
		Age	Feedback from employees regarding safety and work environment
Age	Pearson Correlation	1	.001
	Sig.(2-tailed)		.992
	N	120	120
Feedback from employees regarding safety and work environment	Pearson Correlation	.001	1
	Sig.(2-tailed)	.992	
	N	120	120

RESULT: This is a positive correlation. There are relationships between Qualification and sufficient retirement and savings benefits.

Age and Feedback from employee regarding safety and work environment

Table 5.2.2

Correlations			
		Salary	Sufficient retirement and savings benefits
Salary	Pearson Correlation	1	.015
	Sig.(2-tailed)		.867
	N	120	120
Sufficient retirement and savings benefits	Pearson Correlation	.015	1
	Sig.(2-tailed)	.867	
	N	120	120

RESULT: This is a positive correlation. There are relationships between Age and Feedback from employee regarding safety and work environment

## VI. CONCLUSION

Welfare facilities provided to the laborers was found to be satisfactory. It has been found from the study that

the worker had a positive attitude towards their job and management. The study conducted also revealed that a majority of the workers of Fruits, Salem, were satisfied with their job and work environment. The relationship with the supervisors and the co-workers also provides a conducive work environment for the workers. The study therefore highlights the various aspects on welfare facilities provided satisfaction for the laborers.

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