

A Study on Health and Welfare Measures in Shri Pranav Textile Creation Private Limited, Karur

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Abstract—Textiles are essential to human existence. One of India's key sectors for generating foreign exchange and employing millions of people is the textile industry. It must focus more on employee welfare because it is a labor-intensive industry. According to this study, welfare measures have a significant impact on employee happiness and enhance the quality of work life. "Efforts to make life worth living for workmen" is the definition of employee welfare. These initiatives have their roots in a state statute, a local custom, a collective bargaining agreement, or the employer's own initiative. Employee welfare refers to a wide range of services, facilities, and amenities provided to workers to improve their working conditions and overall quality of life. These measures go beyond statutory requirements and aim to ensure physical, mental, and social well-being. In the textile sector, where employees often work long hours in physically demanding and sometimes hazardous conditions (such as exposure to dust, chemicals, noise, and heat), welfare initiatives play a transformative role.

Index Terms—Mental health, employee performance, business strategy, employee wellbeing, mental health strategy.

I. INTRODUCTION

The goal of the current study, "A Study on Health and Welfare Measures in Shri Pranav Textile Creations Private Limited, Karur," is to investigate and assess the efficacy of the organization's health and welfare initiatives for the benefit of its workers. The growing understanding that employee welfare is a crucial factor in determining worker productivity, job satisfaction, and overall organizational health serves as the justification for selecting this specific field of study.

Offering comprehensive welfare benefits is essential for keeping talent, guaranteeing adherence to labor laws, and maintaining effective operations in the fiercely competitive textile sector, where workers frequently work in physically taxing settings. Any organization involving workers must take safety and welfare measures. Beyond only compensating workers for their labor, an organization has a duty to its workers. An employer's primary priority is the safety and well-being of its employees both on and off the job.

II. NEED FOR THE STUDY

In modern organizations, employees expect not only wages and salaries but also good working conditions, medical facilities, sanitation, safety measures, restrooms, drinking water, canteen facilities, leave benefits, and welfare schemes. When these facilities are provided effectively, employees feel motivated and develop loyalty toward the organization.

The need for this study arises to understand whether the existing health and welfare measures are satisfactory to employees and whether they contribute to improving employee performance and organizational growth. The study also helps identify the gaps and problems in current welfare practices and suggests improvements for better employee well-being.

III. OBJECTIVES

- To know the employee welfare programs at Shri Pranav Textile Creation Private Limited Karur.

- To evaluate the availability and effectiveness of healthcare services, including first aid, medical check-ups, and emergency care, provided to textile workers.
- To examine the adequacy of welfare facilities such as canteen, drinking water, restrooms, and rest areas available to textile employees
- To measure the level of job satisfaction among textile workers with respect to wages, working conditions, and workload.
- To assess the organization's adherence to labor laws, wage regulations, and prescribed working hours in the textile industry.

IV. SCOPE OF THE STUDY

- This study focuses on the different approaches adopted by the company to support the mental health and welfare measures of employees
- This study aims to assess the level of satisfaction among the company's workers regarding the health measures provided.
- The analysis and findings will help enhance the company's approach to employee mental health measures.
- The analysis contributes to an overall sense of satisfaction among employees and helps reduce turnover in the workplace.

V. RESERACH METHODOLOGY

SOURCE OF DATA

Primary Data

Primary sources of data for this study data were collected through major and ancillary foundations. Primary data are information collected or generated by the researcher for the purpose of the project immediately at hand. In this study, major statistics take remained used for analysis and it has been collected through survey method.

Secondary Data

Secondary sources of data that has already collected from Research publications and journals, electronic

books, proceedings, and company information from websites were the sources of secondary data. These sources provided background knowledge and helps in understanding the literature on employee welfare policies.

SAMPLING DESIGN

A probability sampling method was employed to ensure fairness and objectivity in the selection of participants. In particular, stratified random sampling was used by dividing the workforce into distinct groups based on relevant criteria such as skill level and randomly selecting individuals from each group. This method ensures that all segments of employees are adequately represented in the study.

SAMPLE SIZE

Out of approximately 600 employees in the organization, a sample of 100 workers was selected for the research. This sample size was considered sufficient to provide meaningful insights while remaining manageable for data collection and analysis. The selection aimed to reflect a diverse cross-section of the workforce to ensure balanced and inclusive findings.

VI. LIMITATION OF THE STUDY

- The study faces certain limitations, such as employees not spending enough time to respond to the questions.
- Some employees were reluctant to provide complete information.
- There was a possibility of ambiguous responses and omission of answers to certain questions.
- The study was limited to a sample size of only 150 respondents.
- The results obtained from the analysis may not be applicable to similar organizations in the industry.

DATA ANALYSIS AND INTERPRETATION

CHI – SQUARE ANALYSIS

RELATIONSHIP BETWEEN EXPERIENCE AND LEVEL OF SATISFACTION IN WORKING HOURS

Level Of Satisfaction						
Experience	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Less than 1 year	6	9	5	3	2	25
1-5 years	8	10	4	2	1	25
6-10 years	9	8	3	3	2	25
11-15 years	4	5	4	3	2	18
Above 15 years	2	1	1	2	1	7
Total	29	33	17	13	8	100

Hypothesis

- H_0 (Null): There is no significant relationship between satisfaction of wages and level of satisfaction in working hours.
- H_1 (Alternative): There is a significant relationship between satisfaction of wages and level of satisfaction in working hours.

Observed Frequencies (O)

Experience	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Less than 1 year	6	9	5	3	2	25
1-5 years	8	10	4	2	1	25
6-10 years	9	8	3	3	2	25
11-15 years	4	5	4	3	2	18
Above 15 years	2	1	1	2	1	7
Total	29	33	17	13	8	100

Expected Frequencies (E)

$$E = \frac{\text{Row Total} \times \text{Column Total}}{\text{Grand Total}}$$

Experience	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Less than 1 year	7.25	8.25	4.25	3.25	2
1-5 years	7.25	8.25	4.25	3.25	2
6-10 years	7.25	8.25	4.25	3.25	2
11-15 years	5.22	5.94	3.06	2.34	1.44
Above 15 years	2.03	2.31	1.19	0.91	0.56

Chi-square Calculation

$$\sum \frac{(O-E)^2}{E}$$

O	E	O-E	(O-E)	(O-E) / E
6	7.25	1.25	1.563	0.216
9	8.25	0.75	0.563	0.068
5	4.25	0.75	0.563	0.132

3	3.25	0.25	0.063	0.019
2	2.00	0.00	0.000	0.000
8	7.25	0.75	0.563	0.078
10	8.25	1.75	3.063	0.371
4	4.25	0.25	0.063	0.051
2	3.25	1.25	1.563	0.481
1	2.00	1.00	1.000	0.500
9	7.25	1.75	3.063	0.422
8	8.25	0.25	0.063	0.008
3	4.25	1.25	1.563	0.368
3	3.25	0.25	0.063	0.019
2	2.00	0.00	0.000	0.000
4	5.22	1.22	1.488	0.285
5	5.94	0.94	0.884	0.149
4	3.06	0.94	0.884	0.289
3	2.34	0.66	0.436	0.186
2	1.44	0.56	0.314	0.218
2	2.03	0.03	0.001	0.000
1	2.31	1.13	1.761	0.743
1	1.19	0.19	0.036	0.030
2	0.91	1.09	1.188	1.306
1	0.56	0.44	0.194	0.346

Chi-square value

= 6.249

Degree of Freedom

$df = (r-1)(c-1) = (5-1)(5-1) = 4 \times 4 = 16$

Table Value

At 5% level of significance for $df = 16$

Table value = 26.296

Result

Calculated $\chi^2 = 6.249 < \text{Table value} = 26.296$

Conclusion

Since calculated value $<$ table value, accept H_0 and reject H_1 .

ANOVA ANALYSIS

RELATIONSHIP BETWEEN OVERALL WORKING CONDITIONS AND WORK-LIFE BALANCE

OPTION	WORKING CONDITION	WORK- LIFE BALANCE
Strongly Agree	11	18
Agree	29	23
Neutral	17	20

Disagree	6	4
Strongly Disagree	1	0
Total	62	62

Data

Response	X1	X2
Strongly Agree	11	18
Agree	29	23
Neutral	17	20
Disagree	6	4
Strongly Disagree	1	0

Hypothesis

$\square H_0: \mu_1 = \mu_2$ (There is no significant difference between overall working condition and work life balance).

$\square H_1: \mu_1 \neq \mu_2$ (There is a significant difference between overall working condition and work life balance).

Mean Calculation

$$X = \frac{\sum X}{N}$$

Mean(X1)

$$\bar{X}_1 = \frac{11+29+17+6+1}{5} = \frac{64}{5} = 12.8$$

Mean(X2)

$$\bar{X}_2 = \frac{18+23+20+4+0}{5} = \frac{65}{5} = 13$$

Grand Mean

$$\bar{X} = \frac{64+65}{10} = 12.9$$

Sum of Squares Between Groups (SSB)

$$\begin{aligned} \text{SSB} &= n[(\bar{X}_1 - \bar{X})^2 + (\bar{X}_2 - \bar{X})^2] \\ \text{SSB} &= 5[(12.8 - 12.9)^2 + (13 - 12.9)^2] \\ &= 5[(-0.1)^2 + (0.1)^2] \\ &= 5(0.01 + 0.01) \\ &= 0.1 \end{aligned}$$

Sum of Squares Within Groups (SSW)

$$\text{SSW} = \sum (X - \bar{X}_1)^2 + \sum (X - \bar{X}_2)^2$$

X1

X1	(X1 - 12.8)	(X1 - 12.8) ²
11	-1.8	3.24
29	16.2	262.44
17	4.2	17.64
6	-6.8	46.24
1	-11.8	139.24
Total		468.8

X2

X2	(X2 - 13)	(X2 - 13) ²
18	5	25
23	10	100
20	7	49
4	-9	81
0	-13	169
Total		424

Total SSW

$$\text{SSW} = 468.8 + 424 = 892.8$$

Degrees of Freedom

- Between groups
 $df_1 = 2 - 1 = 1$
- Within groups
 $df_2 = 10 - 2 = 8$

Mean Squares

$$\begin{aligned} \text{MSB} &= \frac{\text{SSB}}{df_1} = \frac{0.1}{1} = 0.1 \\ \text{MSW} &= \frac{\text{SSW}}{df_2} = \frac{892.8}{8} = 111.6 \end{aligned}$$

F - Ratio

$$F = \frac{\text{MSB}}{\text{MSW}} = \frac{0.1}{111.6} \approx 0.0009$$

Table Value

At 5% level of significance ($\alpha = 0.05$)

- $df_1 = 1$
 - $df_2 = 8$
- F table value = 5.32

VII. CONCLUSION

- Calculated F = 0.0009
 - Table F = 5.32
- Since F < Table Value, we accept H_0

VIII. FINDINGS

- Majority of respondents (79.1%) are satisfied or highly satisfied, indicating a high level of satisfaction.
- Majority of respondents (75.4%) agree or strongly agree, indicating a positive opinion.
- Majority of respondents (86.2%) rated the option as good or excellent, indicating a high level of satisfaction.
- Majority of respondents (64.6%) experience it frequently or very frequently, indicating it is common.

IX. SUGGESTIONS

- The organization should establish a well-equipped occupational health center with trained medical staff to handle emergencies and provide immediate care during working.
- The company should ensure proper ventilation and air quality in the workplace to prevent respiratory problems and enhance overall well-being.
- A transparent and effective grievance handling mechanism should be implemented to address

employee concerns related to health and welfare promptly.

- Adequate lighting and noise control measures should be ensured in the workplace to avoid health issues such as eye strain and hearing problems.

X. CONCLUSION

The comprehensive study of Shri Pranav Textile Creations Private Limited highlights that the company has built a solid foundation in the textile manufacturing sector, particularly within the highly competitive textile cluster of Karur. Over the years, the organization has demonstrated consistent operational growth, supported by its diversified product portfolio, which includes home textiles, garments, and furnishing products. This diversification has enabled the company to reduce dependency on a single product line and adapt to varying market demands.

The study concludes that the organization maintains a fairly good level of health and welfare measures, contributing to employee satisfaction and productivity. While most employees are satisfied with existing facilities, continuous improvement is necessary to achieve higher levels of employee well-being. Strengthening healthcare services, welfare schemes, and employee engagement programs will further enhance organizational efficiency and workforce morale.

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