



## Employee's Welfare Measures with Special Reference to the Balaji Distilleries Limited, Tiruvallur in Tamilnadu

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### ABSTRACT

*"Employee's Welfare measures" with special reference to The Balaji distilleries Ltd and also analyzed the awareness of the employees about the employee's welfare measure in the organization. This study also aims at analyzing the employee's satisfaction as well as workers satisfaction towards the organization. Hence it is useful to find ways to improve the employees and workers satisfaction in the organization.*

*Employees as well as workers relationship with the management is also taken into consideration in the analysis. The survey is done within the organization. Sampling technique using in the study is random technique and the sample size is 150. The collected data are tabulated and analyzed. Finally the results are given as findings and recommendations to the company for better prospects.*

**KEYWORDS :** Employee's Welfare measures, Balaji distilleries Limited

### Introduction

In today's world labour are the biggest assets of any nation, so their welfare is to be taken of by the employers. He is a powerful endeavor, so we must see that the employees are interested in work. The foremost step is to provide a genuine environment to all employees. This could be possible only through sustaining good labour measures in the company. Employee welfare is also known as employee service program or fringe benefits employee enjoy. These services such as canteen, crèches, education, and recreation facilities etc without any reference to the specific work done by them. Welfare is a comprehensive term and refers to physical, mental and moral and emotional well being of an individual. The Balaji distilleries Ltd is located at Tiruvallur. This company offers various welfare facilities to the employees. This study aims to find the welfare measures provided at The Balaji distilleries Ltd

Normally welfare measure facilities can be classified into two categories namely: **Intra-mural services** are those which are provided within the organization. They include Drinking water, Toilets, Washing facilities, Occupational safety, Uniform and protective clothing, Shift allowance and Canteen. **Extra-mural services** are those who are provided outside the organization. They include, Health and medical facilities, Education facilities, Recreation facilities, Leave travel facilities, Transport to and from place of work, Social security like gratuity, pension and PF.

The schemes of Employees welfare may be regarded as a wise investment because these would bring a profitable return in the form of greater efficiency. The working environment in a factory adversely affect the health of the employees because of excessive heat or cold, noise, fumes, dust, and lack of sanitation and pure air. The congested environment, noisy machines, slum areas, monotonous jobs impact the psyche of ruralities who come to cities in search of jobs. The provision of canteens improves the physique; entertainment reduces the incidence of vices; medical aid, maternity and child welfare services improve the health of the workers and bring down the rate of general, maternal and infantile mortality and educational facilities increase the mental efficiency and economic productivity.

This study focuses on the labour welfare provision and to measure the satisfaction level of the employees towards the same. This study helps the management to know the employees opinion and to bring the necessary improvement in the area of employee welfare

### OBJECTIVES

- To study the Employee's welfare measures provided by the company.
- To evaluate the degree of awareness and extend of knowledge the employees have towards the welfare facility extended to

them by the management.

- To analyse about the welfare facility (both statutory and non-statutory) provided by the company.
- To elicit valid suggestion from the employees, so that the management can fulfill the felt needs of the employees
- To find out the satisfaction of the employee Welfare activities.

### SCOPE OF THE STUDY

This study focuses on Employee's welfare measures at The Balaji distilleries Ltd at tiruvallur to know the satisfaction level of employees. This would help the company to achieve higher standard with references to employee's satisfaction. It also pinpoints the weaknesses in the areas of labour welfare and to give a birds - eye - view of the employee's expectation towards welfare.

The researcher also aims to give suggestion to improve the welfare measure at The Balaji distilleries Ltd. This study also finds the level of employee's satisfaction with respect to welfare measures. On the whole, it helps to provide a congenial environment to the employees in The Balaji distilleries Ltd. It will be used for future reference and it can be considered as a secondary data for future reference. To an extent this research will help the organization to bring the necessary improvement in the area of Employee's welfare.

### RESEARCH METHODOLOGY

It is a systematic approach to any research problem. The present study is an empirical study based on the primary data but secondary data have also collected from various published and unpublished sources as per the requirement of the study for collection of primary data an exclusive survey is conducted in THE BALAJI DISTILLERIES LTD.

**Primary data:** It is collected through survey method, through direct communication with response. It is data gathered for a specific purpose. The questionnaire is administered to the responds and doubt relating to the question were explained & cleared.

**Secondary data:** The secondary data are those which have already been collected by someone else and which have already been passed through the statistical process. Secondary data was collected from various sources like company profile, Text books, Reference books, newspaper, journals, HR magazines and Websites, etc.

### DATA ANALYSIS

The are collected through books, reports and news papers. The survey conducted among the employees of Balaji distilleries. The data collected are tabulated and analyzed.

**Table -1: The aware of the welfare facilities provided by the organisation**

SNO	RESPONSE	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	29	19
2	Agree	82	54
3	Neither agree nor disagree	18	12
4	Disagree	6	4
5	Strongly disagree	15	10
	TOTAL	150	100

**Table -2: The welfare facilities will motivate workers to work sincerely.**

SNO	RESPONSE	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	30	20
2	Agree	81	54
3	Neither agree nor disagree	24	16
4	Disagree	9	6
5	Strongly disagree	6	4
	TOTAL	150	100

**Table -3: The welfare facilities provided will increase the moral of the works.**

SNO	RESPONSE	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	31	20
2	Agree	60	40
3	Neither agree nor disagree	39	26
4	Disagree	15	10
5	Strongly disagree	5	4
	TOTAL	150	100

**Table -4: The welfare facilities relieve workers from industrial fatigue**

SNO	RESPONSE	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	39	26
2	Agree	63	42
3	Neither agree nor disagree	30	20
4	Disagree	12	8
5	Strongly disagree	6	4
	TOTAL	150	100

**Table -5: The welfare facilities provide better life and health to the worker**

SNO	RESPONSE	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	37	24
2	Agree	71	47
3	Neither agree nor disagree	35	23
4	Disagree	15	3

5	Strongly disagree	2	1
	TOTAL	150	100

**Table -6: The welfare facilities provide better physical and mental health to workers and thus promote a healthy work environment**

SNO	RESPONSE	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	27	18
2	Agree	78	52
3	Neither agree nor disagree	35	23
4	Disagree	8	5
5	Strongly disagree	2	1
	TOTAL	150	100

**Table -7: The welfare facilities increase the productivity of organization**

SNO	RESPONSE	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	37	24
2	Agree	67	44
3	Neither agree nor disagree	36	24
4	Disagree	6	4
5	Strongly disagree	4	2
	TOTAL	150	100

**Table -8: The social evils are reduced to a greater extent due to the welfare facilities provided by the company**

SNO	RESPONSE	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	26	17
2	Agree	69	46
3	Neither agree nor disagree	45	30
4	Disagree	6	4
5	Strongly disagree	4	2
	TOTAL	150	100

**Table -9: The welfare promote healthy industrial relations there by maintaining industrial peace.**

SNO	RESPONSE	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	40	26
2	Agree	74	49
3	Neither agree nor disagree	26	17
4	Disagree	8	5
5	Strongly disagree	2	1
	TOTAL	150	100

**Table -10: The welfare Health and medical facilities**

SNO	RESPONSE	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	35	23
2	Agree	69	46

3	Neither agree nor disagree	31	20
4	Disagree	9	6
5	Strongly disagree	6	4
	TOTAL	150	100

**Table -11: The welfare canteen facilities**

SNO	RESPONSE	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	25	20
2	Agree	58	38
3	Neither agree nor disagree	52	34
4	Disagree	7	4
5	Strongly disagree	8	5
	TOTAL	150	100

**Table -12: The welfare transport facilities**

SNO	RESPONSE	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	14	9
2	Agree	48	32
3	Neither agree nor disagree	52	34
4	Disagree	15	10
5	Strongly disagree	21	14
	TOTAL	150	100

**Table -13: The welfare Recreation facilities**

SNO	RESPONSE	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	47	31
2	Agree	67	44
3	Neither agree nor disagree	23	15
4	Disagree	7	4
5	Strongly disagree	6	4
	TOTAL	150	100

**Table -14: The welfare maternity facilities**

SNO	RESPONSE	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	45	30
2	Agree	64	42
3	Neither agree nor disagree	29	19
4	Disagree	6	4
5	Strongly disagree	6	4
	TOTAL	150	100

**Table -15: The welfare Quality of drinking water**

SNO	RESPONSE	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	46	30
2	Agree	72	48
3	Neither agree nor disagree	20	13
4	Disagree	8	5
5	Strongly disagree	4	2
	TOTAL	150	100

**Table -16: The welfare retirement benefits**

SNO	RESPONSE	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	40	26
2	Agree	61	40
3	Neither agree nor disagree	31	20
4	Disagree	10	6
5	Strongly disagree	8	5
	TOTAL	150	100

**Table-17: The welfare facilities of dispersed at right and the needed time by the company**

SNO	RESPONSE	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	70	46
2	Agree	41	27
3	Neither agree nor disagree	22	14
4	Disagree	8	5
5	Strongly disagree	9	5
	TOTAL	150	100

**FINDINGS:** From this study

- it is found that 19% of the respondents are diploma holders.
- 65% of the respondents are earning less than 1 lakh.
- 81% of the respondents are unmarried.
- 53% of the respondents are highly satisfied with the health and medical facilities.
- 75% of the respondents are satisfied with the canteen facilities.
- 65% of the respondents are satisfied with the Transport facilities.
- 52% of the respondents are satisfied with the recreation facilities.
- 60% of the respondents are satisfied with the maternity facilities.
- 70% of the respondents are satisfied with the cleanliness in the rest room.
- 80% of the respondents are highly satisfied with the drinking water.
- 72% of the respondents are satisfied with the retirement benefits.
- 50% of the respondents are satisfied with the working time.
- 80% of the respondents are highly satisfied with the medical reimbursement/mediclaim.

**CONCLUSION :** By analyzing the summary of the result it identifies that the health, safety and welfare activities which is followed by the organization is partly satisfied and workers want some more improvements in the systems and policies. The study would be helpful for the company and also to improve some welfare and safety activities inside the company.

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