



## A STUDY ON EMPLOYEE WELFARE MEASURES IN PONNI AGRO INDUSTRIES PVT LTD AT SAPPANIPATTI, KRISHNAGIRI DT.

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### ABSTRACT

This research work aims to study the welfare measures provide for the employees of the organization. Welfare facilities play a vital role in the achieving prohibitive and job satisfaction in any organization. Absence of the expected welfare facilities may lead to a high turn over of the employees and this loss affect the productivity. Satisfying or to fulfilling the needs of the workers would give them a better opportunity and more time to concentrate on job performance. The study was conducted in general with a special reference to PONNI AGRO PRODUCTS INDUSTRIES PVT LTD for the study purpose the sample of size 150 was taken at random. The sample random probability sampling method was used to decide the sample. A questionnaire was used to interview the 150 respondents. Statistical tools like chi- square and percentage analysis ware used for data analyses and interpretation. The employees feel that safety training should be conducted regularly and it should include all the employees .the researcher is of the opinion that the safety awareness among the employees is quite low. . As fund the study, the welfare measures that disappointed the employees the most in the canteen facilities. Since statistical analyses shows that category of worker and level of satisfaction of welfare measures.

**KEYWORDS** : Welfare Measure, Respondents, Employees

### I. INTRODUCTION:

Welfare measures are inevitable to any organization where workers are involved. An organization's responsibility to its employees extends beyond the payment of wages for their services. The employee's welfare on and off the job within the organization is a vital concern of the employer. Providing a safe and healthy environment is a pre-requisite for any productive effort. This research deals with the study on the welfare measures provided to the employees at PONNI AGRO INDUSTRIES PVT LTD Unlike other industries, the employees of the Port are often exposed to different and new cargo which they may not have been familiar with earlier. The employees have to deal with huge machinery and handle heavy cargo and containers. The unfamiliarity in the nature of cargo they handle and the danger involved in handling them makes the employees prone to higher degree of risk. Satisfying or fulfilling the safety and security needs of the workers, would give them a better motivation and more time to concentrate on job performance. A voluntary approach on the part of the management to offer welfare programmes which are over and above what is laid down by the law would boost the morale of the employees and motivate them to perform better. A preliminary study conducted by the researcher with respect to welfare showed that there was scope for improvement in certain areas. This formed the basis of the research problem

Neighborhoods safety and cleanliness; attention to approaches House keeping i.e., up keeping of premises, workshop sanitation and cleanliness, temperature, ventilation, lighting elimination of dust smoke control of effluents convenience and comfort during work, that is operative posture, seating arrangements Distribution of work hours and provisions for rest hours, mealtimes and breaks. Workmen's safety measures, that are maintenance of machines and tools, fencing of machines, providing guards, and first aid equipment, Notice boards, posters, pictures, slogan, information or communication.

Mango Pulp is prepared from selected varieties of Fresh Mango Fruit. Fully matured Mangoes are harvested, quickly transported to the fruit processing plant, inspected and washed. Selected high quality fruits go to the controlled ripening chambers; Fully Ripened Mango fruits are then washed, blanched, pulped, deseeded, centrifuged, homogenized, concentrated when required, thermally processed and aseptically filled maintaining sterility. The preparation process includes cutting, de-stoning, refining and packing. In case of aseptic product the pulp is sterilized and packed in aseptic bags. The refined pulp is also packed in cans, hermetically

sealed and retorted. Frozen pulp is pasteurized and deep-frozen in plate freezers. The process ensures that the natural flavor and aroma of the fruit is retained in the final product.

This study would give an overview of the welfare measures existing at PONNI AGRO INDUSTRIES PVT LTD. Since welfare measures are two important elements essential for improving the productivity of an organization, a study on the existing welfare measures would help the organization perform better. This study would throw light on the perception of the employees regarding Employee welfare measures. This study would also help to analyze if there is dependence between departments and categories and the level of satisfaction of safety and welfare measures and suggest provisions of more safety and welfare measures.

### II. RESEARCH METHODOLOGY:

A research design is a detailed blue print used to guide a research study toward its objective. The process of designing a research study involves many interrelated decisions. The most significant decision is the choice of research approach, because it determines how the information will be obtained. The choice of the research approach depends on the nature of the research that one wants to do. The research design adopted for this study is Descriptive Research. Descriptive method was adopted because it deals with description of the state of affairs as it exist at present The next step in research study after collecting data is the sampling process. When a decision is made to use the sample, a number of factors must be taken into consideration.

The various steps involved in the sampling process are:

- Identifying target population.
- Determining sample frame.
- Selecting sampling procedure.
- Determine sample size.
- Execute sampling
- Obtaining information from respondents.
- Generating information for decision making.

The sampling technique had to be selected. There are two types of sampling techniques:

- Probability sampling
- Non-probability sampling

If the population from which a sample is to be drawn does not constitute a homogenous group, then stratified sampling technique is applied so as to obtain a representative sample. In this

technique, the population is stratified into number of non-overlapping sub populations or strata and sample items are selected from each stratum. If the items selected from each stratum is based on simple random sampling, the entire procedure, first stratification and then simple random sampling is known as stratified sampling. The stratified sampling results in a more reliable and detailed information. The researcher uses simple random sampling for selection of items from each stratum

Primary data are those which are collected a fresh and for the first time and thus happen to be original in character. Primary data can be collected either through experiment or through survey. The secondary data on the other hand are those which have already been collected by some one else and which have already been passed through the statistical process. In this study, the data was collected from the primary source through interview schedule.

**III. REVIEW OF LITERATURE:**

According to N.G. Nair and Latha Nair " the protection which society provides for its members though a series of public measure , against & social distress that otherwise would be caused by the stoppage of sustained reduction of earnings resulting form sickness , maternity, employment injury , invalidity, old age and death, provision of medical care and provision of subsided for familiar with children "

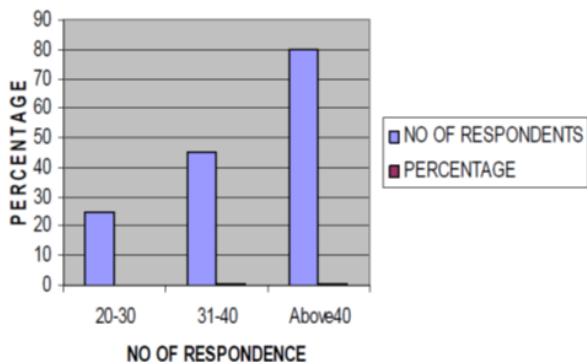
According to Garry Dessier , social security " federal program that provides three types of benefits ; retirements income at the age of 62 and there after , survivors or death benefits payable to the employee's dependents regardless of age at time of death , and disability benefits payable only if the employees in insured under the social security act".

According to H.K. Saharay and N.K.Saha in commercial and industrial law. it is said that the following are the provisions relating to welfare of workers , sec 42 to 50 facilities for storing and drying , facilities for sitting , shelter, restrooms.

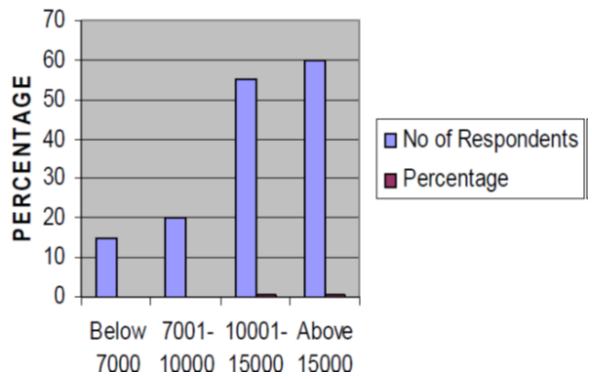
**IV. RESULTS AND DISCUSSIONS:**

PARTICULAR	NO. OF RESPONDENTS	PERCENTAGE
20-30	25	17
31-40	45	30
Above40	80	53
<b>TOTAL</b>	<b>150</b>	<b>100</b>

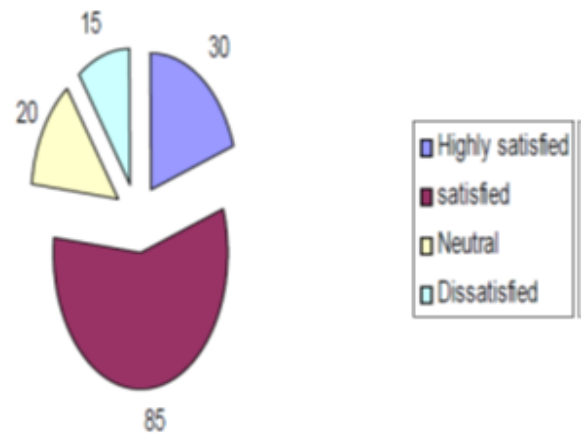
**Table No.1 Age Group of Employees**



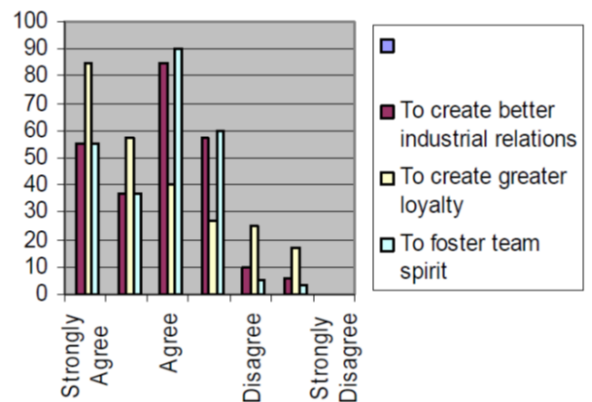
**Figure.1 Age Group of Respondents**



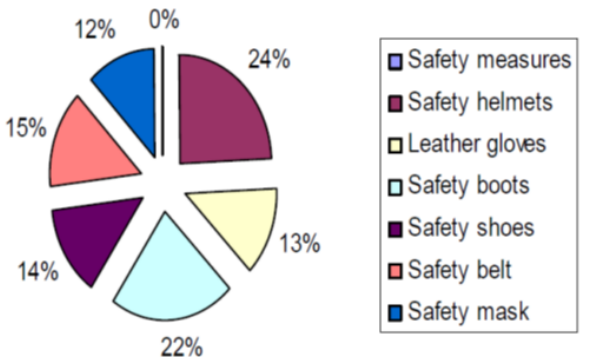
**Figure.2 Monthly Salary of Respondents**



**Figure.4 Satisfaction Level in Bonus**



**Figure.5 Welfare Measures**



**Figure.6 Safety Measures Provided**

The study shows that 83 % of the respondents opined that they are happy with the welfare measures and 17% opined they are not.

The study shows that 37% of the respondents strongly agree to the fact that welfare measures help in creating better industrial relations, 57% agree, 6% disagree and 57% of the respondents strongly agree that welfare measures help in creating greater loyalty, 27% agree and 17% disagree. 37% of the respondents strongly agree that welfare measures help to foster team spirit, 60% agree, 3% disagree.

The study shows that the responses of the employees are clustered in the satisfactory region. This shows that a majority of the respondents are satisfied with the welfare measures. The welfare measure that most of the employees are dissatisfied with rest room facilities and housing facilities.

The study shows that 57% of the respondents feel that the welfare measures always help to satisfy their needs, 30% feels that it helps sometimes and 13% believe that it never helps.

The study shows that 70% of the respondents say that they are disappointed by certain welfare measure but 30% of them say that they are not.

The study shows that among the 30 respondents who were disappointed by certain welfare measures, 10% were disappointed by medical facilities, 7% by the canteen food, 2% by the rest room facilities, 1% by the educational facilities.

The study shows that 70% of the respondents feel that the leather gloves provided are inadequate and 15% feel that the safety boots provided are inadequate.

#### **V. CONCLUSION:**

The industry has provided many benefits and facilities, to their employees. And this report would surely be useful to the management to know about the opinion of the employees on those benefits. Through this report, the management can also take any remedial measures to necessarily motivate the employees by providing adequate welfare facilities and other fringe benefits. Based on employees only an organization can increase its productivity, earn profit and reach its objectives. Therefore, any concern can succeed only through the employees who are the main assets of an organization and not through the technology, experts and specialists alone.

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