Original Research Paper

Engineering

A STUDY ON EMPLOYEES' SATISFACTION TOWARDS WELFARE MEASURES AT KURIAN ABRAHAM PVT LTD, NAGERCOIL

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ABSTRACT This study delves into the realm of employee satisfaction with respect to the welfare measures provided by Kurian Abraham Private Limited, Nagercoil. Welfare measures are pivotal in enhancing employee morale and productivity within an organization. This research aims to evaluate the effectiveness of the welfare initiatives undertaken by the company and their impact on the overall satisfaction levels of the employees. For this study, a sample size of 100 is being taken. The findings of this study are expected to shed light on the correlation between welfare measures and employees' satisfaction at Kurian Abraham Private Limited. It will also provide valuable insights into how these measures influence employee motivation, loyalty, and productivity. The study concludes with recommendations for enhancing the existing welfare schemes and introducing new initiatives that align with the employees' needs and expectations, thereby fostering a more contented and efficient workforce.

KEYWORDS : Welfare measures, Employee morale, Productivity, Employee satisfaction, etc

INTRODUCTION

Employee welfare is a term including various services, benefits and facilities offered to employees by the employers. The welfare measures need not be monetary but in any kind/forms. This includes items such as allowances, housing, transportation, medical insurance and food. Employee welfare also includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families. Through such generous benefits the employer makes life worth living for employees. Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages.

The following are the features of employee welfare:
- Employee welfare is a comprehensive term including various services, facilities and amenities provided to employees for their betterment.
- Welfare measures are in addition to regular wages and other economic benefits available to employees under legal provisions and collective bargaining
- Employee welfare is an essential part of social welfare. It involves adjustment of an employee's work life and family life to the community or social life.
- Welfare measures may be both voluntary and statutory.

Objective Of The Study
- To know the various welfare facilities provided by the organization to their employees.
- To analyze the level of employees' satisfaction and morale towards safety and welfare measures.
- To identify whether the employees are satisfied with the overall benefits provided by the organization.
- To identify the employees' opinions on current welfare facilities provided by the organization to its employees.

Need For The Study
- Employee satisfaction is one of the mechanisms to help and gain people commitment towards achieving the stated aim of the organization. So the study that undergone to improve the individual quality of work life and realize potential for achieving better results for the organizations.
- The study was conducted to know the employees perception towards their work environment, the level of satisfaction of the employees towards the benefits and the employee's perception towards training program, job security etc....

Scope Of The Study
- Examining the organization's welfare initiatives and their effects.
- Identifying employee opinions about welfare measures.
- Identifying if the company is providing a good working environment.
- Identifying if employees are satisfied with the company's welfare measures.
- Revealing employee satisfaction towards welfare measures and retention.

Data Analysis And Interpretation
Percentage Analysis
Working Condition Of The Respondents

SI.NO	Opinion	No of respondents	Percentage
1	Highly satisfied	52	52%
2	Satisfied	36	36%
3	Neutral	10	10%
4	Unsatisfied	2	2%
5	Highly unsatisfied	0	0%
	Total	100	100%

Inference
From the above table, it is inferred that 52% of the respondents are highly satisfied, 36% of the respondents are satisfied, 10% of the respondents are neutral with their working condition, with their working condition with their working condition.

Respondent's opinion towards house facility

SI.NO	Opinion	No of respondents	Percentage
1	Highly satisfied	30	30%
2	Satisfied	34	34%
3	Neutral	20	20%
4	Unsatisfied	14	14%
5	Highly unsatisfied	2	2%
	Total	100	100%

Inference
From the above table, it is inferred that 30% of the respondents are highly satisfied and 34% of the respondent are satisfied and only 20% of the respondents are neutral with their housing with their housing facility.

Respondent's opinion on job security

SI.NO	Opinion	No of respondents	Percentage
1	Highly satisfied	45	45%

2	Satisfied	33	33%
3	Neutral	11	11%
4	Unsatisfied	6	6%
5	Highly unsatisfied	5	5%
	Total	100	100%

Inference

From the above table, it is inferred that 45% of the respondents are highly satisfied and 33% of the respondents are satisfied and only 11% of the respondents are neutral with the job security.

Respondent's Opinion On Pay And Allowances

SI.NO	Opinion	No of respondents	Percentage
1	Highly satisfied	39	39%
2	Satisfied	28	28%
3	Neutral	30	30%
4	Unsatisfied	3	3%
5	Highly unsatisfied	0	0%
	Total	100	100%

Inference

From the above table, it is inferred that 39% of the respondents are highly satisfied and 28% of the respondents are satisfied and only 30% of the respondents are neutral with the pay and allowance with their pay and allowance.

Respondent's Opinion On Over Time Allowances

SI.NO	Opinion	No of respondents	Percentage
1	Highly satisfied	43	43%
2	Satisfied	30	30%
3	Neutral	21	21%
4	Unsatisfied	4	4%
5	Highly unsatisfied	2	2%
	Total	100	100%

Inference

From the above table, it is inferred that 43% of the respondents are highly satisfied, 30% of the respondents are satisfied and only 21% of the respondents are neutral with their over time allowance and 4% of the respondents are unsatisfied and only 2% of the respondent is highly unsatisfied with their over time allowance.

Chi Square
Aim

To test the significant relationship between the age group of the respondents and their pay and allowances satisfactory level.

HO: There exists no significant relationship between age group of the respondents and their pay and allowances level.

Hl: There exists significant relationship between age group of the respondents and their pay and allowances level.

Observed frequency:

Age group	Satisfaction towards pay and allowances					
	Highly satisfied	Satis fied	Neut ral	Unsati sfied	Highly unsatisfied	Total
20-30 years	7	5	2	1	0	15
31-40 years	8	16	4	2	0	30
41-50 years	18	14	3	2	0	37
51 years and above	6	9	2	1	0	18
Total	39	44	11	6	0	100

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	4.441^a	9	.880
Likelihood Ratio	4.540	9	.872
Linear-by-Linear Association	.113	1	.736

N of Valid Cases	100		

a. 8 cells (50.0%) have expected count less than 5. The minimum expected count is .90.

Interpretation

From the above table, the p- value is .880 which is > 0.05 at 5% level of significance. Hence we accept the null hypothesis (H0) and reject the alternative hypothesis (H1) so there is no significant relationship between age group of the respondents and their pay and allowances level.

Analysis Of Variance (anova)
One-way Analysis Of Variance

Existing Resources	Highly satisfied	Satis fied	Neutr al	Unsati sfied	Highly unsatisfied	Total
Working condition	52	36	10	2	0	100
Housing Facility	30	34	20	14	2	100
Job security	45	33	11	6	5	100
Pay and Allowances	39	28	30	3	0	100
Over time Allowances	43	30	21	4	2	100
Total	209	161	92	29	9	500

Level Of Satisfaction

H0: Assumes that there no significant difference between the existing resources.

H1: Assumes that there is significant difference between the existing resources.

Analysis of variance table

Source of Variation	Sum of squares	Degrees of freedom	Mean Square	F-ratio
Between existing resources	5797	C-1=4 (C=5)	5797/4=1449.2	1449.2/33.85 =42.81
Within existing resources	677	(N-C)=20	677/20=33.85	

Therefore, Calculated F value is 42.81 which is greater than the Tabulated F value 2.87 Calculated F value > Tabulated F value Hence, we reject the null hypothesis (H0) and accept the alternative hypothesis (H1) ie, there is significant difference between the existing resources.

Findings

- From the above study it is found that 52% of the employees are highly satisfied with their working condition.
- From the above study it is found that 30% of the respondents are highly satisfied with their housing facility provide by organization.
- From the above study it is found that 45% of the employees are highly satisfied, with their job security.
- From the above study it is found that 39% of the respondents are highly satisfied with their pay and allowances.
- From the above study it is found that 43% of the respondents are highly satisfied with their Overtime allowances.
- In chi-square test it is proved that there exist no significant relationship between the age group of the respondents and their pay and allowances.
- In ANOVA test it is proved that there is a significant difference between the existing resources.

CONCLUSION

Employee welfare measures are the state of wellbeing, satisfaction, protection that helps to motivate the employees. It was explored that employee welfare measures aids in employee satisfaction. Employee welfare measures boost the morale of the employees if they are effectively implemented and carried out. The welfare measures at Kurian Abraham

Private Ltd have positively impacted employee satisfaction and productivity. Hence the employee welfare facilities provided by the organization to employees are satisfied and it is commendable, but still of scope is there for further improvement. So that efficiency, effectiveness and productivity can be enhanced to accomplish the organizational goas. The outcome of the study was positive.

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