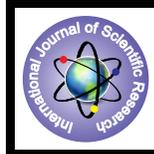


A Study on Employee Welfare Measures with Reference to Small Scale Industries at Hosur, Tamilnadu



Management

KEYWORDS : Labour welfare, Welfare measures, Small Scale Industries, Facilities of the organization.

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ABSTRACT

In the early stages of Industrialization, the scope of Personnel Management was very limited. Recent developments in the field of Management increased the scope of Personnel Management. Employee Welfare is an important fact of Industrial Relation, giving satisfaction to the worker in a way, which even a good wage cannot. This study was conducted by the researcher at small scale industries at Hosur. Welfare programs are aimed at promoting the physical, psychological and general well being of the working population. It is a corporate attitude or commitment reflected in the expressed case for employers at all levels. Findings were from the part of canteen facilities, medical facilities and other fringe benefits. The employee reaction is neutral towards the facilities provided by the company. It can be concluded that the welfare measures in an organization are one of the factors for the workers to stay within the organization and to work towards success of the organization and this has been evident in this organization.

INTRODUCTION

Recent developments in the field of Science, Information Technology, Management etc., increased the scope of Personnel Management. The attitude of Management and Employees' towards each other has changed to a great extent. Employee Welfare is an important factor of Industrial relations and with the growth of Industrialization; it has acquired an added importance.

According to N.M. Joshi, Welfare work covers all the efforts which employers make for the benefit of their employees over and above the minimum standards of lively working condition fixed by the factories Act and over and above the provisions of the social legislation providing against accident, old age, employment and sickness".

NEED FOR THE STUDY

Welfare programs are aimed at promoting the physical, psychological and general wellbeing of the working population. Welfare can be observed, experienced and enjoyed but its effectiveness may be more difficult to measure. The present study is an analysis of the effectiveness of the employee welfare programs and this serves as an effective feedback to the management.

SCOPE OF THE STUDY

For the purpose provision of better conditions of work namely adequate lighting, temperature, noise control and in general a pleasant working atmosphere is necessary to satisfy and motivate them. The scope of the study poses high scope by taking into consideration the exact deficiency of the welfare measures which can be identified and suitable recommendations can be made. This study was conducted by the researcher at selected manufacturing small scale companies at Hosur.

OBJECTIVES OF THE STUDY

- To study the effectiveness of labour welfare measures provided at Small Scale Industries in Hosur.
- To study the workers attitude towards the various welfare measures.
- To analyze the feedback given by the respondents.

RESEARCH METHODOLOGY

The research process consists of the number of selected steps, which are essentially inter-dependent. The collection of facts and information will be followed by processing using scientific technique and tools to arrive at a reasonable conclusion.

The research design used in the study is descriptive in nature. The

data were collected from both primary and secondary sources. The primary data were collected from the employees of Small Scale Industries at Hosur through structured questionnaire and the secondary data were collected from the books, journals and websites.

The researcher collected 150 samples from the universe. The researcher adopted systematic stratified random sampling technique for the study. After collecting the data, through the questionnaire the researcher transferred the data into coding master sheet and tabulated later. The collected data have been analyzed with the help of tools like Simple Percentage Method and Chi-Square Test.

LIMITATIONS OF THE STUDY

- Due to time constraint, the survey was restricted to 150 respondents from the universe.
- As the questions were direct to the personal opinion of the employees some of them were hesitant to answer negative points.
- There may be a chance of biased information.

REVIEW OF LITERATURE

Suresh, (2006) has conducted on "A Study on the Welfare Measures of Texport Syndicate (India) Limited, Tirupur", investigation is to make a scientific study of Labour Welfare Facilities provided by the Company and to find out the Attitude of Employers of the Organization about Welfare Measures..

BindyaSukumar, (2004), conducted a study "Labour Welfare Measures Adopted By Apollo Tyres Limited AtPerambra". The company has total employee strength of 800. The workers work in three shifts i.e. Around 260 workers in each shift.

Simpson, (2003), discussed about "employee satisfaction affect an employee's health" but it also affects a company's productivity. If the employees are happy then the company will have good productive workers. If employees like their job, they will have no problem doing it. If on the other hand employees hate their job, they will try anything to avoid doing it. Unhappy employees waste a lot of time and valuable work hours by standing around complaining, taking long lunches and breaks, leaving early, coming to work late, and dragging out work to avoid doing it or getting more work.

SMALL SCALE INDUSTRIES AT HOSUR

The State Industries Promotion Corporation of Tamilnadu Limited (SIPCOT) has developed one of the large industrial complexes in the country in Hosur over an area of 1200 acres to promote and to

develop medium/large industries with SIDCO offering comprehensive services for more than 150 small-scale industries. The units located at Hosur manufacture sophisticated products ranging from trucks, automobile parts, motor cycles, mopeds, textiles, canned fruits & fruit products, instant coffee, electronics, TV sets, diesel engines, power shift transmissions, castings, forgings, cigarettes, abrasives, hosiery knitting needles to textile machineries etc. The researcher selected only manufacturing companies for the study.

DATA ANALYSIS AND INTERPRETATION

Data are actual measurements and observations. Interpretations are an attempt to identify or explain what is measured and observed. An interpretation's validity depends on how well it accommodates the available data. This interplay between analysis and interpretation is what makes science so successful and progressive.

Table No. 1
Facilities provided by the organization using Weighted Mean

Facilities	Highly Satisfied	Moderately Satisfied	Not Satisfied	Rank
Canteen	28	88	34	1.96
Housing	15	61	74	1.61
Education	20	77	53	1.78
Medical	24	82	44	1.86

Source: Primary data

Rank-1 :Highly Satisfied, Rank-2 : Moderately Satisfied, Rank-3 : Not Satisfied

It is understood from the above table that majority (1.96) of the respondents stated that they are moderately satisfied towards canteen facilities provided by the organization, followed with 1.86 as weighted mean the respondents are moderately satisfied towards medical facilities provided by the organization whereas with the weighted mean of 1.78 most of the respondents are moderately satisfied with housing facilities and with 1.61, respondents opined that they are moderately satisfied with housing facilities provided by the organisation

Chart No. 1
Facilities provided by the organization

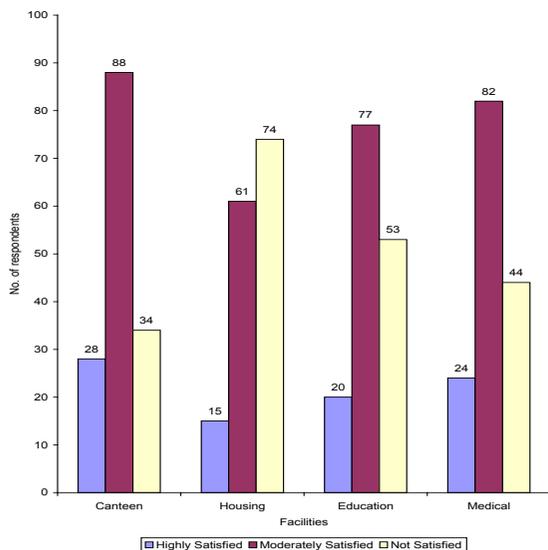


Table No. 2
Relationship between Marital Status and level of satisfaction towards the Fringe Benefits

Marital	Satisfaction towards Fringe Benefits				Total
	Highly satisfied	Satisfied	Neutral	Dissatisfied	
Married	25	50	22	29	126
Unmarried	5	14	3	2	24
Total	30	64	25	31	150

Chi-Square Value : 4.054 Degree of Freedom : 3 Table Value : 7.815

Result : Not Significant

The result of the chi-square test reveals that the calculated chi-square value (4.054) is less than the table chi-square value (7.815) at 5% level of significance and therefore, the relationship between Marital Status and level of satisfaction towards the Fringe Benefits is not significant. Thus the hypothesis is that relationship between Marital Status and level of satisfaction towards the Fringe Benefits does not hold good. Thus the null hypothesis is accepted.

Table No. 3
Relationship between Age of the respondents and satisfaction towards Work Environment

Age	satisfaction towards work environment		Total
	Yes	No	
Below 25 years	23	15	38
25-35	55	9	64
36-45	13	5	18
46-55	27	3	30
Total	118	32	150

Chi-Square Value : 12.209, Degree of Freedom : 3 Table Value : 7.815

Result : Significant

The result of the chi-square test reveals that the calculated chi-square value (12.209) is more than the table chi-square value (7.815) at 5% level of significance and therefore, the relationship between Age of the respondents and satisfaction towards Work Environment is significant. Thus the hypothesis is that relationship between Age of the respondents and satisfaction towards Work Environment holds good. Thus the null hypothesis is rejected.

Table No. 4
Relationship between age of the respondents and opinion about suitable ventilation and good environment to work

Age	Opinion about suitable ventilation and good environment to work			Total
	Yes	No	No Suggestions	
Below 25 years	23	7	8	38
25-35	31	15	18	64
36-45	14	2	2	18
46-55	22	4	4	30
Total	90	28	32	150

Chi-Square Value : 8.221, Degree of Freedom : 6, Table Value : 12.592

Result : Not Significant

The result of the chi-square test reveals that the calculated chi-square value (8.221) is less than the table chi-square value (12.592) at 5% level of significance and therefore, the relationship between age of the respondents and opinion about suitable ventilation and good environment to work is not significant. Thus the hypothesis is that the relationship between age of the respondents and opinion about suitable ventilation and good environment to work does not hold good. Hence, the null hypothesis is accepted.

FINDINGS OF THE STUDY

- It was found that majority (88 percent) of the respondents were satisfied towards the medical facilities provided by the organization
- It was found that as high as 43 percent of the respondents were satisfied towards the fringe benefits provided by the organization
- It is understood from the above table that majority (196) of the respondents stated that they are satisfied towards canteen facilities provided by the organization
- It was found that most (64 percent) of the respondents felt that the work environment is cleaned regularly.
- The hypothesis is that relationship between Marital Status and level of satisfaction towards the Fringe Benefits is not significant.
- The hypothesis is that relationship between Age of the respondents and satisfaction towards Work Environment is significant.
- The hypothesis is that the relationship between age of the respondents and opinion about suitable ventilation and good environment to work is not significant.

SUGGESTIONS

The management may improve training programme facilities by identifying the training needs of each individual.

The recreational facilities may be improved by improving the facilities and investing a portion of money based on the requirements and needs of the maximum number of employees including facilities for stress reduction exercises.

Washing, cleaning, and drinking water facilities may be improved by providing more number of room for the same purpose by providing more number of rooms for the same purpose based on the usage of the employees.

The quality of the food may be improved in canteen by engaging professional cooks for cooking and may take steps to make the members on a different style based on the discussions with the canteen committee representatives.

CONCLUSION

Labour Welfare Measures prove to be an important factor when compared to the other factors in the organization. When these measures are not provided to the fullest extent the workers self-interest and motivation decreases and their dedication to the work may declines. So, the task of the Personnel Manager becomes challenging and it imposes him to introduce the various employee welfare measures in the organization.

These measures operate to neutralize the harmful effects to large scale industrialization and urbanization. Thus, these measures in an organization are one of the factors for the workers to stay within the organization and to work towards success of the organization and this has been evident in this organization.

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