



A Study On Employees Performance And Welfare Facilities In Kolhapur Municipal Transport Corporation With Special Reference To Kolhapur District

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ABSTRACT

KMT is a life line for thousands of people engaged in different pursuits. KMT has been providing valuable city transport services to the citizens of Kolhapur as well as to the people in the adjoining predominantly rural areas within a radius of 15 kilometers. The success of any organization ultimately depends on the willing co-operation of the employee. Personnel management is also concerned with such activities as would promote the welfare of the employee and would ensure safety at work for them. Present study focuses on employees overall average performance and welfare facilities provided by Kolhapur Municipal Transport Corporation. This research paper also found that correlation between employees performance and welfare facilities.

Keywords : Employees Performance, KMT, Correlation, Welfare Facilities etc.

Introduction

Kolhapur Municipal Corporation established its public transport unit, Kolhapur Municipal Transport on 1st April, 1962. Since then for about four decades now; KMT has been providing valuable city transport services to the citizens of Kolhapur as well as to the people in the adjoining predominantly rural areas within a radius of 15 kilometers. It daily carries thousands of students to and from their schools; hundreds of factory and office workers to and from their workplaces. It also take small businessmen and traders on their visits around city and the nearby villages, housewife to and from market places.

As considering passenger's requirement, Municipal Corporation had started buses i.e. [PMT- Pune Municipal Transport, KMT-Kolhapur Municipal Transport, SMT-Solapur Municipal Transport] for the metropolis city and near the city. This municipal corporation helps to control the total administration of the city. It provides good services to passengers at right time, at right place and at right cost. Passenger's satisfaction is the main factor of "KMT" corporation in Western Maharashtra. KMTU is an integral part of the economic life of Kolhapur district. It is an important factor without which the daily life of people of the district would come almost to halt.

The importance of welfare and Recreational facilities to employee lies in the fact that the success of any organization ultimately depends on the willing co-operation of the employee. Personnel management is also concerned with such activities as would promote the welfare of the employee and would ensure safety at work for them. The labour welfare and recreational facilities are broadly classified into three groups viz, statutory, non statutory [Voluntary] and mutual welfare facilities. The present study is concerned with the employees performance and Employees measures in Kolhapur Municipal Transport Corporation undertaking. The selection of undertaking will be made on random sampling basis. The researcher will focus his study on employees performance and welfare facilities.

Review of Literature

Khan [2010] conducted research on the "Welfare facilities provided with regard to job satisfaction in Apollo Tyres Ltd". Perambra, Chalakudy (Kochi), Kerala observed that job satisfaction is the positive orientation of an individual towards all aspects of the work situation. The population was 2000 employees and the sample selected was 100 respondents. The Chi square test was used. More facilities of recreation need to be functioning for the employees like cultural clubs etc. which will boost their social security.

Kumar [2007] conducted research on "A Study of Labour Welfare Activities in the industrial Sector" This research focuses on Facilities provided to employees i.e. Statutory Welfare Provision and Industrial Hygiene Provision. Respondents are agree with the statement of better working environment motivates the workers to work in better manner job satisfaction is essential in the organization.

Mane [1994] conducted research on "A Study of Labour Welfare Activities in the Ichalkaranji co-operative Spinning mills Ltd". He conducted research in Ichalkaranji and 116 sample size was taken. He found in his research that welfare facilities extended by ICOSPIN to its workers are satisfactory. Attitude of staff, supervisors and other officials towards workers is positive and relation is also good and cordial.

Mishra [2011] conducted research study on "effect of welfare measures on employee". This project aims at studying and analyzing the safety and welfare measures of the employee. He concluded that most of the employees in the company are female. The company can concentrate on other facility like crèche facility, uniform, and safety measures to boost the employee morale.

Objectives of the Study

To Study the employee's overall average performance in KMTU.

To Study the correlation between employee's performance and welfare facilities in KMTU.

Research Methodology

The methodology of study explains the systematic way of finding the answers to pre-determined questions. The respondents were selected using random sampling method. The data collected has been analyzed and tabulated in suitable forms keeping in view the objectives of the study.

Universe and Sample Size:

For this research study, out of 4 Municipal Transport Corporation, undertakings in western Maharashtra, one Kolhapur Municipal Transport Corporation undertaking has been selected for detailed study in Western Maharashtra. Sample size is 63 employees out of entire population.

Techniques of Analysis

At the time of analyzing the data, the relevant statistical tools are used.

Table No.1 : Overall Average Performance Of Employees In Kmtu:

Sr. No	Employees overall performance	Sr. No	Employees overall performance
1	1.971429	34	2.114286
2	1.828571	35	2.057143
3	2.114286	36	2.028571
4	2.114286	37	2
5	2.114286	38	2.028571
6	2.114286	39	2.057143
7	1.885714	40	2.085714
8	1.885714	41	2.057143
9	1.857143	42	2
10	1.971429	43	2
11	1.8	44	2.085714
12	1.857143	45	2.142857
13	1.8	46	2.142857
14	1.971429	47	2.171429
15	2.085714	48	2.085714
16	2.114286	49	2.171429
17	1.885714	50	1.657143
18	2.028571	51	1.685714
19	1.727273	52	1.857143
20	1.857143	53	1.6
21	1.828571	54	1.628571
22	1.914286	55	1.628571
23	2	56	1.742857
24	1.828571	57	1.742857
25	1.914286	58	1.685714
26	1.828571	59	1.8
27	1.857143	60	1.742857
28	1.764706	61	1.914286
29	1.714286	62	1.742857
30	1.771429	63	1.942857
31	1.914286		
32	2		
33	1.942857		

From the above table, it is observed that 63 employees average performance is taken into consideration to find correlation between employees performance and welfare facilities. Employees chosen from KMTU is fair representative of entire population because population is too large. Selected employees represent total characteristics of entire population.

(Table 2)

Chi square test is used for measuring correlation between employees performance and welfare facilities in KMTU Corporations.

Ho=Null Hypothesis

H1=alternative

1] In KMTU, P value is less than 0.05. So we reject null hypothesis. Thus we have significant positive correlation between employee's performance and free medical facilities which is 0.467. So there is positive significant correlation between employee's performance and free medical facilities in KMTU Corporations.

2] In KMTU, P value is less than 0.05. So we reject null hypothesis. Thus we have significant positive correlation between employee's performance and first aid facilities which is 0.610.

3] In KMTU, P value is less than 0.05. So we reject null

hypothesis. Thus we have significant positive correlation between employee's performance and dispensary benefit facilities which is 0.783.

4] In KMTU, P value is less than 0.05. So we reject null hypothesis. Thus we have significant positive correlation between employee's performance and transport distance of employees residence to workplace facilities which is 0.450.

Table No:2 : Table shows correlation between employees performance and welfare facilities in KMTU.

Sr. No	Welfare facilities and Employee performance.	KMTU	P-Value
1	Employees performance	0.464	0.000
	Free medical facility		
2	Employees performance	0.610	0.000
	First aid facility		
3	Employees performance	0.783	0.000
	Dispensary benefit facility		
4	Employees performance	0.450	0.000
	Transport distance of residence from workplace		
5	Employees performance	0.695	0.000
	Opinion of transport facility		
6	Employees performance	0.606	0.000
	Uniform and Washing facility		
	Library facility		
7	Employees performance	0.493	0.000
	Opinion Sport facility		
8	Employees performance	0.678	0.000
	Celebration of festival facility		
9	Employees performance	-0.010	0.936
	Emergency leave facility		
10	Employees performance	-0.200	0.116
	Co-operative society		
11	Employees performance	-0.616	0.000
	Lunch room facility		
12	Employees performance	-0.392	0.002
	Recreation facility		
13	Employees performance	0.624	0.000
	Drinking water facility		
14	Employees performance	-0.032	0.805
	Cold water facility		
15	Employees performance	0.499	0.000
	Supply of adequate facility		
	Clean up facility		
16	Employees performance	0.717	0.000
	Corporation working		

[*P indicates Probability Value].

In KMTU, P value is less than 0.05. So we reject null hypothesis. Thus we have significant positive correlation between employees performance and opinion about transport facilities which is 0.695.

6] In KMTU, P value is less than 0.05. So we reject null hypothesis. Thus we have significant positive correlation between employees performance and uniform and washing facilities which is 0.606.

7] In KMTU, P value is less than 0.05. So we reject null hypothesis. Thus we have significant positive correlation between employee's performance and sports facilities which is 0.493.

So there is positive significant correlation between employee's performance and sports facilities in KMTU Corporations.

8] In KMTU, P value is less than 0.05. So we reject null hypothesis. Thus we have significant positive correlation between employee's performance and celebration of festival facilities which is 0.678.

So there is positive significant correlation between employees performance and celebration of festival facilities in KMTU Corporations.

9] In KMTU, P value is greater than 0.05. So we accept null hypothesis. Thus we have insignificant negative correlation between employees performance and emergency leave facilities which is -0.010.

10] In KMTU, P value is greater than 0.05. So we accept null hypothesis. Thus we have insignificant negative correlation between employees performance and cooperative society facilities which is -0.200.

So there is negative significant correlation between employee's performance and lunch room facilities in KMTU Corporations.

12] In KMTU, P value is less than 0.05. So we reject null hypothesis. Thus we have significant negative correlation between employees performance and recreation facilities which is -0.392.

So there is negative significant correlation between employees performance and recreation facilities in KMTU Corporations.

13] In KMTU, P value is less than 0.05. So we reject null hypothesis. Thus we have significant positive correlation between employee's performance and drinking water facilities which is 0.624.

So there is positive significant correlation between employees performance and drinking water facilities in KMTU Corporations.

14] In KMTU, P value is greater than 0.05. So we accept null hypothesis. Thus we have insignificant negative correlation between employees performance and cold water facilities which is -0.032.

So there is negative insignificant correlation between employees performance and cold water facilities in KMTU Corporations.

15] In KMTU, P value is less than 0.05. So we reject null hypothesis. Thus we have significant positive correlation between employees performance and supply of adequate

water facilities which is 0.499.

So there is positive significant correlation between employee's performance and supply of adequate water facilities in KMTU Corporations.

Findings and suggestions:

1] In KMTU, there is average positive correlation between employees performance and welfare facilities which is 0.355.

2] To increase & update the knowledge of employees, Corporation should provide library and reading room facility for drivers and conductors in both corporations.

3] The personnel department should display on the notice board the various schemes, policies and programmes.

4] Performance Appraisal system should be installed in KMTU. It provides valuable data for overall development of the corporation.

5] To encourage and promote the talent and ability among the children of KMTU employees, Corporation should start scholarship facility for employee's children whose performance is better in examination i.e. who secure more than 60% marks in S.S.C examination.

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