



## Employee Welfare Measures at Jumbo Bag Ltd, Chennai

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### Abstract

*Welfare measures must help the organization of the employees to perform his or her job effectively present in the future. It must appreciate the employee's life and both the organization. The objective of the study is to find out the satisfaction level of welfare measures provided by the company. A sample of 80 numbers chosen for the study which included employees from various department, questionnaires are given to the employees and the essential for the study were identified by the data collection from the employees and analyzed and interpret the findings, suggestion and conclusion are in the fore coming chapters. The company is satisfying the workers in the following dimensions such as medical facilities, present pay system, promotional policies, health allowances, transport facilities, recreation, facilities, employee assistance program etc. The Company has to develop a good relationship with employees.*

**Keywords: Welfare, organization, employees**

### INTRODUCTION

All industries are made up of people and function through people, without people no industries exist. The resources for men, material and machinery are collected, co-coordinated and utilized through people. Human resource by themselves fulfill the objectives of an industries, they need to be united into a team. It is through the combined effects of people that material and monetary resource are effectively utilized for the attainment of common objectives without unity of any industry can achieve its goal. According to Urwick. L.F., "Business houses are made broken in the long run not by market, capital, patents or equipment but by men" Of all the resource, manpower is the only resource, which does not depreciate with the passage of time. Hence it is the duty of every employer to safeguard the resource because without human resource no industrial unit can survive.

### OBJECTIVES OF THE STUDY

- To study on existing labor welfare measures provided by Jumbo Bag Ltd
- To determine the level of satisfaction of employees on the welfare measures.
- To suggest measures to improve the welfare schemes

### JUMBO BAG LTD.

It is a manufacturer of flexible intermediate bulk containers (FIBC), Jumbo bags. The Company operates in two segments: manufacturing, which includes manufacture of flexible intermediate bulk container packaging material used for industrial purposes, and trading, which include trading of polymers. FIBC are used for storage, transportation and handling of powder, flake or granular materials. It is a solutions provider in packaging and its portfolio includes different designs of FIBCs (Circular, U-panel, Baffles) hygiene bags, multi trip bags, tabular and form-ft liner bags.

### Review of Literature

- Cook argued that along with flexible workings, best practice organizations focus on developing strategies for employee welfare these strategies can encompass a range of benefits and there is a growing trend to make them as wide ranging as possible so that the employee has a choice. The range of welfare options offered will vary depends on the marketplace and demographics of the workforce. According to cook 1) "the welfare policy of

each organization needs to be designed with the needs of different demographic groups in mind 2) giving employees' flexibility and choice in the welfare benefits that they receive is important 3) welfare benefits should have a cultural fit with the organization". (Cook, p.110-113, 2008)

- "Employee benefits consist of arrangements made by the employers for their employees which enhance the latter's well being. They are provided in addition to pay and form important part of the total reward package". (Armstrong & Stephens, p.225, 2005)
- According to Marsh & kleiner the following are some of the reasons why employee welfare benefits are implemented, one of the most important reason is to provide an appropriate standard of living to employees and for his/her family, to recognize employee performance through some kind of incentive compensation, to provide protection against medical expenses for the employee and his family, to provide protection against loss of income in the event of employees premature death, disability or unemployment, to provide retirement income and Possibly to make available sound retirement, financial and tax planning program and services (Marsh & kleiner, 2004)

### DATA ANALYSIS AND INTERPRETATION

**Table No. 1 Respondent's opinion on Statutory Facilities.**

S.No.	Opinion on Statutory Facilities	Number of Respondents				TOTAL
		Yes	%	No	%	
1.	Drinking Facilities	2	2.50	78	97.50	80(100%)
2.	Storing Facilities	1	1.25	79	98.75	80(100%)
3.	Sitting Facilities	10	12.5	70	87.50	80(100%)
4.	Creches	0	0	80	100	80(100%)

**Table No. 2 Respondents level of Satisfaction on Maintenance of Conservancy.**

S.No.	Satisfaction Maintenance Conservancy	Number of Respondents	% of Respondents
1.	Highly Satisfied	21	26.25
2.	Satisfied	37	46.25

3.	No opinion	2	2.50
4.	Dis-satisfied	19	23.75
5.	Highly Dis-satisfied	1	1.25
	TOTAL	80	100.00

**Table No. 3 Respondent's opinion on Medical Facilities.**

S.No.	Opinion on Medical Facilities	No. of Respondents	% of Respondents
1.	Keep better health	41	51.25
2.	Motive workers	1	1.25
3.	Enhance performance	9	11.25
4.	No opinion	29	36.25
	TOTAL	80	100

- Table 1 about here: 97.5% of the respondents says that they don't have the drinking Facilities and 2.5% of the respondents said that, they do have washing Facilities.
- Table 2 about here: 26.25% respondents are Highly satisfied regarding maintenance of conservancy, 46.25% of respondents are satisfied, 2.5% of respondents have No-opinion, 23.75% are dissatisfied and 1.25% respondents are Highly dissatisfied regarding maintenance of conservancy satisfaction level.
- Table 3 about here (51.25%) says that the medical facilities provides keep better health, (1.25%) of respondents say that its motive workers, (11.25%) of respondents says that its Enhance Performance and (36.25%) of the respondents say that they had No opinion.

**FINDINGS OF THE STUDY**

- 97.5% of the respondents says that, they don't have drinking facilities in their department.
- 98.75% of the respondents says that they don't have storing facilities.87.5% of the respondents says that, they don't have sitting facilities.
- 51.25% of the respondents said that the medical facilities provided by the organization keep better health.38.75% of the respondents said that, treatment provided in Dispensary is good.
- Employees expect the management to provide housing and transport facilities and allowance, increasing the salary, medical and educational allowance.

**SUGGESTIONS:**

- The management shall maintain canteen facilities which provides food items and fulfills their basic needs.
- The better quality of food must be provided by the management and it enhances better performance.
- The management have to provide housing and transport facilities and allowance, increasing the salary, medical and educational allowance.

**CONCLUSION**

This study was carried out by us to determine the level of employee practices in. Jumbo Bag Ltd. The management have to improve a good relationship with workers and the company has to satisfy the workers regarding medical facilities, present pay system, promotional policies, health allowances, transport facilities, recreation, facilities, employee assistance program etc.,

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