

A STUDY ON EMPLOYEE WELFARE MEASURES WITH SPECIAL REFERENCE TO CONSTRUCTION INDUSTRY

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ABSTRACT

The concept of employee welfare is dynamic. Its broad perspective and contents are prone to change, depending on socio economic changes that occur in society. Employee welfare includes various services, benefits and facilities offered to employees by the employers. Welfare facilities are categorized as intra-mural and extra-mural. Intra-mural activities consist of facilities provided within the organization and Extra-mural activities cover the services and facilities provided outside the organization. Organization has to provide welfare facilities to their employees to keep their motivation levels high. The study also throws light on impact of welfare measures on the employees. The primary data for the study was conducted through questionnaire. The sample size of the study was 80 and the sample design adopted was convenience sampling.

I. 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. Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. The ILO (International Labour Organization) defined, “welfare as a term which is understood to include such services and amenities as may be established in or the vicinity of undertaking to perform their work in healthy, congenial surrounding and to provide them with amenities conducive to good health and high morale”.

Employee welfare raises the company's expenses but if it is done correctly, it has huge benefits for both employer and employee. An employee who feels appreciated will be more fulfilled, satisfied and more productive.

This will not only lead to higher productivity but also satisfied customers and hence profitability for the company. A satisfied employee will also not go looking for other job opportunities and hence an employer will get to keep the best talents and record lower employee turnover. Employee welfare measures on the whole increases the productivity and efficiency of the company.

II. OBJECTIVES

- To study the impact of employee welfare measures at ETA star.
- To study and analyze the awareness of welfare activities provided to the employees at ETA star.

III. REVIEW OF LITERATURE

Pushpa (2016) The study has made an attempt to identify welfare measures and satisfaction level of employees about the welfare measures adopted at VST Tillers Tractors Limited, Bangalore. The basic purpose of employee welfare is to enrich the life of employees by providing them decent and congenial work environment. The Welfare measures are more important for every employee. Without welfare measures an employee cannot work effectively in the organization. The present study reveals that most of the employees are aware about the facilities provided by the company and satisfied.

L. Santhana Raj and E. Savitha (2014) This paper highlights the welfare measure taken in the TANFAC industry, Cuddalore. The employee satisfaction

level identifies the overall quality of work life of the employee. The data collection was done through questionnaire. In some cases personal interview was needed at the time of filling up questionnaire. To analyze the collected data the research used simple percentage analysis, chi-square test, NOVA test. Based on the analysis it can be stated that employees are satisfied with the safety measure in the organization.

T.R.Dhivya1 and R. Vijayaraj (2016) identifies that the employees satisfaction towards labour welfare measures in Tamilnadu state transport corporation limited, Kumbakonam. To analyse the Statistical Tool used is Chi-square test. This study analyses the various dimensions of labour welfare measures that are administered to the labours. It highlights the perception and level of satisfaction of the labours regarding the various welfare measures and the methods to improve the welfare measures in Tamil Nadu State Transport Corporation, Kumbakonam. The researcher concluded the employees of TNSTC are satisfied in statutory and non-statutory welfare. Some of the dissatisfaction level is identified in the areas of recreation facility and special reference to other hospitals. It is pointed and suggested with alternative to overcome the dissatisfaction level in the particular area.

Dr. K. Vijayarani and Mr. G. Suresh (2015) highlights the employees' welfare programme towards productivity of Neyveli Lignite Corporation limited. The study identified the employees working in

the mines and thermal power station is more affected with the health facilities, and safety measurements for the workers provided by the corporation. The female employees are less satisfied with the recreational facility and the crèches in the provided by the corporation. The extramural like facilities of medical, township administration, education, and vocational training are also important factors among the employee productivity.

Dr.P.Bhujanga Rao(2017) Welfare refers to taking care of the well-being of workers by employers ,trade unions, and governmental and non-governmental agencies, recognizing the unique place of the worker in the society and doing good for him/her retaining and motivating employees ,minimizing social evils, and building up the local reputation of the company are the arguments in favour of employee welfare. The study was made to inform the management about the areas/ causes of displeasure among the workers and enable the management to take necessary actions to avoid such displeasure and help to improve their productivity.

IV. RESEARCH METHEDOLOGY

RESEARCH DESIGN: This research deals with descriptive research type. It includes surveys and fact-finding enquiries of different kinds.

SAMPLING METHOD: In this research systematic sampling method is used to collect the primary data by using questionnaire. The total sample size of 80 has been taken for this study. Both male

and female employees have been interviewed. The data was collected through a structured questionnaire.

PILOT STUDY

A pilot study, pilot project or pilot experiment is a small scale preliminary study conducted in order to evaluate feasibility, time, cost, adverse events, and effect size (statistical variability) in an attempt to predict an appropriate sample size and improve upon the study design prior to performance of a fullscale. Pilot study was conducted with 10 respondents.

RELIABILITY TEST

Table 1 showing the reliability test

	N	%
Valid	10	100.0
Cases Excluded ^a	0	.0
Total	10	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.928	44

INFERENCE: Conbach alpha value of the reliability test is 0.928 which is more than 0.75. Hence the questionnaire is highly reliable.

V. DATA ANALYSIS AND INTERPRETATION

Table 2 showing the Chi Square test to show the association between department and work efficiency has an impact on welfare measures of the employees.

NULL HYPOTHESIS

There is no significant association between department and impact of welfare measures towards work efficiency.

ALTERNATE HYPOTHESIS

There is significant association between department and impact of welfare measures towards work efficiency.

Count

	work efficiency- impact of welfare measures			Total
	very effective	Effective	neutral	
human resources	0	26	0	26
department Marketing	15	5	17	37
Finance	0	17	0	17
Total	15	48	17	80

Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	54.718 ^a	6	.000
Likelihood Ratio	55.975	6	.000
Linear-by-Linear Association	2.144	1	.143
N of Valid Cases	80		

a. 7 cells (58.3%) have expected count less than 5. The minimum expected count is 1.70.

P value = 0.000

Since p value is <0.05

Reject null hypothesis

Accept alternate hypothesis

INTERPRETATION

Hence the p value is less than 0.05, the null hypothesis is rejected and

alternate hypothesis is accepted. There is significant difference between department and impact of welfare measures towards work efficiency. work efficiency differs

from department to department and employees may get less motivated. Proper welfare measures should be provided to motivate the employees and increase efficiency.

Table 3 showing the Cochran Test to find the significant difference between the

awareness of the employees

Null Hypothesis

There is no significant difference between the awareness of the employees.

Alternate Hypothesis

There is significant difference between the awareness of the employees.

	Value	
	1	2
Awareness-employment security	63	17
Awareness- health protection	48	32
Awareness- old age & retirement	32	48
Awareness- retrenchment & layoff compensation	25	55
Awareness- sickness and maternity benefit	63	17
Awareness- canteen, housing & miscellaneous	48	32

Test Statistics

N	80
Cochran's Q	112.064 ^a
Df	5
Asymp. Sig.	.007

a. 1 is treated as a success.

P value = 0.007

Since P value is < 0.05

Reject null hypothesis

Accept alternate hypothesis

INTERPRETATION

Hence the p value is less than 0.05, the null hypothesis is rejected and alternate hypothesis is accepted. There is significant difference between the awareness of the employees. Employees who have been working in the company for years may be well aware of all welfare schemes provided by the organization. On the other hand employees who have joined the organization recently may not be aware of all the welfare schemes. Thus measures should be taken to create awareness among the employees about the company's welfare schemes

VI. DISCUSSIONS AND IMPLICATIONS:

1. There is significant difference between department and impact of welfare measures towards work efficiency. work efficiency differs from department to department and employees may get less motivated. Proper welfare measures should be provided to motivate the employees and increase efficiency.
2. There is significant difference between the awareness of the employees. Employees who have been working in the company for years may be well aware of all welfare schemes provided by the organization. On the other hand employees who have joined the organization recently may not be

aware of all the welfare schemes. Thus measures should be taken to create awareness among the employees about the company's welfare schemes

VII. CONCLUSION

Employee welfare is a comprehensive term including various services, facilities and amenities provided to employees for their betterment. Thus from this study it is found that the welfare measures provided by the company directly impacts the work efficiency of the employees. Proper welfare measures should be provided to motivate the employees and increase efficiency. Company should take efforts to create awareness among the employees about the welfare measures provided as it falls under the rights of the employee to know about the welfare measures provided for him/her by the company.

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