



A Study On Employee Welfare Measures In Arignar Anna Sugar Mill, Thanjavur

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ABSTRACT

The research paper is to determine the study of the employee welfare measure. An organization's most precious asset is its workforce. The term "employee welfare" refers to all actions taken by an employer for the benefit or comfort of its employees, including the provision of services, facilities, and perks. It is done in an effort to increase production and inspire workers. The goals of knowing employee welfare are to enhance working-class life, promote the total development of the employee's personality, and other things. Housing options, free medical care, retirement benefits, children's and adults' educational perks, welfare programs for the employee's families, loan options, etc. are just a few of the employee welfare amenities. The type of research methodology used is descriptive.

KEYWORD: - Employee, Organization Welfare.

INTRODUCTION

The review plans to analyze and think about the specialists' discernment towards different work government assistance offices gave in the co-usable and confidential sugar factories of Punjab territory of India. The concentrate additionally analyzes the relationship of discernment scores for government assistance offices with the individual qualities of laborers. Philosophy: Data was gathered from 490 specialists (280 from co-employable sugar plants and 210 from private sugar factories) with the assistance of an organized poll. The example was drawn utilizing reference testing technique. Discoveries: Results showed that out of 29 government assistance offices analyzed in this review, offices like flask, clinical, sitting, drinking water, lodging and cycle sheds are found good in both the sorts of sugar factories. The investigation additionally discovered that specialists' insight scores on government assistance offices were related with the majority of their own qualities. Suggestions: The review stresses on arrangement of need based significant government

assistance offices which can improve the effectiveness of laborers that will at last prompt expanded individual and hierarchical efficiency.

Limits: The fundamental impediment is the size of test which confines the speculation of results in Punjab state and furthermore, the utilization of irregular examining could have worked on the aftereffects of the review.

1.1.Theoretical Background of Study

Employee welfare measure provide staff with improved physical and mental health and foster a safe working atmosphere, facilities such as accommodation, medical care, and schooling and leisure facilities for the families of staff help raise their living conditions. It allows staff to concentrate more on work and thereby increase productivity. By having healthcare services, workers provide a stable workforce. Workers are deeply involved in their roles and work with a sense of engagement. The welfare measures of employees increase organizational productivity and promote sound industrial relations, maintaining industrial peace.

1.2. Objectives of the Study

A Study on welfare measures in Arignar Anna Sugar Mills, Thanjavur

- To find the level of satisfaction of the trainees of the welfare measures.
- To find out the expectation of regarding welfare measures from the company.
- To find out the level of satisfaction with welfare measures.
- To find the level of satisfaction about their feelings on the importance of welfare measures.
- To provide the practical suggestion for the improvement of organization's welfare measures.

1.3. Research Methodology

The area selected for the present study is welfare measures in Arigar Anna Sugar Mills, Thanjavur. The study area was purposively selected, because it is the native village of researchers. The study consists of 120 samples, which are selected by using the stratified random sampling technique. Of them represent male laborers' and the remaining represent female laborers. The primary data regarding the man-days of work available per year. Their wage structure, the lab our use pattern in different work condition, factors affecting the utilization of female lab our force etc., were collected by using the personal investigation method with a pre detailed questionnaire.

1.4. Methods for Data Collection

- Questionnaire method is used for collecting data.
- The primary data was collected with the help of questionnaire.
- The information collected through website of different operators, magazines, new papers and libraries.

1.5. Tools for Analysis

- Percentage Method
- Correlation

1.6. Limitation of the Study

- Study is limited to a sample size of 120 respondents which fails to depict the exact picture as that of the overall population of the organization.
- Respondents are very busy at the time of considering survey. So it is little tough task for the researcher made survey from them.

1.7. Review of Literature:

Panda (2004), study pointed toward looking at the connection between the modern relations climate and work culture in a private and a public area association having a place with a similar industry. The consequence of the review uncovered that either a confidential area or public area association the modern relations were primarily relying on both financial advantages and non-financial advantages gave to the laborers.

Mathan (2004), in his examination brought up that the modern connection is definitely not an uneven game yet relies upon the corresponding getting it, confidence and generosity of all representatives in modern relations framework. Great and amicable relations require dynamic interest and appropriate correspondence stations on the off chance that not it prompts strikes, lockout, truancy, indiscipline and even fierceness.

Singh (2005), in his article, has acknowledged that, human asset ideas that get bundled alongside present day administrative way of thinking are probably going to alter the work place. The primary concern individuals need to be minded of and regarded. Representative idea plan can be depicted as a formalized system which spurs workers to contribute helpful thoughts for working on the association in which they work. Carried out thoughts are satisfied by a financial honor or another type of acknowledgment - normally proportionate to the advantages produced. It establishes an environment of trust and certainty, work fulfillment and consistent improvement in the organization (Yusof and Aspinwall 2000).

2. DATA ANALYSIS AND INTERPRETATION

2.1. Percentage of Analysis

TABLE - 1 PROFILE OF THE RESPONDENTS

Demographic profile		Percentage
Gender	Male	52
	Female	48
Age groups	0-25 years	30
	26-30 years	33
	31-35 years	25
	Above 36 years	12
Marital status	Married	52
	Unmarried	48
Educational qualifications	Illiterate	21
	SSLC	33
	HSC	29
	UG/PG	17
Designations	Office staff	22
	Workers	28
	Labour	27
	Others	23
Year of Services	0-6 month	38
	6 month -1 year	22
	1.5 year-2 years	28
	Above 2.5 years	12

TABLE - 2 SATISFACTION LEVEL ARE PROVIDED BY THE COMPANY

Satisfaction Level	Strongly Agree	Agree	Neutral	Disagree	Strongly disagree
Ob Satisfaction	31	25	28	08	08
Wages/Salary	25	28	21	18	08
Insurance scheme	26	25	24	19	06
Ventilation in Canteen Facility	31	27	26	12	05
Accident compensation	27	25	23	17	08
Safety Measures	26	25	17	18	14
Transport Facility	28	25	16	18	13
Working Condition	25	33	21	13	08
Organization Procedure	33	29	17	13	08
Medical Facilities	31	27	17	13	12

FINDINGS

- The gender of 52.5% of the respondents are male employees and 48% of the respondents are female employees. The majority of the employees are male.
- The Age Group of 30% of the respondents are below the age group of 25 years, 33% of respondents are age group of 26-30 years, 25% of respondents are the age group of 31-35 years and 12% of respondents are the age group above 36 years. The majority of the employees are age group of 26-30 years.
- The Marital Status of 52% of the respondents are married employees and 48% of respondents are unmarried employees. The majority of the employees are married.
- The Educational Qualification of 21% of respondents are illiterate, 33% of respondents are SSLC, 29% of respondents are HSC and 17% of the respondents are UG/PG. The majority of the employees are SSLC.
- The Designation of 22% of the respondents are Office staff, 28% of respondents are Workers, 27% of respondents are Labour and 23% of the respondents are others. The majority of the employees are workers.
- The Year of Service of 38% of the respondents are 0-6 month years, 22% of the respondents are 6 month-1 year, 28% of the respondents are 1.5-2 years and 12% of the respondents are above 2.5 years. The majority of the employees are 6 month.
- The Job Satisfaction of 31% of the respondents are strongly Agree for the Job Satisfaction, 25% of the respondents are Agree, 28% of the respondents are Neutral, 8% of the respondents are Disagree, 8% of the respondents are Strongly disagree. The majority of the employees are satisfying the present job.

- The Wages/Salary of 25% of the respondents are Strongly Agree, 28% of respondents are Agree, 21% of respondents are Neutral, 18% of respondents are Disagree, 8% of respondents strongly disagree for the wages/salary. The majority of the employees are satisfying the wages/salary.
- The Increments of 17% of the respondents are often for the increments, 38% of the respondents are sometimes for the increments, 33% of the respondents are rarely for the increments and 12% of the respondents are often for the increments. The majority of the employees are sometimes satisfying for the increments.
- The Insurance Scheme Provided of 26% of the respondents are Strongly Agree, 25% of the respondents are Agree, 24% of the respondents are Neutral, 17% of the respondents are Disagree, 8% of the respondents are Strongly disagree for the satisfying the insurance scheme. The majority of the employees are Strongly Agree for the satisfying the insurance scheme.
- The Accident Compensation of 27% of the respondents are Strongly Agree opinion about the accident, 25% of the respondents are Agree opinion about the accident, 23% of the respondents are Neutral opinion about the accident, 17% of the respondents are Disagree opinion about the accident, 8% of the respondents are Strongly disagree opinion about the accident. The majority of the employees are 27% strongly agree the accident compensation.
- The Safety Measures of 26% of the respondents are strongly Agree, 25% of the respondents are Agree, 17% of the respondents are Neutral, 18% of the respondents are Disagree, 14% of the respondents are Strongly disagree for the Safety measures provided by the company. The majority of the employees are 26% Agree for the safety measures provided by the company.
- The Rules and Policies are clearly explained of 28% of the respondents are Strongly agree, 25% of the respondents are Agree, 16% of the respondents are Neutral, 18% of the respondents are Disagree, 13% of the respondents are Strongly disagree for the Rules and policies are clearly explained to the employees. The majority of the employees are 28% strongly agree.
- The Working Condition of 25% of respondents are strongly agree, 33% of the respondents are Agree, 21% of the respondents are Neutral, 13% of the respondents are Disagree, 8% of the respondents are Strongly disagree for the working condition in the organization reduce the stress among the employees. The majority of the employees 33% Agree working Condition in the Organization Reduce the stress among the employees.

SUGGESTIONS

- In summary, the study examined the perception of workers regarding the welfare facilities in the Arignar Anna sugar mills. Data was obtained for 29 welfare facilities and the study found that apart from the facilities like canteen, medical, sitting, drinking water, housing and cycle sheds none of the other facilities were satisfactory in both the State and Central government sugar mills. The study also found significant difference between State and Central government sugar mill workers' perception for sixteen welfare facilities. In addition findings revealed significant association of workers' perception regarding welfare facilities with most of their personal characteristics considered in the present study.

- Suggestions Improvement or modifications are required in the field of recreation facilities: leave fair, safety equipment, overtime payments, compensatory arrangements on medical grounds, promotion etc.,

CONCLUSION

- Generally, welfare measures are recreational, medical, educational, housing, sanitation and so on. Every organization provides the statutory welfare measures but some organization provides some more welfare facilities to the employees so that they may retain the employees and their quality of work life. By the result of improved quality of work life among the employees and their involvement in job gets increased and results in increased productivity of the organization. The organizations maintaining smooth relationship between workers and management, which leads to attainment of organization efforts. By conducting this study we could infer that the Employees of the Arignar Anna sugar mills, Thanjavur District are satisfied with the welfare measures provided by their organizations.

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