

A STUDY ON EMPLOYEE WELFARE MEASURES TOWARDS KKP SPINNING MILLS PVT AT NAMAKKAL

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Abstract—*The study is aimed at making of KKP TEXTILE company in order to find out the employee welfare measures are helping them to increase them to increase them their productivity and reduces the employee absenteeism. The main rationale behind an analysis is to gain realistic corporate knowledge and for the purpose of valuation addition. Management helps in every possible way to get knowledge about employee welfare activities and its impact on KKP TEXTILE company. The findings and suggestions helps KKP TEXTILE company improve their existing strategies and to overcome any obstacles so that it results in long term survival of an organisation. These results provide the data to know the how employees welfare and safety measures are building awareness about the organisations and its employees on regular basis and what needs to be expected from the employees in return. The study is fully fledged in all magnitude here and the same has been collected by using primary data with employee survey and by using absenteeism.*

INTRODUCTION

“Welfare is comfortable living and working condition”. Employee welfare means the efforts to make life worth living for workman.

“Welfare is comfortable living and working conditions”. People are the most important asset of an organization, and the accounting profession has to assess and record the value and cost of people of an organization. Once this is accepted, the need for measuring the values for recording it in the books of accounts arises. The value of human assets can be increased substantially by making investment in their training and welfare activities in the same way as the values repairs/overhauling, etc.

While the cost on training, development, etc., can be recorded separately and to be within the eventual, the expenditure on welfare activities can be added to the investment and the returns judged. Unlike other assets which have depreciation value as years passes by, value of human assets appreciates with passing years. The value can depreciation by aging process which is generally hastened up by worries, unhealthy conditions, etc. Once this process is slowed down, or at least if the employee is made to feel young in spirits the values of this asset appreciates considerably.

Any investment constitute the assets of a company and therefore, any investment for welfare of labour would constitute an extra investment in an asset. industrial progress depends on a satisfied labour force and the importance of labour welfare measures was stressed as early as 1931, when the royal commission on labour stated the benefits which go under this nomenclature, are of great importance to the worker and which he is unable to secure by himself. The schemes of labour welfare may be regarded as a “wise investment” which should and usually does bring a profitable return in the form of greater efficiency. The basic purpose of employee welfare is to enrich the life the employee and keep them happy and contented. Employee welfare today has become a very controversial topic. It covers a very broad field. To being with lets us briefly discuss the main concepts or, rather, the general, meaningful ideas which have been evolved about it so far. This study is based on the labour welfare measures facilities like canteen facility, medical facility and rest room facility.

STATEMENT OF THE PROBLEM

The study is aimed at making of KKP TEXTILE company in order to find out the employee welfare measures are helping them to increase them to increase them their productivity and reduces the employee absenteeism. The main rationale behind an analysis is to gain realistic corporate knowledge and for the purpose of valuation addition.

Management helps in every possible way to get knowledge about employee welfare activities and its impact on KKP TEXTILE company. The findings and suggestions helps KKP TEXTILE company improve their existing strategies and to overcome any obstacles so that it results in long term survival of an organisation.

These results provide the data to know the how employees welfare and safety measures are building awareness about the organisations and its employees on regular basis and what needs to be expected from the employees in return. The study is fully fledged in all magnitude here and the same has been collected by using primary data with employee survey and by using absenteeism.

OBJECTIVES OF THE STUDY

- To study the employees welfare and safety measures system in **KKP TEXTILE LIMITED**.
- To recognize the various welfare measures provided to the employees.
- To know their satisfaction towards the welfare measures.
- To understand how welfare measures improve the motivation of the employees.
- To find out employees preference regarding welfare measures which they like to have in future.

SCOPE OF THE STUDY

The study entitled “**A STUDY ON EMPLOYEE WELFARE AND SAFETY MEASURES IN KKP TEXTILE LIMITED**”. This study will also help the management to reduce the job related problems, increase motivational activities and develop the employees in such a way that their career goals are achieved. This is an opportunity for the employees to give their feedback which aids the management will do some alteration in the future welfare and other further facilities.

The results of the study help the management to know the shortcoming in managing employees and that also encourage them to take action to reduce their shortcoming.

LIMITATION OF THE STUDY:

- The welfare schemes become the driving force to work.
- Fear of employee leaving the organization
- Increases the budget of the company
- Employee may even leave the organization.
- To maintain a competitive edge in the market

RESEARCH METHODOLOGY

DEFINITION OF RESEARCH

The manipulation of things concepts or symbols for the purpose of generalizing to extend, correct or verify knowledge, weather that knowledge aids in construction of theory or in the practice of an art.

RESEARCH DESIGN

A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. regarding this project descriptive research design concern with describing the perception of each individuals or narrating facts on welfare measures and diagnostic design helps in determine the frequency with which something occurs or its associated with something else. These two research design helps in understand the characteristic in a given situation think systematically about aspects in given situation, offers idea for probe and research helps to make certain simple decision.

DESCRIPTIVE RESEARCH

In this research it deals with descriptive research type. It includes surveys and factfinding enquiries of different kinds. The major purpose of descriptive research is descriptive of the state of affairs as it exists at present.

RESEARCH INSTRUMENT

In this project, the data were collected through structured questionnaire

SAMPLING DESIGN

A sample design is a definite plan determined before any data are actually collected for obtaining a sample from a given population. Sampling is used to collect data from limited numbers whereas census is used for large numbers. For the research, sampling method was used.

There are different types of sample design based on two factors namely the representation basis and the element selection technique. There are two main categories under which various sampling method can be put. There are

- Probability sampling

- Non- probability sampling

In this particular research the a study is on probability sampling . and in the simple random sample is used.

PROBABILITY SAMPLING

Probability sampling is based on the concept of random selection the sample may be either unrestricted or restricted. When each sample elements is drawn individually from the population at large then the sampling are covered under the term as restricted sample

The most frequently used probability samples are;

- Simple random sample
- Systematic sample
- Stratified sample (proportionate &disproportionate)

Cluster sample

NON- PROBABILITY SAMPLING

Non- probability sampling is that sampling procedure which does not afford any basis for estimating the probability that each item in the population has of being included in the sample.

- Judgement sampling
- Convenient sampling
- Quota sampling
- Snowball sampling

SAMPLING METHOD

In this research systematic sampling method is used to collect the primary data by using questionnaire

SYSTEMATIC SAMPLING

A systematic sample is selected at random sampling. When a complete list of the population is available, this method is used. If a sample 10 peoples is to be selected from 100 peoples, under this methods with item is picked up from the sample frame and **K** is the sample interval.

POPULATION SIZE

The overall population size is 500.

SAMPLE SIZE

The total sample size of 110 has been taken for this study. Both male and female employees have been interviewed.

DATA COLLECTION METHOD

The two types of data source are,

- Primary data
- Secondary data

PRIMARY SOURCE OF DATA

Primary data is known as the data collected from the first time through field survey. such data are collected with specific set of assess the current status of any variable studied

SECONDARY SOURCE DATA

Secondary data which have already been collected and analysed by someone else, secondary data were collected from

- Company profile
- Previous records

TOOLS OF THE STUDY

- Simple percentage analysis
- Chi-square test

FINDINGS OF THE STUDY

- It was found that 0% of respondents belongs to less than 20 years 25% of respondents belongs to 21-25 years 41% of respondents belongs to 26-35 years 26% of the respondents belongs to 36-50 years and 8% of the respondents belongs to above 50 years.
- 67% were male employee and 33% were female employees.
- 60% of respondents fall in the category of degree/diploma 35% of respondents fall in the category of post graduate 5% of respondents fall in the category of others.
- 22% of respondents have 1-5yrs experience 39% of respondents have 6-10 yrs experience 30% of respondents have 11-20 yrs experience 9% of respondents have above yrs experience.
- 15.45% of respondents are having income 10000-20000/month 38.18% of the respondents are having income 30001-40001/month and 12.73% of respondents are having income 40001-50001/month and 0% of respondents having income above 50000/month.
- 72.73% were aware of various welfare measures provided by the company and
- 27.27% were not aware of various welfare measures provided by the company.
- 45.45% of the respondents rated medical facility as the first most benefitted facility 45.45% of the respondents rated educational facility as the second most benefitted facility 36.36% of the respondents rated housing facility as the third most benefitted facility 25.45% of the respondents rated recreation facility as the fourth most benefitted facility and 35.45% of the respondents rated travelling facility as the fifth most benefitted facility
- For routine check up 24.55% of the respondents are highly satisfied 50.91% of the respondents are satisfied for first aid 11.82% of the respondents are highly satisfied for medicine supplied 16.36% of the respondents are highly satisfied for ambulance service 12.73% of the respondents are highly satisfied.
- For the reimbursement of tuition fee 30% of the respondents are highly satisfied
- 50.91% of the respondents are satisfied 13.64% of the respondents are neutral 4.54% of the respondents are dissatisfied and 0.90% of the respondents are highly dissatisfied for scholarship 15.45% of the respondents are highly satisfied 51.82% of the respondents are satisfied 26.36% of the respondents are neutral 5.45% of the respondents are dissatisfied and 0.90% of the respondents are highly dissatisfied for educational loan 11.82% of the respondents are highly satisfied 51.82% of the respondents are satisfied 25.45% of the respondents are highly dissatisfied.
- For quality of food 15.45% of the respondents are highly satisfied 60% of the respondents are satisfied 15.45% of the respondents are neutral 4.54% of the respondents are dissatisfied and 4.54% of the respondents are highly dissatisfied for quantity of food 12.73% of the respondents are highly satisfied 57.27% of the respondents are satisfied 24.55% of the respondents are neutral 5.45% of the respondents are dissatisfied and 0% of the respondents are highly dissatisfied for price of the food 15.45% of the respondents are highly satisfied 54.54% of the respondents are satisfied 23.64% of the respondents are neutral 5.45% of the respondents are dissatisfied and dissatisfied and 0.90% of the respondents are highly dissatisfied.
- 56.36% of the respondents are satisfied with the housing facility provided and 43.64% of the respondents are not satisfied with the housing facility provided.
- 63.64% of the respondents values holiday homes as beneficial 23.64% of the respondents values clubs as beneficial recreation and 12.73% of the respondents values sports events as a beneficial recreation.
- 60% of the respondents rated first for drinking water 31.82% of the respondents rated second for seating arrangement 11.82% of the respondents rated third for lighting 18.18% of the respondents rated fourth aid appliances 13.64% of the respondents rated fifth for latrines & urinals 13.64% of the respondents rated six for canteen
- 8.18% of the respondents rated seven for washing place 7.27% of the respondents rated eight for spittoons 12.73% of the respondents rated nine for changing rooms and 17.27% of the respondents rated ten for rest rooms.

- For 52.73% of respondents welfare creates efficiency towards work for 40% of the respondents welfare improves physical and mental health for 24.55% of the respondents welfare promotes healthy industrial relationship for 19.09% of the respondents welfare creates loyalty towards the work and for 4% of respondents welfare increases standard of living.
- 67.27% of respondents are occasionally asked for the feedback about the welfare measures 18.18% of respondents are often asked for the feedback and 14.55% of the respondents are never asked for the feedback.
- 18.18% the welfare requirement is determined by observation 40% the welfare requirement is determined by suggestion and 18.18% the welfare is determine by interview and 33.64% the welfare requirement is determined by performance.
- 65.45% of the respondents are satisfied with overall welfare measures provided and 34.55% of the respondents are not satisfied with overall welfare measures provided.

SUGGESTIONS:

- The organisation must provide safety awareness program to their employees.
- The management has to improve medical facility to the employees.
- The organisation may provides free transport facilities for their employees.

CONCLUSION:

Employee welfare measures are advocated to maintain a strengthen manpower both physically and mentally. The study of various welfare measures brings in to light that the present measures taken by the company. The improvement in working condition are suggested to improve effectiveness of the employee welfare measures like canteen facility drinking water , spittoons, rest rooms and housing facilities which in turn would build the morale and increase the productivity of the employees. A majority of the respondents feel secure while working at textile industry and feel that the safety measures help to reduce the severity of accidents. The study again shows that there is a clustering of respondents opinion in the satisfactory region regarding the level of satisfaction of welfare measures. This reveals that a majority of respondents are satisfied with the existing welfare measures. The management may take up steps to convert these into highly satisfactory. The few welfare measures which were dissatisfactory with transport facilities rest room facilities. The management may concentrate on these areas to increase the satisfaction level of employees towards the welfare measures.

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