

A STUDY ON EMPLOYEE’S WELFARE MEASURES TOWARDS EXOTIC FRUITS PVT. LTD., KRISHNAGIRI DISTRICT

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Abstract—Welfare programs are aimed at promoting the physical, psychological and general wellbeing of the working population. Welfare can be observed, experienced and enjoyed but its effectiveness may be more difficult to measure. The present study is an analysis of the effectiveness of the employee welfare programs and this serves as effective feedback to the management. The study is useful to find out the opinion of the workers about the employee welfare measures in Exotic Fruits Pvt Ltd, Krishnagiri. The study will predict the need of the guidance for employee welfare measures. Through the guidance we can improve the Firm. Research has given information about the employee welfare measures prevailing in the organization.

INTRODUCTION

Welfare means facing or doing well. It is a comprehensive term and refers to the physical, mental, moral and well being of an individual. Further the term welfare is a relative concept relative in time and space. It therefore varies from time to time from region to region and from country to country. Employee’s welfare and safety measures are known as employee’s service program or fringe benefits. Employees enjoy these services (such as canteen crèches, education and recreation facilities) without any references to the specific work done by them. ‘Welfare’ is a broad concept referring to a state of living of an individual or a group in a desirable relationship with the total environment ecological, economic and social Employee’s welfare. It includes both the social and economic content of welfare. Social welfare is primarily concerned with the solution of various problems of the weaker section of the society like prevention of destitution and poverty. It aims at social development by such means as social legislation, social reform, social action services, social work and social action. The object of economic welfare is to promote economic development by increasing production, productivity and through equitable distribution.

The Employee’s welfare is a part of social welfare, conceptually and operationally converts a broad field and connects a state of well-beings, happiness, satisfaction conservation and development of human resources. Employee’s Welfare such facilities sanitary and medical facilities arrangement for travel to and from work for the accommodation of the workers employees at a distance from the homes and such other service amenities and facilities including social security measure has contribute to an improvement in the condition under workers are employed. Employee’s welfare refers to all those effects of employers, trade union, voluntary organization and governmental agencies, which help employees, feel better and perform better. Employee’s welfare is a term, which must necessarily be elastic, somewhat different in interpretation in one country from another, according to the different social customs, the degree of industrialization and educational level of the workers.

NEEDS OF THE STUDY

- Welfare programs are aimed at promoting the physical, psychological and general wellbeing of the working population.
- Welfare can be observed, experienced and enjoyed but its effectiveness may be more difficult to measure.
- The present study is an analysis of the effectiveness of the employee welfare programs and this serves as an effective feedback to the management.

OBJECTIVES OF THE STUDY

Primary objectives:

The study on employee welfare measures towards Exotic Fruits Pvt, Ltd, Krishnagiri.

Secondary objectives:

- To know the satisfaction level of workers in job.
- To check whether the working conditions are favorable to the workers.
- To know the motives of Exotic Fruits Pvt Ltd behind the welfare activities.
- To suggest the suitable measures for effective labour welfare practices in Exotic Fruits Pvt Ltd.
- To know the problems in implementing labour welfare measures in the Paper industries.

SCOPE OF THE STUDY

- The study is useful to find out the opinion of the workers about the employee welfare measures in Exotic Fruits Pvt Ltd, Krishnagiri.
- The study will predict the need of the guidance for employee welfare measures. Through the guidance we can improve the Firm.
- Research has given information about the employee welfare measures prevailing in the organization.
- Study will suggest some recommendations to improve the work environment, welfare measures and all other things in the working conditions.

LIMITATIONS OF THE STUDY

- The employees' attitude & opinion may change in future so relevance to the study can't be assured.
- Reliability of the study depends greatly on the reliability of information provided by the respondents.
- The personal basic of the respondents is another limiting factor.
- The result obtained from the analysis would not be applicable to similar organization in the industry.

RESEARCH METHODOLOGY

To fulfill any task, it is necessary to follow a systematic method. Research methodology is the main aspect of research studies. The methodology follow by research is detailed here.

RESEARCH DESIGN

It is the design of study connected with technique for collection of data and analysis of data in a manner that aims to have relevance purpose.

TYPE OF RESEARCH

Descriptive research

Descriptive research designs include surveys and fault finding enquires of different kinds. It deals with the state of affairs and is an exposit-facto research.

SOURCE OF DATA

Primary Data

Primary data is collected through a well-structured questionnaire. The data is collected by administering, the questionnaire to the consumer directly and collecting the information immediately.

SAMPLING DESIGN

Types of sampling

Simple random sampling has been chosen for selecting samples for the study. The entire Salem was classified into different strata based on their geographical locations. Then from each stratum samples were selected in proportion to the size of the strata to make up a sample of 120.

SAMPLE SIZE

Sample size was chosen as 120, which is expected to reveal the exact facts regarding the perception of subscribers about the firm.

COLLECTION OF DATA

Data collection through the questionnaire is quite popular. Pilot study has been conducted to find the effectiveness of the questionnaire. Then, the questionnaire has been revised. It is well designed and structured in order to enable collection of appropriate data. Revised questionnaire consists of closed ended, multiple choice, dichotomous multiple rating scale questions.

STATISTICAL TOOLS USED FOR ANALYSIS

The following statistical tools are used to analyze the collection of data.

- Percentage Analysis
- Chi – square
- Correlation
- ANOVA

DATA ANALYSIS AND INTERPRETATION

CHI-SQUARE TEST

NULL HYPOTHESIS

H₀: There is no significance relationship between no of years in working service and satisfied with work load.

ALTERNATIVE HYPOTHESIS

H₁: There is a significance relationship between no of years in working service and satisfied with work load.

	Case Processing Summary					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
No of years in working service * Satisfied with work load	120	100.0%	0	.0%	120	100.0%

No of years in working service * Satisfied with work load Crosstabulation							
		Satisfied with work load					
		Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	Total
No of years in working service	Below 4 Year	40	8	0	0	0	48
	4-8 year	0	32	0	0	0	32
	8-12 year	0	9	20	0	0	29
	Above 12 year	0	0	2	4	5	11
Total		40	49	22	4	5	120

Chi-Square Tests			
	Value	df	Asymp. Sig. (2sided)
Pearson Chi-Square	2.439E2 ^a	12	.000
Likelihood Ratio	207.325	12	.000
N of Valid Cases	120		

RESULT: Hence the value is less than 0.05, we accept null hypothesis and reject alternate hypothesis. So there is (000) significant difference between no of years in working service and satisfied with work load.so we reject null hypothesis and accept alternative hypothesis.

CORRELATIONS

The table shows that the relationship between size of the family and no of years in working service.

Correlations			
		Size of the family	No of years in working service
Size of the family	Pearson Correlation	1	.948**
	Sig. (2-tailed)		.000
	N	120	120
No of years in working service	Pearson Correlation	.948**	1
	Sig. (2-tailed)	.000	
	N	120	120

** . Correlation is significant at the 0.01 level (2-tailed).

Nonparametric Correlations

		Correlations		
			Size of the family	No of years in working service
Kendall's tau-b	Size of the family	Correlation Coefficient	1.000	.920**
		Sig. (2-tailed)	.	.000
		N	120	120
	No of years in working service	Correlation Coefficient	.920**	1.000
		Sig. (2-tailed)	.000	.
		N	120	120
Spearman's rho	Size of the family	Correlation Coefficient	1.000	.948**
		Sig. (2-tailed)	.	.000
		N	120	120
	No of years in working service	Correlation Coefficient	.948**	1.000
		Sig. (2-tailed)	.000	.
		N	120	120

** . Correlation is significant at the 0.01 level (2-tailed). Pearson Correlation Value: **0.000**

RESULT

This is a positive correlation .948. There are relationships between size of the family and no of years in working service.

ANOVA ANALYSIS

NULL HYPOTHESIS Ho:

There is no significant relationship between age and year no of years in working service.

ALTERNATIVE HYPOTHESIS H1:

There is a significant relationship between age and year no of years in working service.

ANOVA

		Age			
	Sum of Squares		Mean Square	F	Sig.
Between Groups	91.528	3	30.509	148.874	.000
Within Groups	23.772	116	.205		
Total	115.300	119			

Multiple Comparisons							
Dependent Variable: Age							
	(I) No of years in working service	(J) No of years in working service	Mean Difference (IJ)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
LSD	Below 4 Year	4-8 year	-.771*	.103	.000	-.98	-.57
		8-12 year	-1.797*	.106	.000	-2.01	-1.59
		Above 12 year	-2.521*	.151	.000	-2.82	-2.22
	4-8 year	Below 4 Year	.771*	.103	.000	.57	.98

		8-12 year	-1.026*	.116	.000	-1.26	-.80
		Above 12 year	-1.750*	.158	.000	-2.06	-1.44
	8-12 year	Below 4 Year	1.797*	.106	.000	1.59	2.01
		4-8 year	1.026*	.116	.000	.80	1.26
		Above 12 year	-.724*	.160	.000	-1.04	-.41
	Above 12 year	Below 4 Year	2.521*	.151	.000	2.22	2.82
		4-8 year	1.750*	.158	.000	1.44	2.06
		8-12 year	.724*	.160	.000	.41	1.04
Bonferroni	Below 4 Year	4-8 year	-.771*	.103	.000	-1.05	-.49
		8-12 year	-1.797*	.106	.000	-2.08	-1.51
		Above 12 year	-2.521*	.151	.000	-2.93	-2.11
	4-8 year	Below 4 Year	.771*	.103	.000	.49	1.05
		8-12 year	-1.026*	.116	.000	-1.34	-.71
		Above 12 year	-1.750*	.158	.000	-2.17	-1.33
	8-12 year	Below 4 Year	1.797*	.106	.000	1.51	2.08
		4-8 year	1.026*	.116	.000	.71	1.34
		Above 12 year	-.724*	.160	.000	-1.15	-.29
	Above 12 year	Below 4 Year	2.521*	.151	.000	2.11	2.93
		4-8 year	1.750*	.158	.000	1.33	2.17
		8-12 year	.724*	.160	.000	.29	1.15
Dunnnett T3	Below 4 Year	4-8 year	-.771*	.107	.000	-1.06	-.48
		8-12 year	-1.797*	.112	.000	-2.10	-1.49
		Above 12 year	-2.521*	.073	.000	-2.72	-2.32
	4-8 year	Below 4 Year	.771*	.107	.000	.48	1.06
		8-12 year	-1.026*	.115	.000	-1.34	-.71
		Above 12 year	-1.750*	.078	.000	-1.97	-1.53
	8-12 year	Below 4 Year	1.797*	.112	.000	1.49	2.10
		4-8 year	1.026*	.115	.000	.71	1.34
		Above 12 year	-.724*	.084	.000	-.96	-.49
	Above 12 year	Below 4 Year	2.521*	.073	.000	2.32	2.72
		4-8 year	1.750*	.078	.000	1.53	1.97
		8-12 year	.724*	.084	.000	.49	.96
*. The mean difference is significant at the 0.05 level.							

Means for groups in homogeneous subsets are displayed.

- Uses Harmonic Mean Sample Size = 22.538.
- The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.
- Type 1/Type 2 Error Seriousness Ratio = 100. Significance level: 5%.

RESULT

From the above analysis, we find that calculated value of the F-value 148.874 is a positive value, so H1 accept. Since the P value 0.000 is less than < 0.05 regarding there is a significant relationship between age and year no of years in working service. The results are **significant** at 5 % level. So we reject null hypothesis, accept alternative hypothesis.

FINDINGS

- Majority 61.7% of the respondents are male.
- Majority 39.2% of the respondent's age is 25 to 35 years. □ Majority 51.7% of the respondents are married.
- Majority 35% of the respondents are below 3 members of the family.
- Majority 30.8% of the respondent's educational qualification is higher secondary and graduate.
- Majority 40.8% of the respondents are maintenance.
- Majority 40% of the respondent's service are below 4 years. □ Majority 43.3% of the respondents are half shift work.
- Majority 45% of the respondents are highly satisfied in job.
- Majority 37.5% of the respondents are highly satisfied in supervision of the superior.
- Majority 32.5% of the respondents are good relationship between coworkers.
- Majority 35% of the respondents are good in efficient are you in your job.
- Majority 40.8% of the respondents are satisfied in work load.
- Majority 31.7% of the respondents are satisfied and neutral in safety measures in the organization.
- Majority 43.3% of the respondents are insurance facilities provide for the labour welfare.
- Majority 36.7% of the respondents are friendly union factor make the employees happy.
- Majority 26.7% of the respondents are manageable in personal feeling about the work load.
- Majority 39.2% of the respondents are satisfied in welfare amenities in the firm.
- Majority 44.2% of the respondents are highly satisfied in working environment.
- Majority 61.7% of the respondents are satisfied with the loan facilities.
- Majority 36.7% of the respondents are educational loan offered.
- Majority 35% of the respondents are satisfied in water facility.
- Majority 26.7% of the respondent's opinion are moderate in job security.
- Majority 45.8% of the respondents are satisfied in ventilation welfare measures provide.
- Majority 54.2% of the respondents are highly satisfied in lighting welfare measures provide.
- Majority 45% of the respondents are satisfied in air welfare measures provide.

SUGGESTIONS

- Recreational activities can be taken care of by the management of Exotic Fruits Pvt, Ltd.
- The Exotic Fruits Pvt, Ltd, private ltd should improve the benefit and services provided to the labour's interest would be stimulated.
- The Exotic Fruits Pvt, Ltd, can make the benefit and services attractive to personnel.
- The Exotic Fruits Pvt, should plan out the welfare activities in an effective way to improve the organization image in the eyes of the public.

CONCLUSION

Welfare facilities provided to the labours was found to be satisfactory. It has been found from the study that the worker had a positive attitude towards their job and management. The study conducted also revealed that a majority of the workers of Exotic Fruits Pvt, Ltd, Krishnagiri Dist, were satisfied with their job and work environment. The relationship with the supervisors and the co-workers also provides conducive work environment for the workers. The study therefore highlights the various aspects on welfare facilities provided satisfaction for the labours.

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