

A STUDY ON EMPLOYEE WELFARE SCHEMES AT KURUNJI AGRO PVT. LTD., DINDIGUL

Preetha.S¹, Dr.B.Velmurugan²

¹*II Year MBA, NPR College of Engineering & Technology, Natham, Dindigul.
Email ID: preethasaravanan.30@gmail.com*

²*Professor & Head, Department of Management Studies, NPR College of Engineering and Technology, Natham,
Dindigul. Email ID: velubvm@gmail.com*

Abstract—*This study aims to evaluate the effectiveness and employee perception of welfare schemes at Kurunji Agro Products Pvt. Ltd., Dindigul. Welfare schemes are essential tools for enhancing employee satisfaction, motivation, and productivity. The research focused on both statutory and non-statutory welfare measures such as health facilities, canteen services, sanitation, safety, and recreational benefits. Data was collected through structured questionnaires from a sample of employees across various departments*

INTRODUCTION

Employee welfare plays a pivotal role in fostering a safe, healthy, and conducive work environment within any organization. It goes beyond mere compliance and extends into the domain of proactively ensuring the overall well-being of the workforce. The Occupational Welfare and Safety Act of 1993 outlines the legal responsibility of employers to create and maintain, as feasibly as possible, a workplace that is secure and devoid of hazards that could compromise the safety or welfare of employees. This encompasses minimizing exposure to harmful elements such as toxic chemicals, infectious microorganisms, dangerous machinery, and other potential threats that might cause injury, illness, or adverse health effects.

PROBLEM STATEMENT

Employee welfare schemes play a crucial role in enhancing job satisfaction, improving productivity, and ensuring the overall well-being of employees. At Kurunji Agro Products Pvt. Ltd., Dindigul, while various welfare measures have been implemented, there is limited understanding of their effectiveness and employee perception. Inadequate utilization or lack of awareness about these schemes can lead to dissatisfaction, low morale, and decreased efficiency.

This study aims to identify the existing welfare schemes, evaluate their impact on employee motivation and performance, and suggest improvements. A focused assessment is necessary to bridge gaps and align welfare initiatives with employee expectations and organizational goals.

NEED FOR THE STUDY

The need for this study arises from the growing realization that welfare schemes, if planned and implemented effectively, can result in substantial improvements in employee performance, workplace harmony, and organizational development. However, in many cases, there is a lack of clarity about whether these schemes are meeting the actual needs of employees. By conducting a structured analysis, this study aims to uncover employee perceptions, expectations, and satisfaction levels concerning the welfare schemes in place.

This research is also important to assess whether welfare programs are inclusive, accessible, and aligned with modern workforce expectations. It is through such evaluations that organizations can fine-tune their HR policies and introduce relevant modifications to their welfare approaches, ensuring the holistic development of both the employees and the organization.

OBJECTIVES OF THE STUDY

The primary aim of this study is to evaluate the effectiveness of employee welfare schemes in the organization and determine their impact on employee well-being and organizational efficiency. The specific objectives of the study are as follows:

1. To identify the various employee welfare schemes provided by the organization.
2. To analyze the awareness level of employees about the available welfare schemes.
3. To assess the satisfaction level of employees regarding the existing welfare provisions.
4. To examine the impact of welfare schemes on employee motivation, performance, and retention.
5. To provide recommendations for improving the scope and effectiveness of employee welfare schemes in the organization.

SCOPE OF THE STUDY

The scope of this study is confined to analyzing the employee welfare schemes within a specific organizational setting. The study will focus on understanding employee experiences, attitudes, and expectations with respect to the welfare initiatives provided. It will cover a wide range of welfare schemes including statutory and non-statutory measures such as health and safety, recreational facilities, financial benefits, housing, transport, training, and work-life balance support.

RESEARCH METHODOLOGY

Research methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically.

In it we study the various steps that are generally adopted by a researcher in studying his research problem along with the logic behind them. It is necessary for the researcher to know not only the research methods techniques but also the methodology.

SAMPLE DESIGN

Sampling may be defined as the selection of some part of an aggregate or totality on the basis of which a convenience or inference about the aggregate or totality is made. In other words, it is the process of obtaining information about an entire population by examining only a part of it.

METHODS OF DATA COLLECTION

PRIMARY DATA

Primary goal is original and collected by the researcher freshly. In this study primary data was collected through surveys. A survey is a popular means of collecting primary data.

SECONDARY DATA

Secondary data is the data, which is already available. It can be obtained through company records, internet and some data collected from the observation method by the researcher.

ANALYTICAL TOOL FOR THE STUDY

SPSS:

SPSS is a Windows-based program that can be used to perform data entry and analysis and to create tables and graphs. SPSS is capable of handling large amounts of data and can perform all of the analyses covered in the text and much more. SPSS is commonly used in the social sciences and in the business world, so familiarity with this program should serve you well in the future.

Microsoft Excel:

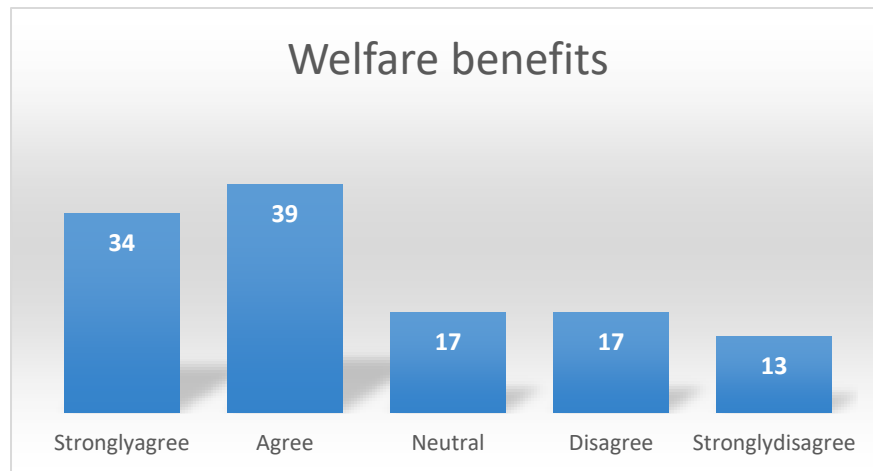
Microsoft Excel is a spreadsheet developed by Microsoft for Windows, macOS, Android, and iOS. It features calculation, graphing tools, pivot tables, and a macro programming language called Visual Basic for Applications (VBA). It has been a very widely applied spreadsheet for these platforms, especially since version 5 in 1993, and it has replaced Lotus 1-2-3 as the industry standard for spreadsheets. Excel forms part of the Microsoft Office suite of software.

LIMITATIONS OF THE STUDY

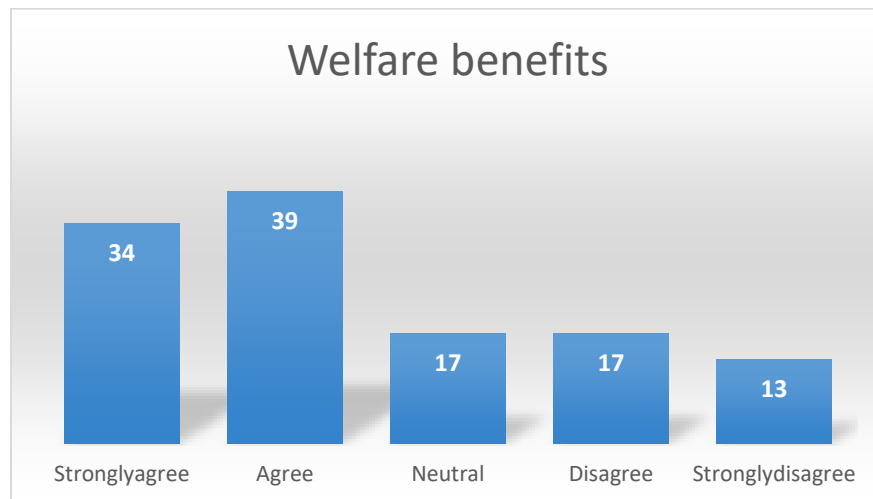
- The study was limited to a 10-week period.
- The sample size was 120, which may not represent the entire population, as it was only 25% of the overall population due to time constraints.
- Employees may not have provided accurate answers on the questionnaire due to concerns about providing unfavourable information to the organization.

DATA ANALYSIS AND INTERPRETATION:

Good environment of the Respondents



Welfare benefits of the Respondents



FINDINGS AND SUGGESTIONS

FINDINGS

- **84%** of the respondents are male, indicating a predominantly male workforce in the organization, while only **16%** are female.

- **62%** of the respondents fall in the age group of 31–40 years, showing that a significant portion of the workforce is in their most productive working years.
- **48%** of the employees have completed SSLC (Secondary School Leaving Certificate), revealing that a major segment of the workforce has basic educational qualifications.
- **36%** of respondents earn a monthly income between ₹15,001–₹20,000, showing a concentration of employees in this mid-income range.
- **46%** of employees have 6 to 10 years of experience, indicating a stable workforce with substantial industry familiarity.
- **58%** of the respondents are married, suggesting that the majority have family responsibilities and likely value work-life balance and job security.
- **72%** of the employees are aware of the safety measures implemented by the company, reflecting good communication and awareness initiatives by the organization.
- 60% of employees stated that fire extinguishers and fire safety measures are available, indicating a reasonably equipped safety infrastructure.
- **64%** of the respondents confirmed the provision of First Aid facilities, showing the company's attention to handling workplace injuries effectively.
- 60% of employees believe proper ventilation is available in their working area, ensuring that basic environmental health standards are being met.
- 56% of the respondents said clean and safe drinking water is provided, reflecting a commitment to employee health and hygiene.
- 52% of the employees expressed satisfaction with the welfare facilities provided, indicating room for improvement despite a slight majority being satisfied.
- 60% of respondents stated that the company provides medical facilities, demonstrating a proactive approach toward employee health care.

SUGGESTIONS

- The company should conduct regular and mandatory safety drills, workshops, and awareness sessions to empower employees with knowledge on how to prevent and respond to workplace accidents.
- A transparent, anonymous, and responsive grievance policy should be communicated clearly to all employees, allowing them to voice their concerns without fear of reprisal.
- Partnering with healthcare providers for on-site health screenings, emergency care readiness, and nutritional advice can significantly enhance the well-being of employees, especially those with longer working hours

CONCLUSION

The study concludes that Kurunji Agro Products Pvt. Ltd. has implemented a broad range of employee welfare schemes, and most employees are aware of and satisfied with these provisions. However, the analysis indicates a need for targeted improvements in grievance handling, recreational benefits, and working conditions. The strong positive correlation between bad working conditions and perceptions of low career growth highlights the importance of workplace environment in employee retention and motivation. If the management addresses the specific areas of concern and continues to adapt welfare schemes to employee needs, overall satisfaction and productivity are likely to improve significantly.

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