

A STUDY ON EMPLOYEE WELFARE TOWARDS RAJSRIYA AUTOMOTIVE WITH REFERENCE TO HOSUR

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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.*

INTRODUCTION

Employee's welfare and safety measures also have beneficial on the workers. The welfare and safety measures influences the sentiments of the workers are contribute to the maintenance of industrial peace. Better housing, sickness and maternity benefits, provident funds and pension educational facilities and entertainment etc.

These provisions ensure that conditions of work, as far as possible, so not adversely affect their health. These relates mainly to cleanliness disposal of waste and attuned, ventilation, control of temperature, elimination of dust and fumes, artificial water facilities, latrines, urinals and spittoons, washing facilities, facilities for storing and drying clothes, facilities for sitting, rest shelters, first-aid appliances, canteens, checkrooms and creates. The establishment covered under factories Act, 1948 is statutorily required to provide all such welfare facilities.

The welfare amenities provided outside the word places are generally no statutory in nature are including housing recreation medical are transport facilities, etc. Twenty years later the planning commission realized the importance of employee's welfare, when it observed that in order to get best out of worker in the matter of production, working condition required to be include to a large extent.

The working environment in a factory adversely affects the worker's health because of the excessive heat or cold, noise, odor, times, dust, insanitation and lack of pure air. This leads to occupational health hazard and respiratory diseases. Providing better service and work conditions devices and compensatory benefit in case of accidents or injury or disablement can minimize these adverse effects.

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.

STATEMENT OF THE PROBLEM

Human resources are the most important resources of any organization. Here it is the duty of the management to look after the welfare measures of the employees. If the employees are satisfied with the provided welfare measures, the production will increase. The welfare measures of the employee are essential because of the nature of the industrial system. Today workers are an essential element contributing to the growth of the organization. If we make an overall survey of the living and working condition of industrial workers, the necessity of labor welfare measures would be apparent. In case of Rajsriya automotives Pvt Ltd Industries there are more than 200 workers employed and the company is responsible for the welfare of these workers. Hence the present study is conducted to learn the level of satisfaction of the employees regarding the welfare measures.

OBJECTIVES OF THE STUDY

Primary objectives: The study on employee welfare measures towards Rajsriya automotive Pvt Ltd at Hosur

Secondary objectives:

- ❖ To identify the various welfare measures provided to the employees
- ❖ To evaluate the level of job satisfaction among the workers.
- ❖ To study the workers safety measures and work environment.
- ❖ To study the more primary facilities among welfare scheme to the employees.
- ❖ To find out the relationship between the employee and immediate supervisor.
- ❖ To understand how welfare measures improve the motivation of the employees

SCOPE OF THE STUDY

The study is useful to find out the opinion of the workers about the employee welfare measures in Rajsriya automotive Pvt Ltd at Hosur. 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.

SAMPLING DESIGN

Types of sampling: Stratified random sampling has been chosen for selecting samples for the study. The entire Hosur 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.

PRIMARY DATA: Primary goal is original and collected by the researcher freshly. In this study Primary data was collected through questionnaire. A questionnaire 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.

STATISTICAL TOOLS USED FOR ANALYSIS: The following statistical tools are used to analyze the collection of data.

- Percentage Analysis
- Chi – square analysis
- Correlation analysis

DATA ANALYSIS AND INTERPRETATION

CHI-SQUARE TEST

NULL HYPOTHESIS

H₀: There is no significance relationship between No of years in working service and Rate the Conveyance Allowance offereds

ALTERNATIVE HYPOTHESIS

H₁: There is a significance relationship between No of years in working service and Rate the Conveyance Allowance offered

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.990E2 ^a	12	.000
Likelihood Ratio	253.095	12	.000
N of Valid Cases	120		
a. 12 cells (60.0%) have expected count less than 5. The minimum expected count is .83.			

Symmetric Measures					
		Value	Asymp. Error ^a	Std. Approx. T ^b	Approx. Sig.
Ordinal by Ordinal	Kendall's tau-b	.921	.018	29.376	.000
	Kendall's tau-c	.885	.030	29.376	.000
N of Valid Cases		120			
a. Not assuming the null hypothesis.					
b. Using the asymptotic standard error assuming the null hypothesis.					

RESULT: Hence the value is less than 0.05, we accept null hypothesis and reject alternate hypothesis. So there is no significant difference between No of years in working service and Rate the Conveyance Allowance offered

CORRELATIONS

The table shows that the relationship between Age of the respondents and No of years in working service

Correlations			
		Age	No of years in working service
Age	Pearson Correlation	1	.889**
	Sig. (2-tailed)		.000
	Sum of Squares and Cross-products	115.300	104.950
	Covariance	.969	.882
	N	120	120
No of years in working service	Pearson Correlation	.889**	1
	Sig. (2-tailed)	.000	
	Sum of Squares and Cross-products	104.950	120.925
	Covariance	.882	1.016
	N	120	120
**. Correlation is significant at the 0.01 level (2-tailed).			

RESULT: This is a positive correlation. There are relationships between Age of the respondents and No of years in working service

FINDINGS

- Majority 61.7% of the respondents are male.
- Majority 39.2% of the respondents age are 25 to 35 years.

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- 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 are higher secondary and graduate.
- Majority 40.8% of the respondents are maintenance.
- Majority 40% of the respondents 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 33.3% of the respondents are highly satisfied of Conveyance Allowance Offered.
- Majority 35% of the respondents are good in Hygienic Conditions Of Working Place.
- Majority 40.8% of the respondents are satisfied in welfare activities.
- 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 highly satisfied in Retirement Benefits.
- 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 opinions are moderate in job security.
- Majority 55.8% of the respondents are Noice of satisfied in welfare measures of the firm.
- Majority 47.5% of the respondents are everyone welfare measures motivate performance of the job.

CHI-SQUARE TEST

RESULT: Hence the value is less than 0.05, we accept null hypothesis and reject alternate hypothesis. So there is no significant difference between No of years in working service and Rate the Conveyance Allowance offered

CORRELATIONS TEST

RESULT: This is a positive correlation. There are relationships between Age of the respondents and No of years in working service

SUGGESTIONS

- By keeping the surroundings tidy and clean, the working atmosphere will be improved
- The availability of restrooms must be sufficiently increased, with a focus on safety.
- The organization's preventive measures should be of the highest offered to everyone employees
- Even though all employees are generally happy with the current welfare facilities, they do wish some of them to be improved
- There must be a sufficient amount of first aid supplies available.

- Effective improvements should be made to medical facilities.

CONCLUSION

A successful human resource management contributes to powerful labor welfare and smooth industrial relations. This helps an industry to grow successfully in accomplishing its goals and further enter into society in an endeavor to uplift the community and humanity. The final outcome of this thesis exhibits employees were more satisfied with their job and some extent aware of labor welfare facilities offered by the organization.

It is suggested that management should maintain the same level of amenities and relationship in future also. Certain actions to be taken to enhance the level of awareness of welfare schemes protect from unions and legislations. Successful implementation of these suggestions will enhance the value of service to the employees, thereby management and employees can feel pleasant.

Welfare facilities provided to the labors 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 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 labors.

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