

## AN ORGANIZATIONAL STUDY AND A STUDY ON EMPLOYEE'S WELFARE FACILITY TOWARDS T.S.K GARMENTS TIRUPUR

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**Abstract**—Employee welfare facilities in the organization affects on the behavior of the employees as well as on the productivity of the organization. While getting work done through employees the management must provide required good facilities to all employees. The management should provide required good facilities to all employees in such way that employees become satisfied and they work harder and more efficiently and more effectively. 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. It aims at social development by such means as social legislation, social reform social service, social work, social action. The object of economics welfare is to promote economic production and productivity and through development by increasing equitable distribution. Labour welfare is an area of social welfare conceptually and operationally. It covers a broad field and connotes a state of wellbeing, happiness, satisfaction, conservation and development of human resources. Employee welfare is an area of social welfare conceptually and operationally. It covers a broad field and connotes a state of wellbeing, happiness, satisfaction, conservation and development of human resources and also helps to motivation of employee. The basic propose of employee welfare is to enrich the life of employees and to keep them happy and conducted. Welfare measures may be both Statutory and Non- statutory laws require the employer to extend certain benefits to employees in addition to wages or salaries.

**Keywords**—Employee Welfare, Management, Non-Statutory Laws, Satisfaction, Social Development.

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### INTRODUCTION

As the business increases day to day to global standard the industry also takes its boom the world trade though there are certain limitations and drawback in the business scenario it is still trying to achieve a memorable growth in the world trade Rome ancient onwards garments play an important role in each and every one's life now the fashion technology is growing not only in towns and cities but also in small village people are now very much interested to wear new fashion garments media also playing an important role in evaluating the industry all over the world.

### OBJECTIVES

- To study about the socio-economic status of the employee's welfare
- To find whether welfare facilities provided to employees in T.S.K garments
- To find out employees' awareness about welfare facility in T.S.K garments
- To find out whether the employees are satisfied towards welfare facility in T.S.K garments
- To give suitable suggestions based on the finding.

### SCOPE OF THE STUDY

- It is a significant area for conducting research the study made on the topic of employee's welfare will reveal the factor of feeling of employees.
- The report may be useful to the management of the company to know of employees and they can take measures to increase productivity.

## **LIMITATIONS OF THE STUDY**

- Time duration due to the limitation of the study I could not give more details
- The employees are not given proper information's about the company due to several restrictions laid by the management.

## **REVIEW OF LITERATURE**

An organization's HR practices refer to those activities that relate to recruitment, development and management of its employees (wall and wood ,2005). Over that past decade a link has been established between a specific set of HR practices and organizational performance. HR may be linked to organizational performance because effective practices may develop employee commitment to their jobs and elicit increased employee effort.

In a rapid competitive business environment, the procedures of outlining the role, function and process of Human Resource Management (HRM) within a dynamic and uncertain environment are ongoing for many decades. In the early 1980s numerous books and articles were published by American Business Schools professors to support the widely recognition of HRM concept, and the environmental volatility in today's contemporary business that specifically identify conflict and heterogeneity (Soderlund and Bredin, 2005). Due to its diverse origins and many influences, HRM covers essential aspects of central concern in organizations such as individual, practice, educational theory, social and organizational psychology, sociology, industrial relations, and organisational theory (Soderlund and Bredin, 2005).

## **RESERCH METHODOLOGY**

### **RESEARCH DESIGN**

- A Master plan that specifies the method and procedures for collecting and analyzing needed information.
- A research design is a framework or blueprint for conducting the marketing research project.

### **DATA COLLECTION METHOD**

#### **PRIMARY DATA**

The primary data means the data are collected as fresh and for the first time, and this happen to be original in character.

#### **SECONDARY DATA**

The secondary data was collected form text book, journals, magazines, newspapers

### **SAMPLING SIZE AND TECHNIQUE**

#### **Size of the sample**

It refers to the number of items to be selected from the universe to constitute as a sample. In these study 50 employees of T.S.K GARMENTS was selected as size of sample.

#### **Sample design**

Sampling is the process of selecting a sufficient number of element from the population. A Sample Design is a definite plan for obtaining a sample from the sampling frame. It refers to the technique or the procedure the researcher would adopt in selecting some sampling units from which inferences about the population is drawn.

### **QUESTIONNAIRE**

The questions are arranged logical sequence. The questionnaire consists of a variety of questions presented to the employees for the response. Multiple choice questions, rating scale questions were used in constructing the questionnaire.

### **STATISTICAL TOOLS USED**

To analyze and interpret collected data the following statistical tools were used.

#### **HENRY GARRETT RANKING**

Garrett's ranking technique to find out the most significant factor which influences the respondent, Garrett's ranking technique was used. As per this method, respondents have been asked to assign the rank for all factors and the outcomes of such ranking have been converted into score value with the help of the following formula:

Percent position =  $100 (R_{ij} - 0.5) / N_j$

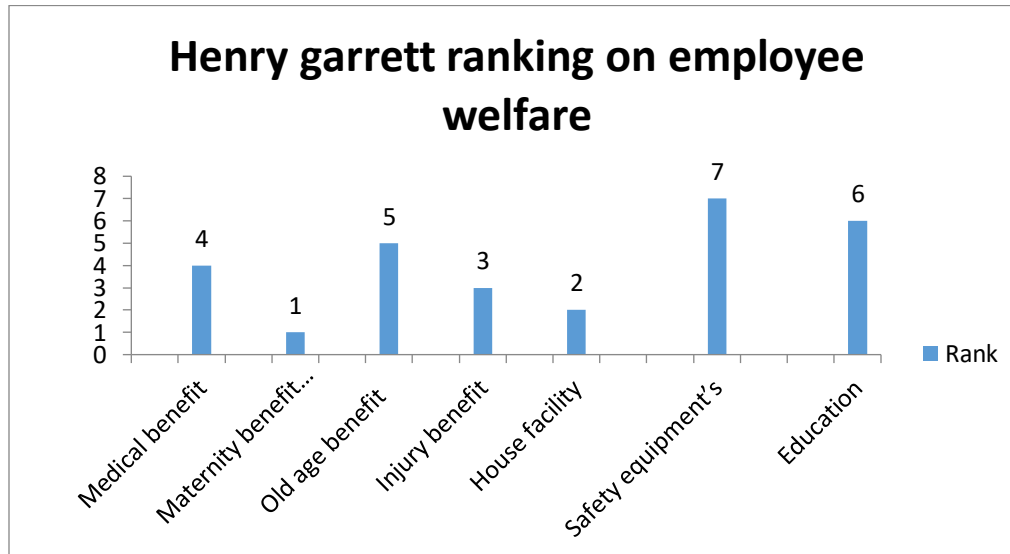
Where  $R_{ij}$  = Rank given for the  $i$ th variable by  $j$ th respondents

$N_j$  = Number of variable ranked by  $j$ th respondents.

## DATA ANALYSIS

### RANK THE FACTORS FOR STRESS

| S.NO | FACTORS                     | MEAN SCORE  | TOTAL       | RANK |
|------|-----------------------------|-------------|-------------|------|
| 1    | Medical benefit             | 197         | 788         | 4    |
| 2    | Maternity benefit for women | 167         | 1002        | 1    |
| 3    | old age benefit             | 200         | 600         | 5    |
| 4    | Injury benefit              | 188         | 940         | 3    |
| 5    | House facility              | 136         | 952         | 2    |
| 6    | Safety equipment's          | 273         | 273         | 7    |
| 7    | Education                   | 268         | 536         | 6    |
|      | <b>TOTAL</b>                | <b>1429</b> | <b>5091</b> |      |



## FINDINGS

From the above table it is evident that “**Maternity benefit for women**” ranked as no.1 with a total score of 1002,” **House facility**” is ranked as no.2 with a total score of 952, “**Injury benefit**” is ranked as no.3 with a total score of 940, “**Medical benefit**” is ranked as no.4 with a total score of 788, “**old age benefit**” is ranked as no.5 with a total score of 600 “**Education**” is ranked as no.6 with a total score of 536, “**Safety equipment's**” is ranked as no.7 with a total score of 273.

## SUGGESTIONS

- Make it easy for employees to submit ideas, via paper and/or electronically.
- Use a standard form that asks a few basic questions about the idea. Make the name line optional.
- Rewards can take many forms: gift certificates, extra vacation time or even a small percentage of any profits or cost savings resulting from the idea.

## **CONCLUSION**

Employee welfare is a term including various services, benefits and facilities offered to employees by the employers. The welfare measures need not be monetary but in any kind/forms. This includes items such as allowances, housing, transportation, medical insurance and food. Employee welfare also includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families. Through such generous benefits the employer makes life worth living for employees.

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## **WEBSITES**

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