

EMPLOYEE WELFARE MEASURES IN MACHADO SON'S PRIVATE LIMITED**S. Minu Rachel and C. S. Purnima**

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ABSTRACT:

Welfare means improving, faring or doing well. It is a comprehensive term and refers to the physical, mental, moral and emotional well-being of an individual. Further, the term welfare is a relative concept. The basic purpose of labour welfare is to enrich the life of employees and keep them happy and contented. Welfare facilities enable workers to have a richer and more satisfying life. It raises the standard of living of workers by indirectly reducing the burden on their pocket. Since organization exist to achieve goals the degree of success in reaching their individual goals is important in determining organizational effectiveness. This research aims at knowing welfare measures. In this research the work atmosphere and the welfare measures are provided by the organization. It also aims at finding out the employee's relationship. It is the detailed study of employer's views towards employee's welfare measures in the organization. The research includes employee satisfaction towards various welfare measures provided by the organization.

KEYWORDS : Welfare, Employee relationship.

INTRODUCTION:

The word "employee welfare" refers to a variety of services, perks and facilities that employers provide to their workforce. The welfare measures might be of any sort or shape; money is not required. This covers things like stipends, accommodation, transportation, health insurance and food. Employee welfare also includes keeping an eye on working conditions, fostering industrial harmony through the development of a health infrastructure, industrial relations and insurance for workers' families against illness, accidents, and unemployment. The firm enriches the quality of life for its employees by providing such excellent benefits. The definition of employee welfare is "efforts to make workmen's lives worthwhile." Employee welfare is a broad concept that refers to a variety of services, advantages, and facilities provided to employees and by companies.

FEATURES OF EMPLOYEE WELFARE:

The basic features of employees' or labour welfare are as follows:

- I. Labour welfare includes various facilities, services and amenities provided to workers for improving their health, efficiency, economic betterment and social status.
- II. Welfare measures are in addition to regular wages and other economic benefits available to workers due to legal provisions and collective bargaining.
- III. Labour welfare measures are flexible and ever-changing. New welfare measures are added to the existing ones from time to time.
- IV. Welfare measures may be introduced by the employers, government, employees or by any social or charitable agency.
- V. The purpose of labour welfare is to bring about the development of the worker to make him a good worker and a good citizen.

TYPES OF EMPLOYEE WELFARE:

Employee welfare can be divided into two categories, namely:

- (1) Statutory, and
- (2) Voluntary

1. Statutory:

The government has passed a number of legislations in order to set minimum standards of safety and welfare for the employees at their workplace. Provisions have been made for the welfare facilities such as washing, storing, first-aid appliances, hours of work, sanitation, etc.

2. Voluntary:

The employers voluntarily have provided welfare amenities to the employees besides the statutory facilities. They are more concerned with the welfare of their employees. Facilities for recreation, medical treatment, free meals or subsidized meals, schooling facilities for children and sports and games are provided by many organizations. Organizations have given opportunities to work with flexible working schedules. It helps to meet business commitments while at the same time supporting one's personal life needs. Organizations also provide medical insurance coverage to employees for expenses relating to

hospitalization due to illness, disease, and injury. Harassment policies are also made to protect harassment of any kind to employees.

OBJECTIVES OF THE STUDY:

- To identify the welfare facilities provided in the organisation.
- To find out the employees level of satisfaction through the welfare measures.
- To understand how welfare measure 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 present study has been undertaken to find out effectiveness of employee welfare measure.
- The study can be used to bring out the solution for the problem faced by the employees availing the welfare measure.
- Though the study, company would be able to know the satisfaction level of employee on welfare measure.

NEED OF THE STUDY

- To develop efficiency and productivity among employees.
- To build a stable labour force to reduce labour turnover and absenteeism.
- To find whether labour welfare help in providing good industrial relations.
- To find out the facilities entitled by integral coach factory.
- To know about the constitutional provision integral coach factory.

COMPANY PROFILE

Machado Sons was made a private limited company during the year 1992 and it was during this period Shri. Vikrant Machado took charge of the company and was at the helm of activities that made Machado Sons Pvt. Ltd. the Leaders of the Industry and made brand “Machado” synchronize with “Shipping & Customs Clearance”. Since then “Machado” has never looked back and has added Freight Forwarding, Steamer Agency Transportation and Fumigation & Pest control to its scope of activities.

COMPANY LOGO:**OUR INFRASTRUCTURE**

Our Infra Structure strengths:

- Highly Qualified and well experienced Staff strength of 45 no's.
- Office situated within the port area itself.
- 24 hrs working office operating under shifts.
- Warehouse for your storage needs.
- Leased internet line for complete office is WIFI enabled.

REVIEW OF LITERATURE

MR. RAVIKUMAR (2003) analysed the employee welfare activities includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration". The welfare measures need not be in monetary terms only but in any kind/forms. Employee welfare 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.

MANZINI and GWANDURE (2011) studied that the concept of employee welfare has been used by many organizations as a strategy of improving productivity of employees; especially in the mobile industry since work related problems can lead to poor quality of life for employees and a decline in performance. It is argued that, welfare services can be used to

secure the labour force by providing proper human conditions of work and living through minimizing the hazardous effect on the life of the workers and their family members.

PATRO (2015) in a comparative analysis of welfare measures in public and private sector found that an employee's welfare facility is the key dimension to smooth employer-employee association. These welfare facilities improve the employees' morale and loyalty towards the management thereby increasing their pleasure, fulfilment and performance.

RESEARCH METHODOLOGY

RESEARCH DESIGN:

A research design is considered as the frame work or plan for a study that guides as well as helps the data collection and analysis of data. The research design in this project is discipline in nature

SAMPLE DESIGN:

By adopting random sampling method, 50 sample respondents was selected from Machado Sons Private Limited, Tuticorin.. And the questionnaire was distributed to get the primary data from them.

TOOLS FOR ANALYSIS:

The collected data has been processed with the help of appropriate statistical tools. The statistical tools were selected on the basis of the objectives of the study and also the nature of data included for the analysis.

- Simple percentage analysis
- Bar diagram
- Pie - Chart
- Chi – Square test
- t - Test

❖ SIMPLE PERCENTAGE ANALYSIS

Percentage analysis is a method to represent raw streams of data was a percentage for better understanding of collected data.

Percentage analysis = $\frac{\text{Number of respondents}}{\text{Total number of respondents}} \times 100$

❖ CHI-SQUARE TEST:

Chi-square test is used to compare two variables for a randomly selected data. The expected frequencies are based on the conditions of null hypothesis the rejection of null hypothesis is based on expected value. It is used to check whether the variable are independent of each other or not.

❖ t – TEST

The t-test for two variables is not a common term in statistics. However, if you are referring to a specific statistical test for comparing means or assessing the relationship between two variables, it could be either a correlation test or a regression analysis.

TABLE 1
WORKING ENVIROMENT

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1.	Highly dissatisfied	2	4.0
2.	Dissatisfied	4	8.0
3.	Neutral	4	8.0
4.	Satisfied	11	22.0
5.	Highly satisfied	29	58.0
Total		50	100.0

Source: Primary data

HYPOTHESIZED ASSOCIATION BETWEEN WITH WORKING EXPERIENCE AND WORKING ENVIROMENT

HO: There is no significant association between with working experience wise classification and working environment.

H1:There is significant association between with working experience wise classification and working environment.

The above table 1 shown that the significant of the p value for this hypothesis is greater than 0.05, so the null hypothesis is accepted and there no significant association between working experience and working environment

USING CHI- SQUARE TEST EXPERIENCE WISE CLASSIFICATION OF THE RESPONDENTS * WORKING ENVIROMENT OF THE RESPONDENTS CROSS TABULATION							
Count							
		WORKING ENVIROMENT OF THE RESPONDENTS					Total
		Highly dissatisfied	Dissatis Fied	Neutral	Satisfied	Highly satisfied	
EXPERIENCE WISE CLASSIFICATION OF THE RESPONDENTS	1-5 Years	0	0	1	1	1	3
	5-10 Years	0	3	1	6	13	23
	10-15 Years	1	0	0	3	7	11
	Above 15 Years	1	1	2	1	8	13
Total		2	4	4	11	29	50

Chi-Square Test			
	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	10.715 ^a	12	.553
Likelihood Ratio	12.585	12	.400
Linear-by-Linear Association	.039	1	.844
N of Valid Cases	50		
a. 16 cells (80.0%) have expected count less than 5. The minimum expected count is .12.			

INFERENCE

Communication between departments is accepted with the experience which inferential p-value is more than 0.05 that is statistically accepted of the significant.

TABLE 2

INDEPENDENT SAMPLE t-TEST GENDER AND MEDICAL FACILITIES PROVIDED TO THE EMPLOYEES

INDEPENDENT SAMPLE T TEST:
HYPOTHESIZED DIFFERENCE BETWEEN WITH GENDER AND MEDICAL PROVIDED TO THE EMPLOYESS

H0 - There is no significance difference between the gender and medical facilities provided to the employees

H1- There is significance between the gender and medical provided to the employees

The above table 2 shown that the significant of the p value for this hypothesis is greater than 0.05, so the null hypothesis is accepted and there no significant difference between gender and medical facilities provided to the employees

VARIABLE	GENDER	MEAN	SD	t value	p value
Medical facilities provided	Male	4.2581	.99892	0.016	0.987
	Female	4.2632	1.19453		

$p > 0.05$ is no significant at the 0.05 level (2-tailed)

p value 0.05 there is no significant difference between gender and medical provided.

INFERENCE

There is no significant difference in medical provided to employees, recognition is based on the gender

TABLE 3
FACTORS MOTIVATE TO STAY

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1.	Salary	26	52%
2.	Welfare facilities	8	16%
3.	Goodwill	12	24%
4.	Promotion	4	8%
Total		50	100%

Source : Primary data

INFERENCE

From the above table it is inferred that the largest percentage of respondents (52%) are motivated to stay by salary. Employers who offer competitive salaries are likely to attract and retain talent effectively.

TABLE 4
PHYSICAL WELL BEING

S,NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1.	Ergonomic	14	28%
2.	Workplace	27	54%
3.	Healthy criteria option	9	18%
Total		50	100%

Source : Primary Data

INFERENCE

Based on the percentages provided, it seems that a significant portion of respondents (54%) prioritize workplace-related factors for their physical well-being, followed by ergonomic considerations (28%) and healthy criteria options (18%). This suggests that creating conducive and healthy work environment may be crucial for maintaining physical well-being among respondents

TABLE 5
TABLE SHOWING STRESSORS AND CHALLENGES

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1.	Stress management	12	24%
2.	Flexible work	26	52%
3.	Counselling service	7	14%
4.	Improve workload distribution	5	10%
Total		50	100%

Source : Primary data

INFERENCE

Based on the percentages provided, it appears that the top stressors and challenges for respondents are flexible work arrangements (52%) and stress management (24%). A smaller percentage of respondents are interested in accessing counselling services (14%) and

improving workload distribution (10%), indicating a need for support in managing work-related stressors.

TABLE 6

TECHNOLOGY TO IMPROVE EMPLOYEES

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1.	Health tracking app	6	12%
2.	Virtual wellness session	25	50%
3.	Tele medicine service	4	8%
4.	Online mental health resource	15	30%
Total		50	100%

Source : Primary data

INFERENCE

Based on the percentages provided, it appears that the top technology preferred by respondents to improve employee well-being is virtual wellness sessions (50%), followed by online mental health resources (30%). Health tracking apps (12%) and telemedicine services (8%) are less favoured, indicating that respondents may prefer interactive and supportive resources over passive tracking tools or remote medical services.

TABLE 7

WELFARE MEASURE

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1.	Good relationship	22	44%
2.	Retain the present employees	7	14%
3.	Encourage employee morale	18	36%
4.	All the above	3	6%
Total		50	100%

INFERENCE

Based on the percentages provided, it appears that the majority of respondents consider fostering good relationships (44%) and encouraging employee morale (36%) as important welfare measures. A smaller percentage of respondents see retaining present employees (14%) as significant. The fact that only 6% of respondents selected all variables.

TABLE 8
ALLOWANCE ENHANCEMENT PROVIDED TO THE EMPLOYEES

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1.	Vehicle allowance	26	52%
2.	Medical allowance	7	14%
3.	Night duty allowance	17	34%
Total		50	100%

Source : Primary data

INFERENCE

Based on the percentages provided, it seems that the majority of respondents prioritize vehicle allowances (52%) as the preferred allowance enhancement. Night duty allowance is also valued by a significant portion of respondents (34%), Medical allowance, is the least preferred option (14%) of the respondents.

FINDINGS

- ❖ 46% of respondents are opting to take leave without pay rather than utilizing maternity leave benefits.
- ❖ 52% of the respondents are motivated to stay in their positions primarily due to salary considerations
- ❖ 54% of the respondents prioritize the workplace environment in relation to their physical well-being
- ❖ 46% of the respondents prefer to receive employee feedback on a semi-annual basis.
- ❖ 50% of the respondents believe that virtual wellness sessions using technology can effectively improve employee well-being
- ❖ 46% of the respondents recommend implementing inclusive training programs as a suggestion for forecasting.
- ❖ 52% of the respondents prioritize festival bonuses among the types of bonuses provided to employees

- ❖ 44% of the respondents perceive fostering good relationships as a key aspect of welfare measures.
- ❖ 52% of the respondents prioritize a vehicle allowance among the types of engagement allowances provided to employee

SUGGESTIONS

- ❖ From the study the researcher have found that few employees are not fully satisfied with the welfare measures provided by the company. The management should consider this and necessary arrangements should be made to provide adequate facilities to improve the efficiency of the workers.
- ❖ The management should pay kind attention to improve the medical facilities to their employees.
- ❖ The management shall adopt appropriate communication system to ensure that all the future plans and company policies being reached to all the employees in the organization.
- ❖ The company can also establish a council constituting of members from all the departments to device the welfare measures and to make the employees much more satisfied.
- ❖ Recreation facilities can be improved to increase the morale of the employees and reduces the stress of the employees.

CONCLUSION

The welfare schemes are important aspects in every organization which plays a very important role and such welfare schemes effectively improve the performance of the employees and workers and help the company in capturing the good marketing in present day competition.

Labour welfare awareness meetings and presentations must be carried out periodically, this in turn helps to improve the labour satisfaction and it will show in the improvements of productivity. Labour welfare is very important to run the company successfully so the company should follow the welfare activities regularly to improve the labour satisfaction in their working environment.

Thus from this study it found that though the company has provided various welfare measures, some of them seems to be not useful to the workers. The company has to get constant feedback from the workers in regard of the welfare activities provided to them. It is



found that all the basic needs of the workers are met. Though their basic needs are met various welfare measures or schemes can be provided that can further motivate the employees, which can benefit them and also the organization in terms of increased efficiency and productivity.

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