

## **A STUDY ON EMPLOYEE WELFARE MEASURES WITH REFERENCE TO ARFA CREATIONS, DINDIGUL**

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### **ABSTRACT**

Employee Welfare Measures with reference to ARFA Creations, Dindigul”. The project work aims at studying welfare measures provided by an organization and also measuring the satisfaction of the employee towards the measures. The work atmosphere and the welfare measures provided by the organization have studied. It also aims at finding out the employee’s relationship with the management. Primarily the well defined objectives are framed according to the study: To analyze the working conditions and welfare facilities provided to the employees by the company, the scheme available and level of satisfaction of the employees working in ARFA Creation, the relationship between management and the employees and finding out the problems of employees, and analyze the effectiveness of motivational techniques used to improve the efficiency of employees in ARFA Creations. Then questionnaire is prepared based upon it directly. The prepared questionnaire is used to get the response from the employees. The survey was conducted among the employee of ARFA Creations. The sample size taken for the study is 100. It also helps in analyzing the working conditions that is provided to the employee and also its impact in the morale of the employees. Collection of data are analyzed and tabulated in a sequential manner and interpretations are also given along with the tabulation. Findings and suggestions are given based on the analysis and conclusion was also given. Majority of the employees are not satisfied with the medical facilities, and they were not aware of pension schemes.

**KEYWORDS:** Employees, Welfare, ARFA Creations

### **INTRODUCTION**

Dr. Panendikar defines it as "work for improving the health, safety and general well-being and the industrial efficiency of the workers beyond the minimum standard laid down by the labor legislation.

“According to Arthur James Todd” means“anything done for the comfort and improvement, intellectual or social, of the employees over and above the wages paid which is not a necessity of the industry”.

The term “Employee” and “labor” is used interchangeably in the study unit. In this study employee welfare refers to labor welfare. Any work is undertaken manually or mentally for certain pecuniary consideration is termed as labor in economics. To quote Marshall, “Any exertion of mind or body undergone partly or wholly with a view to some good other than pleasure deprived directly from the work is called “Labor”.

Labor in this sense includes “the very highest professional skill of all kinds as well as labor of unskilled workers and artisans and of those employed in education, in fine arts, in justice and in government in all its branches & must include not only the labor that results in permanent form, but also renders services which perish in the act”.

Welfare connotes a condition of well-being, happiness, satisfaction, conservation & development of human resources. The concept of welfare is necessarily elastic in character, which vary in interpretations from country to country, and time to time depending on different social systems, degree of industrialization & general level of social & economic development. The need & importance of labor welfare is being increasingly appreciated throughout the civilized world.

Labor welfare anything done for the intellectual, physical, moral and economic betterment of the workers, whether by employers, by govt or by other agencies, over and above what is laid down by law or what is normally expected as part of contractual benefits for which the workers may have bargained.

### **STATEMENT OF THE PROBLEM**

The welfare measures provided by the company and to study the various dimensions of employee welfare measures as perceived by the workers and perception of respondents regarding the various welfare measures provided to them and to suggest a suitable measures to enhance HRD interventions used to improve welfare facilities.

### **OBJECTIVES OF THE STUDY**

- To analyze the working conditions and welfare facilities provided to the employees by the company.
- To study the scheme available and level of satisfaction of the employees working in ARFA Creation.
- To study the relationship between management and the employees and finding out the problems of employees.
- To study and analyze the effectiveness of motivational techniques used to improve the efficiency of employees in ARFA Creations.

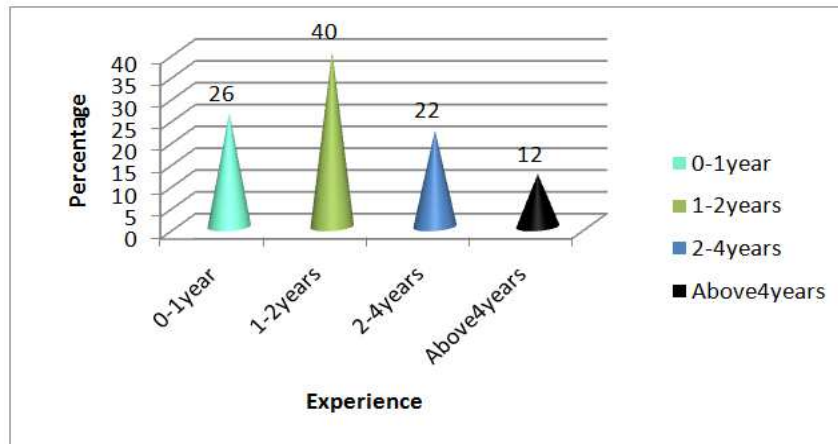
### **HYPOTHESIS**

- **Null hypothesis  $H_0$**  : There is no significant difference between the annual income and the consequences of welfare measure among the employees
- **Alternative hypothesis  $H_1$**  : There is a significant difference between the annual income and the consequences of welfare measure among the employees

### **METHODOLOGY**

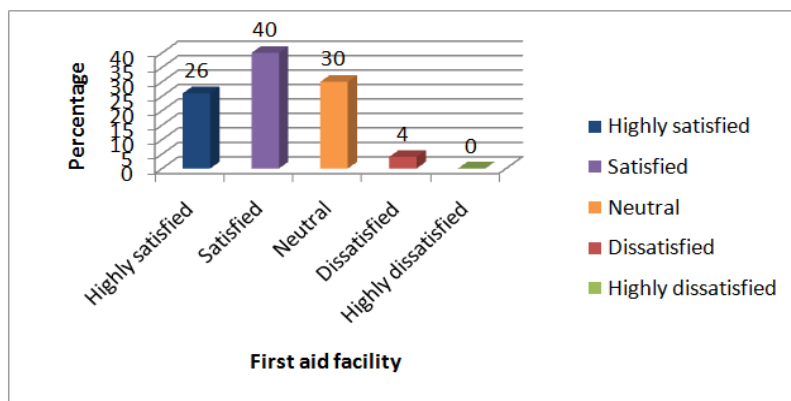
In this study the researcher has adopted Descriptive research design. To describe the employees welfare of An Analysis of welfare measure among ARFA Creations labours in Dindigul district, with a sample of 100. 100 labours are interviewed by using interview schedule and questionnaire tool of data collection. Here, both primary data and secondary data were used. Analysis has done by the SPSS (16 version) the percentage analysis method used for analysis.

**ANALYSIS**



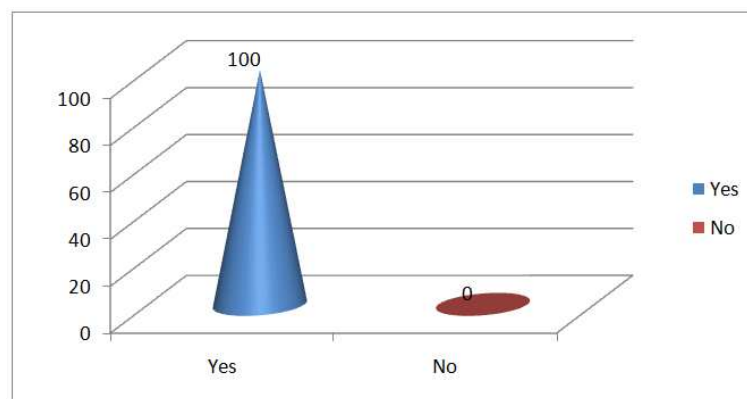
**Figure 1: Classification on The Basis of Labours Working Experience**

26% of the respondents have less than 1 year of experience; 40% of the respondents have 1-2 years of experience; 22% of the respondents have 2-4 years of experience and 12% of the respondents have above 4 years of experience.



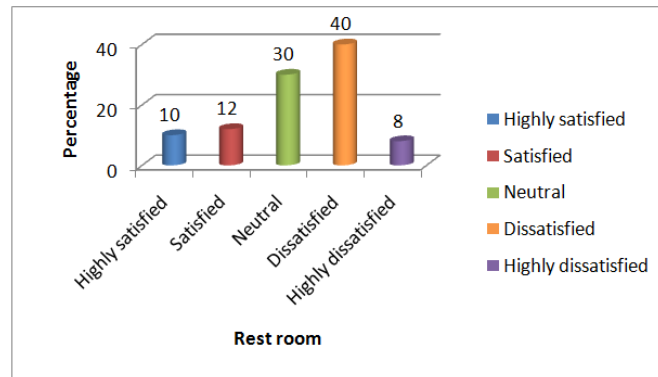
**Figure 2: Classification on the Basis the Availability of First Aid Facilities in the Company**

30% of the Respondents are highly satisfied with the first aid facility; 36% of the Respondents are satisfied with the first aid facility; 30% of the Respondents are neutral if their opinion and 4% of the Respondents are dissatisfied with the first aid facility.



**Figure 3: Classification on the Basis the Company Provide Maternity Leave to the Female Employees**

100% of the Respondents are opinion maternity leave to give female employees.



**Figure 4: Classification on the Basis the Availability of Rest Room Facilities in the Company**

10% of the respondents are highly satisfied with the rest room facility; 12% of the respondents are satisfied with the rest room facility; 30% of the respondents are neutral with the rest room facility; 40% of the respondents are dissatisfied with the rest room facility and 10% the respondents are highly dissatisfied with the rest room facility.

## FINDINGS

- Gender 60% of the respondents is female.
- 32% of the respondents are below 25 years.
- 63% of the respondents are married.
- 36% of the respondents are higher secondary.
- 42% of the respondents have 1-2 years work of experience.
- 34% of the respondents have their monthly income between Rs.5000-10000.
- 40% of the Respondents are satisfied with the first aid facility provided by the company.
- 42% of the Respondents are neutral with the drinking water facility provided by the company.
- 40% of the Respondents are neutral with the canteen facility provided by the company.
- 32% of the Respondents are dissatisfied with the medical facility provided by the company.
- 70% of the Respondents are satisfied with their services.
- 34% of the Respondents are not satisfied with regard to grant of leave with wages.
- 36% of the Respondents are highly dissatisfied with the transportation facility provided by the company.
- 100% of the respondents are satisfied to provide maternity leave.
- 32% of the Respondents are neutral with the sitting arrangement in their company.
- 40% of the Respondents are dissatisfied with the rest room in their company.
- 32% of the Respondents are neutral with the festival allowance provided by the company.

- 40% the respondents are neutral with the relationship with your supervisor.

## SUGGESTIONS

The medical facilities are not up to the mark. So the company should take the necessary step to improve medical facilities regarding their employee's welfare. Company can consider offering leave to employees with pay. Employees are not satisfied with the transportation facilities provided by the company. So the company needs to improve their transportation facilities.

## CONCLUSIONS

Labour welfare is to bring about the development of the whole personality of the workers to make a better work force in around organization. The logic behind providing welfare schemes is to create efficient, healthy, and loyal and satisfy labour force for the organization. Such facilities make their work life better and will raise their standard of living. Employee welfare measures increase the productivity of organization and promote healthy industrial relation here by maintaining industrial peace.

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