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+91 99405 72462



+9163819 07438



ijmrsetm@gmail.com



www.ijmrsetm.com

A Study on Employee Safety and Welfare Measures with Special Reference to Arun Fabrics, Erode

Ms.K.ARULINI,MBA.,M.Phil.,(Ph.D) , Manikandan.K,

Assistant professor, Department of Management Studies, Nandha Engineering College (Autonomous), Erode, India

PG Student, Department of Management Studies, Nandha Engineering College (Autonomous), Erode, India

ABSTRACT: The present study is made an attempt to identify the employee welfare measures adopted in IT industry. The basic purpose of employee welfare is to enrich the life of employees and keep them happy. Employees spend at least half their time at work or getting to it, or leaving it. They know that they contribute to the organization when they are reasonably free from worry and they feel that when they are in trouble/problems, they are due to get something back from the organization. It raises the standard of living of workers by indirectly reducing the burden on their pocket. The welfare facilities were analyzed based on primary research on the sample of hundred employees by administering the questionnaire to them. Employee welfare includes various services, benefits, and facilities offered to employees by employers. Welfare schemes it create efficient, healthy, loyal and satisfied labor force for the organization.

I. EMPLOYEE WELFARE MEASURES

“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 welfare includes both the social and economic contents.

The industrial progress depends on a satisfied employee force, and the importance of employee welfare measures. After the placement of the employees, they should be given proper training and programmers’ to develop their efficiency so as to serve the organizations better. Welfare facilities are designed to take care of the well – being of the employees. They do not generally result only in monetary benefit. These welfare measures are provided by government Non – Government agencies and the employers.

II. DEFINITIONS OF ‘EMPLOYEE WELFARE’

The Oxford Dictionary defines employee Welfare as ‘Efforts to make life worth living for workmen’. The concept of ‘Employee welfare’ is flexible elastic and differs widely with time region, industry social values, customers’ degree of industrialization, the general development of the people and the political ideologies prevailing at a particular moments.

The International Employee Organization defined Employee Welfare as such services, facilities and amenities as may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy, congenial surroundings and provided with amenities conducive to good health and high morale”.

The Encyclopedia of Social Science defines Employee Welfare as “The voluntary efforts of the employers to establish, within the existing industrial system, working and sometimes, living and cultural conditions of the employees beyond what is required by law, the custom of the country and the conditions of the market”.

STATEMENT OF THE PROBLEM

- The present study is focusing on the employee safety and welfare is an important facet of industrial relations, the extra dimension, giving satisfaction to the worker in a way which even a good wage cannot with the growth of industrialization and mechanization, it has acquired added importance.
- The workers in industry cannot cope with the pace of modern life with minimum sustenance amenities. He needs an added stimulus to keep body and soul together.
- Employers have also realized the importance of their role in providing these extra amenities. And yet, they are not always able to fulfill workers demands however reasonable they might be.
- They are primarily concerned with the viability of the enterprise. Employee welfare, though it has been proved to contribute to efficiency in production is expensive.



III. OBJECTIVES OF THE STUDY

- To study various welfare measures provided by the company.
- To identifying the satisfaction of employees with regards to welfare activities.

SCOPE OF THE STUDY

- This study would give an overview of the safety and welfare measures existing at Arun Fabrics Pvt. Ltd.,
- Since safety and welfare are two important elements essential for improving the productivity of an organization, a study on the existing welfare measures would help the organization perform better.
- This study would throw light on the perception of the employees regarding health and welfare Arun Fabrics Pvt. Ltd., can identify the areas where it can improve so as to improve the performance of the employees.
- Employee welfare may be viewed as a total concept and as a relative concept.

LIMITATIONS OF THE STUDY

- The study was purely based on the information given by the employees and there are chances for gave wrong data.
- The time period was not sufficient for the study.
- The sample size is 125, so the employee's opinion may not reflect the exact scenario.
- The data was collected during the working hours; employees were busy in their routine work so they were less responsive.
- Certain employees were biased in answering to the questions.
- The data is collected from the permanent and casual employees and hence the opinion of contract employees is not collected.

RESEARCH METHODOLOGY

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

MEANING OF RESEARCH

The term 'research' refers to the systematic method consisting of enunciating the problem formulating a hypothesis collecting the facts or data analyzing and reaching certain conclusions either in the form of solutions towards the concerned problem or in certain generalization for some theoretical formulation research in common refers to a search for knowledge in research is an of scientific investigation.

DEFINITION OF RESEARCH

Advanced learners dictionary of current English defines research as a "careful investigation or enquiry especially through search for new facts in any branch of knowledge".

RESEARCH DESIGN

A Research Design is the arrangement of conditions for collections and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. Descriptive type of research design is used in this study.

SAMPLING

Sampling may be defined as the selection of some part of an aggregate or totality on the basis of which a judgment 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 part of it.

METHOD OF SAMPLING

Simple random method was used during the research.

SAMPLE SIZE

The sample size is 125 of the total population.

SAMPLING DESIGN

The sample design may make use of the characteristic of the overall market population but it does to have to be proportionally representative. It may be necessary to draw a larger sample than would be expected from some parts



of the population; e.g., to select more from a minority grouping to ensure that sufficient data is obtained for analysis on such groups.

There are two basic types of sampling designing methods and procedures probability sampling and non-probability sampling.

In a probability sample each unit or element in the general population has an equal or known chance of being included in the sample. By contrast, it is not possible to determine the likelihood that an element of the population might be included in the sample if one employs a non-probability sampling technique.

METHOD OF DATA COLLECTION

The data collected for the study includes both primary and secondary data.

PRIMARY DATA

The data was collected from the employee through structured questionnaire interview schedule and informal talks during leisure. Source data was collected from discussions with the HRD manager and other staff.

SECONDARY DATA

The data was collected from the files of the company, information system, document, reports and books

TOOLS USED FOR DATA ANALYSIS

The data collected was analyzed using tools like,

- ❖ Simple Percentage method
- ❖ Chi-Square Test

CHI-SQUARE TEST

The Chi-square test is an important test amongst the several tests of significance developed by statisticians. Chi-square symbolically used in the context of sampling analysis for comparing a variance to theoretical variance.

It is defined as,

$$\text{Chi-Square} = \sum (O-E)^2/E$$

O=Observed Frequency

E=Expected Frequency

Expected frequency is calculated using the equation

$$RT \times CT$$

$$E = O/N$$

RT=Row Total

CT=Column Total

N=Total No. of observations

The value is found, at 5% level of significance and for the available degree of freedom.

$$\text{Degrees of freedom} = (R-1) \times (C-1)$$

Where,

R=No. of Rows

C=No. of Columns

IV. REVIEW OF LITERATURE

- **P.S. Swaminathan, & Rajkumar S.** in their work on —Welfare levels in Organizations and their Impact on Employees' Behaviour (2013). They have conducted a study that focused on the levels of stress among the age group, profession, different varieties of jobs, hours of work and the influence of work environment on the degree of stress faced by employees. Stress in an employee's individual nature. This study indicates that, an optimum level in which every individual can perform with his full capacity and identified three conditions responsible for work stress they are 1) Role overload 2) Role self distance 3) Role stagnation. Satija S. & Khan W. in their research work titled —Emotional Intelligence as Predictor of Occupational Stress among Working Professionals (2013). According to them Occupational Stress is as same as Job Stress that needs to be controlled at the workplace otherwise it will negatively affect on employee's work attitudes & behavior. This study investigates that, the relationship between Emotional Intelligence and Occupational Stress. This study revealed findings that, Emotional Intelligence is a most significant predictor of Occupational Stress.

TABLE-1
RELATIONSHIP BETWEEN THE AGE GROUP OF THE RESPONDENTS AND THEIR HEALTH AFFECTS

AGE	NOT AFFECTED	AFFECTED	TOTAL
Below 25 years	10 (12.7)	69 (87.3)	79 (100)
26-35 Years	14 (40)	21 (60)	35 (100)
36-45 Years	6 (54.5)	5 (45.5)	11 (100)
Total	30 (24)	95 (76)	125 (100)

DEGREE OF FREEDOM

$$=(R-1) (C-1)$$

$$= (3-1) (2-1)$$

$$= (2) (1)$$

$$=2$$

Level of significant = 5%

Calculated value =16.110

Table value =5.991

V. RESULT

The table 1 indicates that, the relationship between age group of the respondents and affected by their health effects. The calculated value of chi-square (16.110) is more than the table (5.991). Hence, the null hypothesis is rejected and it can be concluded that, there is a significant relationship between the age group of the respondents and not affected by their health effects.

FINDINGS

- Majority (63%) of the respondents are belonged to the age group below 25 years.
- Majority (63%) of the respondents are male.
- Majority (66%) of the respondents are unmarried.
- Most (48%) of the respondents have an educational qualification of any degree.
- Majority (56%) of the respondents are living in rural area.
- Most (43%) of the respondents are supervisor in designation.
- Most (37%) of the respondents are working in production department.
- Most (46%) of the respondents are getting the monthly income in the range of Rs.20, 000- Rs.40, 000.
- Majority (56%) of the respondents have an experience of 5 years.
- Majority (90%) of the respondents are satisfied with their working environment.
- Majority (76%) of the respondents are affected health problems.
- Majority (51%) of the respondents are satisfied on restroom facility.
- Majority (58%) of the respondents are satisfied in safety measures.
- Majority (90%) of the respondents handling the grievance committee in their organization.
- Majority (70%) of the respondents are satisfied in retirement benefits.
- Most (41%) of the respondents are doing yoga to overcome grievance.



SUGGESTIONS

The first and foremost care should be given to the employees who are behind the success of each and every organization. So the company has an obligation to provide a clean environment and remove the dust and waste material daily.

- The company can take care of the recreation facilities in the organization since recreation has many health benefits. It can help employees to overcome the stress.
- The company has to improve the employee's health problem with better suggestions and giving more attention to tackle health issues in future.
- The company may improve the grievance handling system and causes for grievance in future.
- The company may be fastening the injured workers to the hospital and also additional compensation.
- Finally, the researcher concludes that the overall satisfaction of the employees about employee welfare measures existing in the organization depicts a positive trend which shall be maintained by rectifying the negative aspects mentioned above to have a great future for both management and employees.

VI. CONCLUSION

Welfare of employee and his family members is an effective advertising and also a method of buying the gratitude and loyalty of employees. Welfare facilities enable workers to have a richer and satisfied job. Therefore the company can take the valuable suggestions from the researcher and provide the employees better company and extramural facilities. Though implementing those actions the company can win over employees' loyalty and increase their morale.

Every organization provides statutory welfare measures but some organization provides some more statutory welfare measures, non statutory welfare measures, and fringe benefits etc., to the employee therefore they may retain the employee, which will strengthen the strong employee welfare measures. Where the employees happy with welfare measures, they live a rich and more satisfactory life. Satisfied employees contribute for better productivity of employee and efficiency of the enterprise.

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