Study on Employee Welfare Measures With Reference To Nakulan Tex LLP Unit 2, Panickampalayam, Erode, Tamil Nadu 638052

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ABSTRACT: A worker plays a significant part in the business industrial production. Employee cooperation is only feasible when they are completely happy with their employer and the working environment. Better working circumstances, such as comfortable temperatures, enough lighting, and a generally pleasant ambiance, are essential to gaining the cooperation of the workforce because they show them that management is concerned about their wellbeing. Today's forward-thinking managers are aware that these welfare amenities pay off in the long run, in that they significantly improve employee morale, productivity, and health. Labour welfare is described as initiatives to improve workmen's quality of life. All of an employer's efforts that go beyond paying wages or salaries to employee's basic needs are referred to as labour welfare.

KEYWORDS :Welfare, Production, Management, Company, Labour.

I.INTRODUCTION

Employee welfare refers to all actions taken, outside of compensation for labour, for the comfort and (intellectual or social) advancement of employees. The attempts to make workmen's lives worthwhile are what it simply means. It covers a range of services, amenities, and facilities that are offered to employees for their benefit. The efforts made to improve the quality of life for employees are referred to as employee welfare. As the most valuable resource in a company, its personnel must be evaluated, and their value and cost must be recorded by those in the accounting profession. The requirement to measure the value and record it in the books of accounts arises once this is acknowledged.

II.STATEMENT OF THE PROBLEM

The most crucial resources for every organisation are their human resources. Here, it is the responsibility of management to take care of employee wellness programmes. Production will rise if the workers are pleased with the welfare measures offered.Because of the structure of the industrial system, employee welfare measures are crucial. Workers today play a crucial role in the expansion of the company. The need for labour welfare measures would be clear if we conducted a comprehensive study of industrial workers' living and working conditions.

III.OBJECTIVES OF THE STUDY

1. To research the range of amenities offered to staff.
2. To investigate how well-aware of safety precautions the staff members are inside the company.
3. To investigate the efficacy of employee health benefits.

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IV.SCOPE OF THE STUDY

The goal of the current study is to examine and determine the efficacy of employee welfare initiatives. to learn about the practical challenges associated with welfare measurements that can be assessed through this research. The study can be utilised to identify a remedy to the issue that employees who take advantage of welfare measures are experiencing.

V.LIMITATIONS OF THE STUDY

❖   Data was gathered when employees were at work, but because they were preoccupied with normal tasks, they were not as receptive.

❖   The company does not provide accurate information to the client.

❖   The time was insufficient.

VI.REVIEW OF LITERATURE

1. IMPACT OF EMPLOYEE WELFARE MEASURES IN AUTOMOBILE INDUSTRY.
G.Aarthi, & P. Srinivasan (2018) By examining the findings summary, it was determined that the organization's welfare and safety procedures were followed with satisfaction and that some system enhancements were desired. The management should take extra care to develop specific policies and procedures to improve the welfare and safety measures of the organisations because the success of any organisation rests totally on the honest efforts of every employee.

2. EFFECTIVENESS OF STATUTORY WELFARE MEASURES FULFILLMENT IN SUGAR MILLS AT ANDHRA PRADESH.
Srinivasa Rao and Vidyanath (2019) Among the chosen employees of sugar mills, the researchers conducted a rigorous evaluation of canteen facility satisfaction. In order to investigate the relationship between age and the fulfilment of the statutory welfare measures across the several sugar mills chosen for the study, the researchers designed a hypothesis test. The outcome shows a significant relationship between age and welfare measure fulfilment, and KCP Sugar Mills has higher welfare measure fulfilment than Delta Sugar Mills and other sugar mills in Andhra Pradesh.

3.ANALYSIS OF WORKERS REVEALS THE WELFARE MEASURES IN THE CORPORATE SECTOR.
Meenakshi Yadav (2020), Various labour welfare issues are divided into eight elements under the factor analysis approach. These include access to funding for loans and other forms of compensation, cooperative societies, affordable housing, subsidised food, better working conditions, and stable labour markets. These kinds of welfare services can help keep businesses operating effectively for a very long time and promote healthy labour relations. The business sector ought to continue to provide workers with adequate welfare benefits.

VII. RESEARCH METHODOLOGY

The method used to address the research issue is the chapter's main point of interest. The issue description, the need for the study, its goals, its hypotheses, its limitations, the research design, the sampling method used, the tools for data collecting, and the statistical methods used are all covered in detail.

7.1 HYPOTHESES OF THE STUDY
The hypothesis is frequently the main research technique. A simple assertion or supposition that has to be supported or disproved is called a hypothesis. A hypothesis can be described as a proposition or set of propositions that are either asserted just as a preliminary conjecture to guide some inquiry or acknowledged as highly plausible in light of established evidence as an explanation for the occurrence of a certain range of occurrences. The hypothesis describes what we are looking for and is a theory that may be put to the test to determine whether it is true.

7.2 METHODOLOGY
To conduct this investigation, the researcher used descriptive research techniques. Descriptive research is to identify the characteristics of a specific person or group. Descriptive research studies are frequently used for early and exploratory studies in addition to their frequent use in conductive studies. To guide descriptive research, an initial hypothesis is

usually utilised. The researcher must be able to explicitly state the outcome and identify appropriate methods of assessment while conducting a descriptive study.

7.3 SAMPLING METHOD

Probability sampling, which ensures that every component has an equal chance of being represented in the sample, is thought to be the best method since it yields results that are more reliable and genuine. Age, occupation, income, and gender are all connected with the variables under investigation, thus the researchermay immediately characterise or categorise the population.

VIII.DATA COLLECTION

The process of acquiring and measuring information on relevant variables in a planned, methodical way that allows one to respond to a stated research question, test a hypothesis, and assess results is known as data collection.

8.1 Primary data:

The first information to be considered primary was acquired through a field survey. The first-hand accounts that the researcher personally collected for the study are known as primary data. A structured questionnaire was sent to 150 employees of the clothing industry in the Erode district to complete to collect the primary data. The researcher chose to utilise a questionnaire because it was practical, provided for anonymity, and made it possible to get structured data from many participants.

8.2 Secondary data:

Secondary data describes previously gathered information or facts. Secondary data for this study was gathered through a variety of journals, books, periodicals, research papers, the internet, newspapers, etc.

8.3 SIZE OF THE SAMPLE

The size of the sample is 150.

8.4 TOOLS USED
✓ Simple Percentage
✓ Chi-Square test
✓ One-way ANOVA

IX.DATA ANALYSIS AND INTERPRETATIONS

It is a process of manipulating and summarizing of data.

9.1 SIMPLE PERCENTAGE

TABLE NO. 01

Source: Primary Data

Gender Category	Frequency	Percent
Male	77	51.3
Female	73	48.7
Total	150	100.0

INFERENCE
➢ From this table evident that 51.3% of respondent are male and 48.7% of respondent are female.

9.2 CHI-SQUARE TEST - Comparing the Age in years with level of satisfaction with the work atmosphere.
NULL HYPOTHESIS(H_0):
There is no significant relationship between the age and level of satisfaction with the work atmosphere**.**
ALTERNATIVE HYPOTHESIS(H_1):
There is significant relationship between the age and level of satisfaction with the work atmosphere**.**

AGE*6. state your level of satisfaction with the work atmosphere.

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TABLENO. 02

Chi-Square Tests			
Analysis	**Value**	**Degree of Freedom**	**Asymptotic Significance (2-sided)**
Pearson Chi-Square	12.743[a]	12	.388
Likelihood Ratio	15.956	12	.193
Linear-by-Linear Association	4.052	1	.044
No of Valid Cases	150		

Source: Primary Data

INFERENCE

From the above table there is no significant relationship between the age and level of satisfaction with the work atmosphere .so, null hypothesis is accepted.

9.3 ANOVA TEST - Comparing the consequences of employee welfare measures in the company.
NULL HYPOTHESIS(H_0):
There is no significant relationship between the consequences of employee welfare measures in the company.
ALTERNATIVE HYPOTHESIS(H_1):
There is significant relationship between the consequences of employee welfare measures in the company.

TABLE NO. 03

Variables		Sum of Squares	Degree of Freedom	Mean Square	F
Medical Facility	Between Groups	1.233	3	.411	.282
	Within Groups	213.041	146	1.459	
	Total	214.273	149		
Transport	Between Groups	2.148	3	.716	.542
	Within Groups	192.812	146	1.321	
	Total	194.960	149		
Creche	Between Groups	7.565	3	2.522	2.384
	Within Groups	154.435	146	1.058	
	Total	162.000	149		
Restrooms	Between Groups	1.302	3	.434	.406
	Within Groups	156.191	146	1.070	
	Total	157.493	149		
Leave	Between Groups	1.302	3	.434	.406
	Within Groups	156.191	146	1.070	
	Total	157.493	149		

Source: Primary Data

INTERPRETATION:
➢ As the P value is lesser than Significant Value (0.01 and 0.05) all the 5 cases consequences of employee welfare measures in the company, the Null Hypotheses are accepted.
➢ Hence, it is concluded that there is a statistically significant difference among the Position of the respondents with respect to the Consequences of employee welfare measures in the company.

FINDINGS:

➢ From the table evident that 51.3% of respondent are male and 48.7% of respondent are female.

➢ There is no significant relationship between the age and level of satisfaction with the work atmosphere .so, null hypothesis is accepted.

➢ The P value is lesser than Significant Value (0.01 and 0.05) all the 5 cases Consequences employee welfare measures in the company, the Null Hypotheses are accepted.

X.SUGGESTIONS

1. By keeping the surroundings tidy and clean, the working atmosphere will be improved.
2. The availability of restrooms must be sufficiently increased, with a focus on safety.
3. The organization's preventive measures should be of the highest calibre and offered to everyone.
employees.
4. Even though all employees are generally happy with the current welfare facilities, they do wish some of them to be improved.
5. There must be enough first aid supplies available.
6. Effective improvements should be made to medical facilities.

XI.CONCLUSION

A company's human resources department is crucial, and it cares about the welfare of its employees since only if they are content with their living conditions will productivity in that company rise.The organisation places a high priority on promoting all welfare amenities based on the wellbeing of its employees. Employees are pleased with the HR and medical benefits. The study's final finding is that the current welfare amenities offered by the company are satisfactory to the staff.

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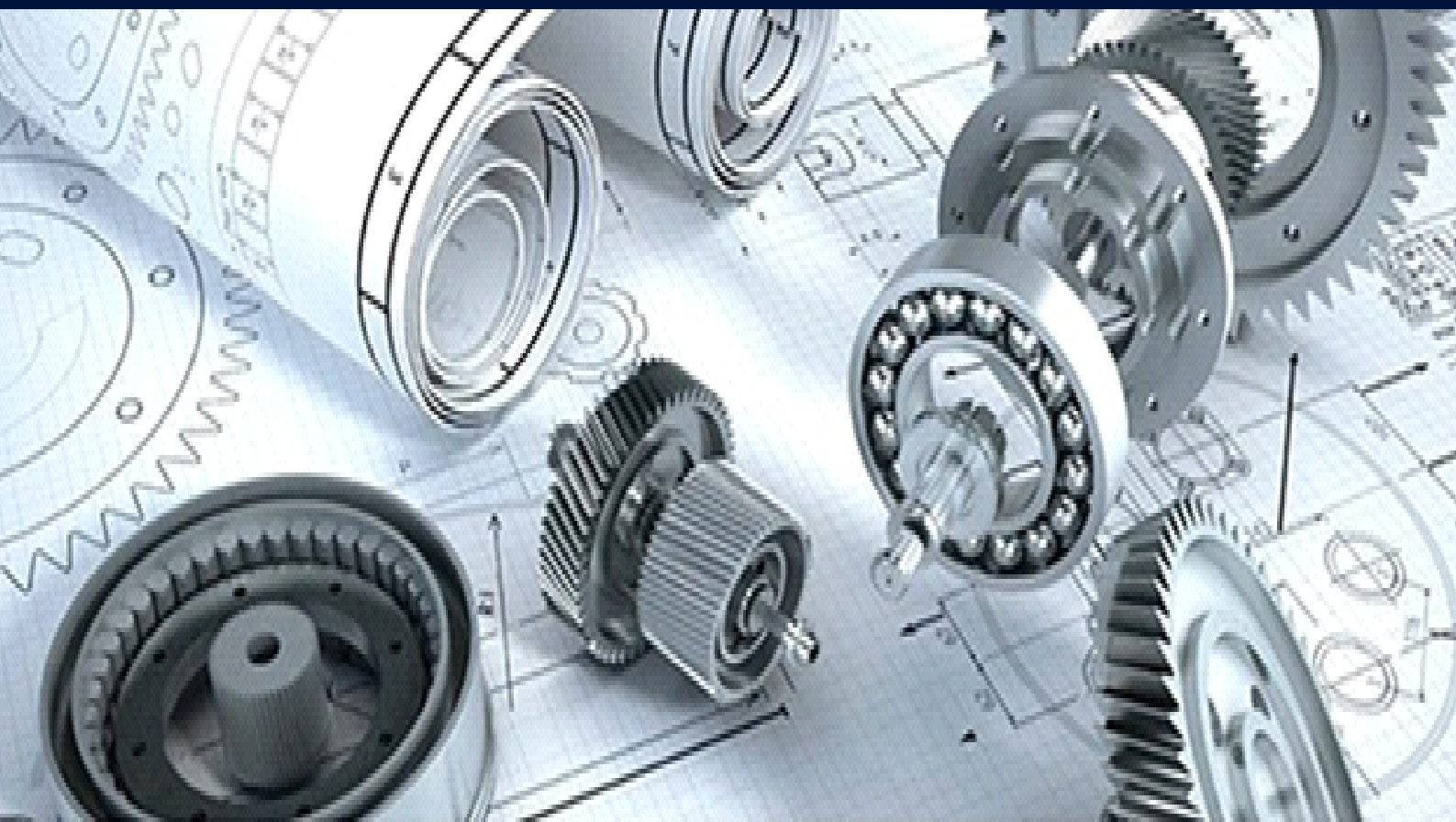
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