



A STUDY ON EMPLOYEE SATISFACTION TOWARDS WELFARE MEASURES

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ABSTRACT

The manufacturing sector is an important component which continues to experience steady growth, currently constituting fifteen percent of the Gross Domestic Product. Now Automobile Industries playing vital role in development of Indian economy. The main objective of the study is focuses on to analyze employee satisfaction towards welfare measures in automobile industry. Welfares are the measures of promoting the employee's efficiency in an organization. The various welfare measures provided by an organization will have immediate impact on the satisfaction level of employees working in an organization and overall efficiency of employees and thereby contributing to the higher productivity. One of the main purposes of employee welfare measures is to improve the employee life and to keep them happy and conducted. Welfare measures may be both statutory and non-statutory, which includes housing, canteen, education, medical and laws require the employer to extend certain benefits to employees in addition to wages or salaries.

Key Words : Welfare measures, Statutory and Non statutory, Employee Satisfaction

INTRODUCTION:

Employee welfare is a broad area of social welfare both conceptually and operationally. It includes a broad field of state of well-being, happiness, satisfaction, conservation, and human resources development which helps to motivation of employee. Every Organizations provide welfare facilities to their employees to keep their level of motivation high. It is necessary to secure the cooperation of employee force to increase the production and to earn higher profits. The cooperation of employee force is possible only when they are fully satisfied with their employer and welfare measures provided by an organization.

The employee welfare schemes can be categorized into two viz. statutory and non-statutory welfare schemes. The statutory schemes are those facilities that are compulsory to provide by every organization to all employees as compliance to the laws governing employee health and safety. The non-statutory schemes vary from organization to organization and from industry to industry.

The welfare measures play an important role in every employee, because without welfare measures, they cannot work effectively in the organization. If people do not want to work, it is impossible for every organization to attain its goals. The different welfare measures which are provided by the employer to the employees will have a quick impact on the health, physical, mental efficiency alertness, morale and overall efficiency of the worker, which contributes to the higher productivity.

REVIEW OF LITREATURE:

Rajkumar, B. (2014): He attempted to identify the prevailing labour welfare measures and social security in IT industries in Chennai. His study reveals that the welfare facilities help to motivate and retain employees. Most of the welfare facilities helped to motivate the employees which ensures employee satisfaction and resulted in increased productivity.

Dr. S.M. Syed, (2016): The study aims to find out the employee's awareness and satisfaction level with respect to the various welfare, working condition and social security schemes provided by the organization.

Dr.A.SulthanMohideen M.Com.,M.Phil., Ph.D(2017). The study was done with industrial relations help in maintain harmony among employees in Industry. And hence, there is need to provide adequate welfare measures and social security to maintain Industrial relations at working place. Employee welfare and Social Security play vital role to motivate them towards work. The employee's welfare scheme classifies into two categories like Statutory & Non-statutory welfare Scheme.

Ravishankar S Ulle,KotreshPatil, Dr. Aparna J Varma ,Dr. A. N Santosh Kumar, Dr. T P Renuka Murthy (2018):The labor welfare cover condition of well-being, happiness, satisfaction, protection and advancement of HR. The study aims to find out the various labor welfare facility to know the significant influence on the employee's satisfaction level. To assess rapport between labor welfare measures and employee satisfaction.

Kumar and Kusugal (2019): This study inferred that this organization was lacking in canteen facilities, medical aid facilities, and cleanliness facilities. Organizations should take action to improve those welfare activities to make employees more efficient and productive.

OBJECTIVES OF THE STUDY:

To study and analysis the view of the employee about the welfare facilities.
 To assess the impact of welfare measure on motivation of the employee.
 To analyse the existing overall welfare facilities provided to the employees.
 To know the employee's opinion about the present welfare facilities provided by the organization.
 The main objective of the study is focuses on to analyse employee satisfaction towards welfare measures in automobile industry.

METHODOLOGY OF THE STUDY:

The research design adopted is descriptive. The secondary records were collected from specific sources. That includes the articles and websites.

SOME OF EMPLOYEES WELFARE LAWS IN INDIA

Factories Act, 1948.
 Maternity Benefit Act,1961 (with latest amendments).
 Employee State Insurance Act, [ESI] 1948.
 Employees' Provident Fund Scheme, 1952.
 Payment of Bonus Act, 1965.

STATUARY WELFARE BENEFITS:

The statutory welfare benefits schemes include the following provisions:

Drinking Water: At all the working places safe hygienic drinking water should be provided.
Facilities for sitting: In every organization, especially factories, suitable seating arrangements are to be provided.
First aid appliances: First aid appliances are to be provided and should be readily assessable so that in case of any minor accident initial medication can be provided to the needed employee.
Latrines and Urinals: A sufficient number of latrines and urinals are to be provided in the office and factory premises and are also to be maintained in a neat and clean condition.
Canteen facilities: Cafeteria or canteens are to be provided by the employer so as to provide hygienic and nutritious food to the employees.
Spittoons: In every work place, such as ware houses, store places, in the dock area and office premises spittoons are to be provided in convenient places and same are to be maintained in a hygienic condition.
Lighting: Proper and sufficient lights are to be provided for employees so that they can work safely during the night shifts.
Washing places: Adequate washing places such as bathrooms, wash basins with tap and tap on the stand pipe are provided in the port area in the vicinity of the work places.
Changing rooms: Adequate changing rooms are to be provided for workers to change their cloth in the factory area and office premises. Adequate lockers are also provided to the workers to keep their clothes and belongings.
Rest rooms: Adequate numbers of restrooms are provided to the workers with provisions of water supply, wash basins, toilets, bathrooms, etc.
Maternity & Adoption Leave – Employees can avail maternity or adoption leaves. Paternity leave policies have also been introduced by various companies.
Medi-claim Insurance Scheme: This insurance scheme provides adequate insurance coverage of employees for expenses related to hospitalization due to illness, disease or injury or pregnancy.
Sexual Harassment Policy: To protect an employee from harassments of any kind, guidelines are provided for proper action and also for protecting the aggrieved employee. For more information go through - Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

NON-STATUTORY BENEFITS

Many non-statutory welfare benefits may include the following schemes:

Personal Health Care (Regular medical check-ups): Some of the companies provide the facility for etc.

Flexi-time: The main objective of the flex-time policy is to provide opportunity to employees to work with flexible working schedules. Flexible work schedules are initiated by employees and approved by management to meet business commitments while supporting employee personal life needs

Employee Assistance Programs: Various assistant programs are arranged like external counselling service so that employees or members of their immediate family can get counselling on various matters.

Employee Referral Scheme: In several companies' employee referral scheme is implemented to encourage employees to refer friends and relatives for employment in the organization.

EMPLOYEES WELFARE OBJECTIVES:

To provide better life and health to the workers

To make the workers happy and satisfied

To relieve workers from industrial fatigue and to improve intellectual, cultural and material conditions of living of the workers.

CONCLUSION:

From the study, it is concluded that this organization is providing various welfare facilities to the employees working in it. The management required to provide good facilities to all employees in such way that employees become satisfied about employee welfare facilities. It increases productivity as well as quality and quantity. Therefore, there is necessity of making some provision for improving the welfare facility through that employees will become happy, employee's performance level become increase. To conclude, because the employees needs & expectation are being met by the organization it can be assumed that the employees would fulfill their duties & responsibilities towards the organization. Sure it will lead the organization resilience in a better way.

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