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A STUDY ON FACILITIES PROVIDED TO THE EMPLOYEE'S AT WORK PLACE

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ABSTRACT

This study has been done to study on facilities provided to the employee's at work place. The world has open spun into the new millennium and along with; it has ushered a new era of intense competition and ever changing value equations. The fact that organization has been transformed from a structured assembly line production orientation to a focus a knowledge creation by each and every personnel of the organization. In a competitive global business scenario, no organization will survive unless it is able to match the duality and the cost of its competitors. Realities are focusing us to concentrate more upon changing the attitude of employees, enabling them to take up independent responsibilities and empowering to execute them by using their knowledge and skills in latest technologies and thus motivating them to use their capabilities in their respective areas of excellence. It is found that "A happy employee is a productive employee." Job satisfaction is very important because most of the people spend a major portion of their life at their working place. Moreover, job satisfaction has its impact on the general life of the employees also, because a satisfied employee is a contented and happy human being. A highly satisfied worker has better physical and mental well-being. Though it is debatable point as to which one is the cause and which one is the effect but there is correlated to each other.

Keywords: *Employees Facility, Employees Health, Employee Working Area*

1. INTRODUCTION

Employee Health: A Vital Factor for Workplace Productivity "Good health is good business." For a business to succeed in its endeavours, its employees must be fit and healthy. For great workplace productivity, the health of your employees is the determining factor. Health is a state of complete physical, mental and social wellbeing. To live a healthy life, people need to have a balanced diet, exercise regularly, and get enough sleep. They must also live in a stress-free environment and have good hygiene. Creating a work culture that promotes health through all aspects of your employees' lives has various health benefits. They can be fit, healthy, satisfied, and happy.

Employee health directly impacts productivity and various aspects of employee conduct, including absenteeism, company morale, job performance, and job satisfaction. That being said, 75% of high-performing companies regularly measure health status as a viable component of their overall strategy.

It is often said that "A happy employee is a productive employee." Job satisfaction is very important because most of the people spend a major portion of their life at their working place. Moreover, job satisfaction has its impact on the general life of the employees also, because a satisfied employee is a contented and happy human being. A highly satisfied worker has better physical and mental well-being. Though it is debatable point as to which one is the cause and which one is the effect but there is correlated to each other.

2. REVIEW PAPERS

- A. Bansode [1996] Conducted research on "A study of Labour and employee facilities in the Jamshri SPG and WVG mills" co.ltd, Solapur. She focused her research on Labour employee facilities in Jamshri SPG and WVG mills. She also found the awareness of employees and their knowledge towards labour welfare programmed. This research is conducted in Solapur with sample size of 86. Finally she concluded that the improvement of human performance depends on how personnel department takes care of employee's attitude and health. It influences employee's attitude towards work and work environment.
- B. Bahnudas [2007] Conducted research on a study of "labour and employee Activities and its impact on quality of life of workers with special reference to Maharashtra Scooters Ltd", Satara. The main objective of the research is to study and examining labour

welfare activities available to workers in Maharashtra scooters. Sample size 48 was taken for the research. She also found the impacts of welfare facilities on life of workers. Data was collected through observation, interviews with personnel manager and questionnaire for workers. She concluded that safety training programmed and provisions of safety equipment's keep the workers free from injuries. So workers life becomes more safe, happier and full of enjoyment. Excellent leave facilities to workers are provided to meet their requirements.

- C. Banu and Ashifa (2011) Conducted research study on "labour and employee Activities measures in Public Sector Transport Corporation" that throws light on welfare measures followed in Public Sector Transport Corporation. This study analyses the various dimensions of Labour employee facilities measures that are perceived to the labours. The researcher tried to find out how the existing Labour employee facilities measures cater the needs of employees of Public Sector Transport Corporation .Stratified random sampling method was used and 20 employees have been taken from 5 departments ,Operation Department, Personnel Department, Material Department, Industrial Relations Department and in Technical Section. The research findings showed that the State Transport Undertakings provide the following welfare measures for the welfare of the workers and their families.
- D. Belot, Boone and Vanocur's [2004] Conducted research on "company facility improving employment protection". This paper presents a theoretical model to show that workers invest their specific knowledge for employment protection legislation can raise employment, productivity and welfare. More educated workers tend to have better protected job .In this paper researcher concluded that the welfare effects of employment protection in an environment where workers invest in firm specific knowledge. He observes that in this environment employment protection can increase the worker's training effort by raising the expected duration of the job.
- E. Copeland [2009] Conducted research paper on "The employee facilities Effects of Incentive Schemes" found that the change in welfare associated with the introduction of incentives. He measured by how much the welfare gains of increased output due to incentives outweigh workers disutility from increased effort. He studied the use of incentives by a firm in the check-clearing industry. Using this firm's production records, model and estimate the worker's dynamic effort decision problem. Finally he concluded that the firm's incentive scheme has a large effect on productivity, raising it by12% over the sample period for the average worker.

3. RESEARCH METHODOLOGY

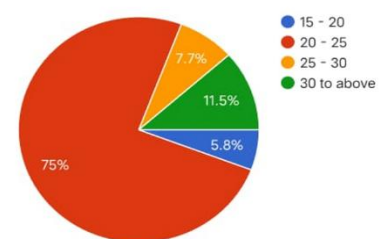
The universe considered for this study is the entire workforce of the organization. This study is exploratory in nature considering its objectives and scope of the study. The sampling method is simple sampling method in order to collect the data for universe for my research work. The Tools which will be used in this research are Google Forms, Google Docs and Microsoft. Response has been taken from 52 sample size from an organization. Primary and secondary tools of data collection have been used to collect the data. Questions were circulated over the targeted sample and response was taken for data analysis. Here are the questions and responses received for that.

1. Age:

Table: 1 Age

Sr. No.	Particulars	Frequency	Percentage
1	15-20	3	5.8%
2	20-25	39	75%
3	25-30	4	7.7%
4	30 to above	6	11.5%
Total		52	100%

Graph:1 Age

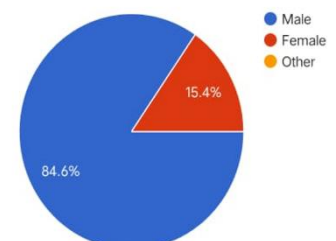


2. Gender:

Table: 2 Gender

Sr. No.	Particulars	Frequency	Percentage
1	Male	44	84.6%
2	Female	8	15.4%
3	Other	0	0%
Total		52	100%

Graph: 2 Gender

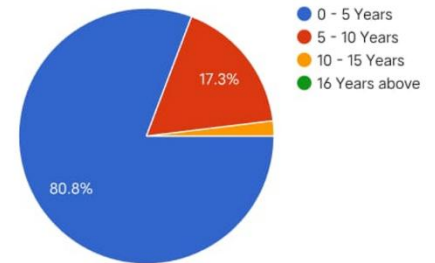


3. Years of experience:

Table: 3 Years of experience

Sr. No.	Particulars	Frequency	Percentage
1	0-5	42	80.8%
2	5-10	9	17.3%
3	10-15	1	1.9%
4	16 years and above	0	0%
Total		52	100%

Graph: 3 Years of experience

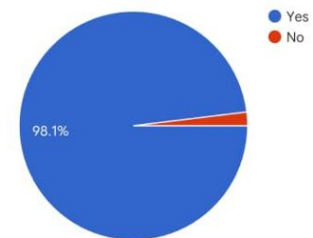


4. Has the company made potable water for its employees?

Table: 4 Has the company made potable water for its employees?

Sr. No.	Particulars	Frequency	Percentage
1	Yes	51	98.1%
2	No	1	1.9%
Total		52	100%

Graph: 4 Has the company made potable water for its employees?

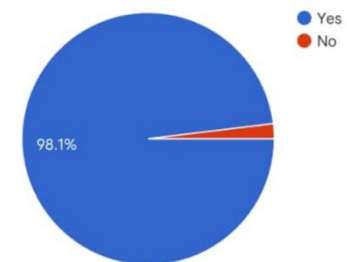


5. Does the company pay the employee on time?

Table: 5 Does the company pay the employee on time?

Sr. No.	Particulars	Frequency	Percentage
1	Yes	51	98.1%
2	No	1	1.9%
Total		52	100%

Graph: 5 Does the company pay the employee on time?

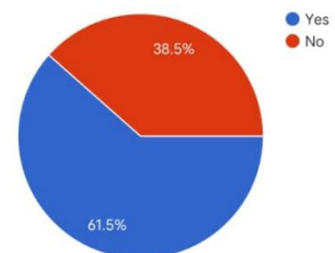


6. Are you happy with the company's facilities?

Table: 6 Are you happy with the company's facilities?

Sr. No.	Particulars	Frequency	Percentage
1	Yes	32	61.5%
2	No	20	38.5%
Total		52	100%

Graph: 6 Are you happy with the company's facilities?

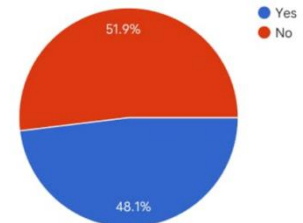


7. Does the company offer you uniforms?

Table: 7 Does the company offer you uniforms?

Sr. No.	Particulars	Frequency	Percentage
1	Yes	25	48.1%
2	No	27	51.9%
Total		52	100%

Graph: 7 Does the company offer you uniforms?

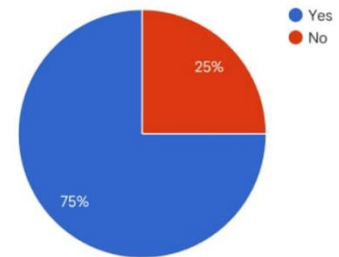


8. Does the company pay you according to the work?

Table: 8 Does the company pay you according to the work?

Sr. No.	Particulars	Frequency	Percentage
1	Yes	39	75%
2	No	13	25%
Total		52	100%

Graph: 8 Does the company pay you according to the work?

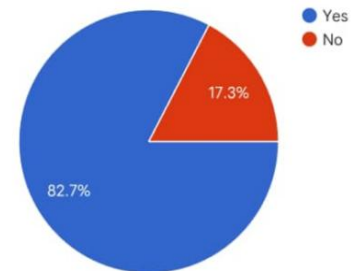


9. Does the company give you an annual bonus?

Table: 9 Does the company give you an annual bonus?

Sr. No.	Particulars	Frequency	Percentage
1	Yes	43	82.7%
2	No	9	17.3%
Total		52	100%

Graph: 9 Does the company give you an annual bonus?

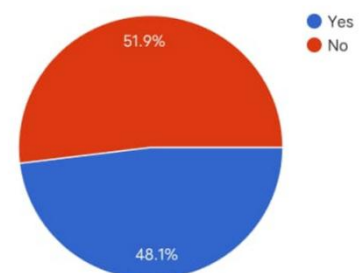


10. Does the company offer you additional benefits?

Table: 10 Does the company offer you additional benefits?

Sr. No.	Particulars	Frequency	Percentage
1	Yes	25	48.1%
2	No	27	51.9%
Total		52	100%

Graph: 10 Does the company offer you additional benefits?

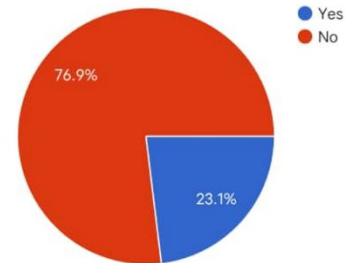


11. Does the company take you on tours during the years?

Table: 11 Does the company take you on tours during the years?

Sr. No.	Particulars	Frequency	Percentage
1	Yes	12	23.1%
2	No	40	76.9%
Total		52	100%

Graph: 11 Does the company take you on tours during the years?

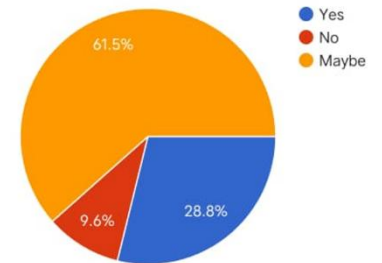


12. Does the company comply with all your requirements as per factory act 1948?

Table: 12 Does the company comply with all your requirements as per factory act 1948?

Sr. No.	Particulars	Frequency	Percentage
1	Yes	15	28.8%
2	No	5	9.6%
3	May be	32	61.5%
Total		52	100%

Graph: 12 Does the company comply with all your requirements as per factory act 1948?

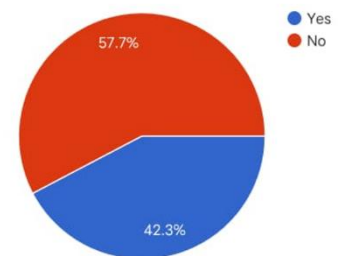


13. Does the company offer you transportation?

Table: 13 Does the company offer you transportation?

Sr. No.	Particulars	Frequency	Percentage
1	Yes	22	42.3%
2	No	30	57.7%
Total		52	100%

Graph: 13 Does the company offer you transportation?

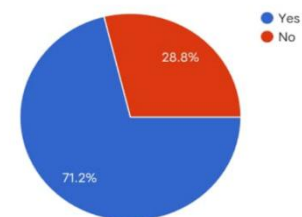


14. Does the company offer you safety equipment?

Table: 14 Does the company offer you safety equipment?

Sr. No.	Particulars	Frequency	Percentage
1	Yes	37	71.2%
2	No	15	28.8%
Total		52	100%

Graph:14 Does the company offer you safety equipment?



15. Does the company provide you with health protection?

Table: 15 Does the company provide you with health protection?

Sr. No.	Particulars	Frequency	Percentage
1	Yes	42	80%
2	No	10	20%
Total		52	100%

Graph: 15 Does the company provide you with health protection?

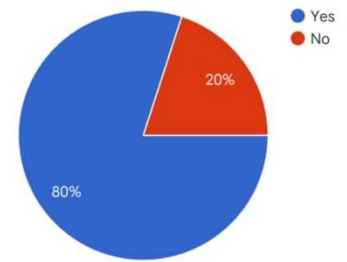
**16. Offer does the company you ESI with the whole family?**

Table: 16 Does the company offer you ESI with the whole family?

Sr. No.	Particulars	Frequency	Percentage
1	Yes	31	60%
2	No	21	40%
Total		52	100%

Graph: 16 Does the company offer you ESI with the whole family?

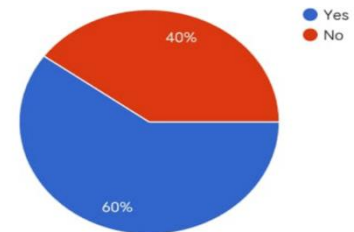
**17. Does the company have emergency medical facilities for the employees?**

Table: 17 Does the company have emergency medical facilities for the employees?

Sr. No.	Particulars	Frequency	Percentage
1	Yes	47	90.4%
2	No	5	9.6%
Total		52	100%

Graph: 17 Does the company have emergency medical facilities for the employees?

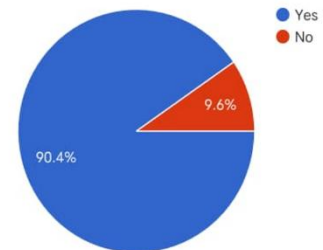
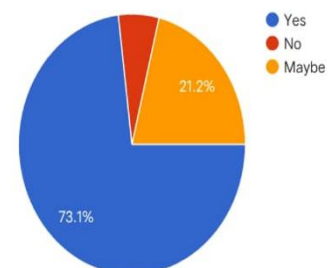
**18. Does the company have proper washroom and sanitation facilities for the employees?**

Table: 18 Does the company have proper washroom and sanitation facilities for the employees?

Sr. No.	Particulars	Frequency	Percentage
1	Yes	38	73.1%
2	No	3	5.7%
3	May be	11	21.2%
Total		52	100%

Graph: 18 Does the company have proper washroom and sanitation facilities for the employees?



19. Does the company provide tasty and nutritious food to the employees?

Table: 19 Does the company provide tasty and nutritious food to the employees?

Sr. No.	Particulars	Frequency	Percentage
1	Yes	28	53.8%
2	No	11	21.2%
3	May be	13	25%
Total		52	100%

Graph: 19 Does the company provide tasty and nutritious food to the employees?

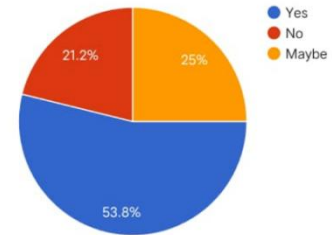
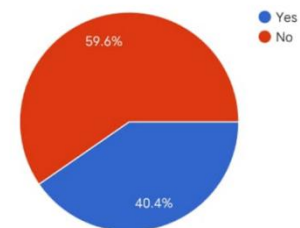
**20. Are the employees participative in the activities?**

Table: 20 Are the employees participative in the activities?

Sr. No.	Particulars	Frequency	Percentage
1	Yes	21	40.4%
2	No	31	59.6%
Total		52	100%

Graph: 20 Are the employees participative in the activities?

**4. RESULTS**

- [1] It is found that majority of the respondents belongs to the age group of 20-25 which is 75%.
- [2] It is found that majority of the respondents are male which shows 84.6% while 15.4% respondents are female.
- [3] It is found that majority of the respondents have 0-5 years of working experience which shows 80.8% while only 17.3% respondents are having 5-10 years of experience and only 1.9% respondents are having 10-15 years of experience
- [4] It is found that majority of the respondents says that their company have the company made potable water for its employees which shows 98.1%.
- [5] It is found that majority of the respondents says that their company pay employee on time which shows 98.1%.
- [6] It is found that majority of the respondents are happy with the company's facilities which is agreed by 61.5% while 38.5% not happy with the company's facilities.
- [7] It is found that majority of the respondents says that their company don't offer them uniforms which is agreed by 51.9% and 48.1% respondents says that their company provide uniform.
- [8] It is found that majority of the respondents says that their company pay them according to the work which is agreed by 75% and 25% respondents says that their company does not pay them according to the work.
- [9] It is found that majority of the respondents says that their company give them an annual bonus which is agreed by 82.7% and 17.3% respondents says that their company does not give them an annual bonus.
- [10] It is found that majority of the respondents says that their company don't offer them additional benefits which is agreed by 51.9% and 48.1% respondents says that their company offer them additional benefits.
- [11] It is found that majority of the respondents says that their company don't take them on tours during the years which is agreed by 76.9%.
- [12] It is found that majority of the respondents says that their company may be comply with all your requirements as per factory act 1948 which 61.5%.
- [13] It is found that majority of the respondents says that their company don't offer them transportation which is agreed by 57.7%.
- [14] It is found that majority of the respondents says that their company offer them safety equipment which is agreed by 71.2%.
- [15] It is found that majority of the respondents says that their company provide them with health protection which 80%.

- [16] It is found that majority of the respondents says that their company offer them ESI with the whole family which is 60% and 40% respondents says that their company don't provide ESI.
- [17] It is found that majority of the respondents says that their company have emergency medical facilities for the employees which is 90.4%.
- [18] It is found that majority of the respondents says that their company have proper washroom and sanitation facilities for the employees which is agreed by 73.1%.
- [19] It is found that majority of the respondents says that their company provide tasty and nutritious food to the employee's which is agreed by 53.8% while 25% the respondents says that their company may be provide tasty and nutritious food to the employees and 21.2% respondents says that their company don't provide tasty and nutritious food to the employees
- [20] It is found that majority of the respondents says that employees are not participative in the activities which 59.6%.

5. CONCLUSION:

Employees rarely face about the company facilities the grievances and their grievances are being solved depending on level of problem. They share their grievances with their management. Most of the employees sometimes share new the company facilities to management but they do not provide to employee. About employee facilities is Grievances are being mostly and also rarely taken care off. It is also concluded that the upper management is the main reason for their employees' facilities. Employees register their grievances to the immediate management and their immediate superior respond to their grievances in specify time limit. According to employees of SUPREME INDUSTRIES LTD the employee facilities does not provide to employees may causes indiscipline among them, strain on the labor management relations and a decline in the employee's performance and productivity and if it is not identified then there will be decrease rate of absenteeism and turnover, reduced level of commitment, sincerity and punctuality, increased reduced level of employee morale. But is found that most of the employees are satisfy with grievance handling system.

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