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A Study on Welfare Facility at Datamini Technology LTD

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ABSTRACT

Welfare means faring or doing well. It is a comprehensive term, and refers to the physical, mental, moral and emotional well-being of an individual. The term welfare is a relative concept, relative in time and space. It, therefore, varies from time to time, region to region and from country to country. Labour welfare refers to taking care of the well-being of workers by employers, trade unions and governmental and non-governmental agencies. Recognizing the unique place of the worker in the society and doing good for him/her, retaining and motivating employees, minimizing social evils, and building up the local reputation of the company are the argument in Favour of employee welfare. Welfare facilities help in motivating and retaining employees, most welfare facilities are hygiene factors, which, according to Herzberg, create dissatisfaction if not provided. Welfare facilities besides removing dissatisfaction help develop loyalty in workers towards the organization. The existing study aim of this research is to study to study the existing welfare facilities provided to the employees.

To know the employee's opinion about the present welfare facilities. To identifies the satisfaction of workers towards the present welfare facilities. A total 100 executive and employees were studied by organized questionnaires. The data were analyzed by SPSS software. A Likert type scale was used to evaluate answer erratic from strongly agree to strongly disagree. Non-parametric test was used such as chi-square method. this article aims to provide to find the satisfaction level of employee with the welfare measure taken by Datamini Technology LTD and as well as to study the current welfare measure adopted by the organization.

Introduction

Welfare means faring or doing well. It is a comprehensive term, and refers to the physical, mental, moral and emotional well-being of an individual. The term welfare is a relative concept, relative in time and space. It, therefore, varies from time to time, region to region and from country to country. Labour welfare refers to taking care of the well-being of workers by employers, trade unions and governmental and non-governmental agencies. Recognizing the unique place of the worker in the society and doing good for him/her, retaining and motivating employees, minimizing social evils, and building up the local reputation of the company are the argument in Favour of employee welfare. Welfare facilities help in motivating and retaining employees, most welfare facilities are hygiene factors, which, according to Herzberg, create dissatisfaction if not provided. Welfare facilities besides removing dissatisfaction help develop loyalty in workers towards the organization.

Review of literature

1. **Bharathi and Padmaja (2018)** after analyzing the whole situation the researchers conclude it is proved that the Employees welfare activities are sufficient and effective for the employees of LIC. The researcher reached with this conclusion after thorough the study of all the aspects of Employee welfare activities is pruning to job satisfaction and that leads to employee engagement. The employee of LIC was highly engaged and they are producing as according to the requirement and the mission statement of the company. The very important observation is all the employees of LIC were strongly connected to the objectives and their commitment towards productivity is very high.

2. **Aarthi. G (2018)** researched on impact of employee welfare measures in automobile industry. The sample size 250 employees of TVS company Private Ltd. Convenience sampling technique was used. Statistical tool like descriptive analysis, F-test, T-test, and ANOVA was used in data analysis. The questionnaire was designed with 5-point scale technique. The project would be helpful for the company and also improve some welfare and safety activities inside the company. The strength of any organization depends entirely on sincerity of all the employees.

3. **Magdalene Peter & Praveenkumar (2017),** researched on effectiveness of welfare measures. Simple random sampling technique was used. The 92% of respondents were aware of the welfare facility provided by the organization. Welfare facilities like safety measures, medical facilities, ESI benefits, provident fund provided by organization.

4. **Kirthika. J (2016),** looked into impact on welfare measures taken for the productivity of the employee at BHEL. The statistical tools used for

this research were percentage analysis, chi-square, one way ANOVA, regression. The sample size was 153. Simple random sampling was used in this study. In BHEL, they provide educational allowance and travel allowance given to the employees beside allowances the organization provide community hall also provide to employees.

5. **(E. SivaKalyanKumar1, CH. Latha Sri, M. Sirisha, 2019),** A Study on Employee Welfare Measures at Rastriya Ispat NigamLtd (RINL), Visakhapatnam. The main aim of this study is to know the level of awareness of employees about the various welfare measures provided to them. In this study they adopt simple percentage analysis a sample of 45 employees. As a result of the study concluded Employee are satisfy with welfare facility.

Research Objective

- To study the existing welfare facilities provided to the employees.
- To know the employee's opinion about the present welfare facilities.
- To identifies the satisfaction of workers towards the present welfare facilities.

Research Methodology

This study is conducted through primary data. A structured questionnaire was created on the basis of that data was collected from 100 employees. various tools like cross-tabulation, chi-square etc. were used. all of the analysis is done through SPSS software.

Hypothesis Development

Ho1 There is no significant relationship between age on rate the working environment of the organization.

Ho2 There is significant relationship between age on rate the welfare activity of the organization gives a feeling of safety and improve your performance.

Findings of the study

Demographic profile

Frequency

Variable	Frequency	percentage
Gender:		
Male	57	57.0
female	43	43.0
Salary:		
15,000-20,000	10	10.0
20,000-25,000	27	27.0
25,000-30,000	48	48.0
Above-30,000	15	15.0
Age:		
21-30	34	34.0
31-40	38	38.0
41-50	24	24.0
Above-50	4	4.0
Education:		
HSC	10	10.0
Graduate	55	55.0
PG	32	32.0
Above PG	3	3.0

From the above table, we can say that 57% of respondent are male and 43% of respondent Female. So, it can be interpret that majority are male. it can also be seen that 10% of respondent are having salary between 15000-20000, 27% of respondent are having salary between 20000-25000, 48% of respondent having salary. between 25000-30000, and 15% of respondent having salary between 30000 and above .so, it can be interpreted that majority of employees are having salary between 25000-30000. It can also be seen that 34% of respondents are from the age group of 21-30, 38% of respondents are from the age group of 31-40, 24% of respondents are from the age group of 41-50, and 4% of respondent are from age group above 50. Therefore, it can be interpreted that majority of the employees belongs to 31-40 age group. It can also be seen that 10% of respondents did HSC, 55% of respondents did graduate, 32% of respondents did post graduate and 3% of respondents did above post graduate. So, it can be interpreted that majority of the employees are Graduate.

Test applied

Chi-square method

Age* working environment of the organization Crosstabulation						
		workingenvironmentof the organization.				Total
		Highly dissatisf y	dissatisf y	Neutral	satisfy	Highly satisfy	
age	21 - 30	0	0	1	12	4	17
	31 - 40	1	0	2	27	6	36
	41 - 50	2	1	2	8	29	42
	above 50	1	0	0	1	3	5
Total		4	1	5	48	42	100

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	35.769a	12	.000
Likelihood Ratio	37.537	12	.000
Linear-by-Linear Association	1.147	1	.284
N of Valid Cases	100		
a.14cells(70.0%)haveexpectedcountlessthan5. The minimum expected count is.05			

Education* working environment of the organization Crosstabulation

		workingenvironmentoftheorganization.					
		Highly dissatisfy	dissatisfy	neutral	satisfy	Highly satisfy	Total
Education	HSC	0	0	0	4	4	8
	graduate	0	1	4	16	14	35
	PG	1	0	0	20	23	44
	above PG	3	0	1	8	1	13
Total		4	1	5	48	42	100

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	26.919[a]	12	.008
Likelihood Ratio	26.219	12	.010
Linear-by-Linear Association	4.886	1	.027
N of Valid Cases	100		
a.14cells(70.0%)haveexpectedcountlessthan5. The minimum expected count is.08.			

 From the above table it has been observed that employees satisfy with their workplace. Here it has also been observed that the significance test value for workplace is less than significance level 0.05 hence null hypothesis is rejected. This suggest that there is a significant relationship with age. It has been observed that the employee who did PG are highly satisfy with restroom and lunchroom facility and the employee who completed their HSC and graduate are satisfied. It has also been observed that employees are highly satisfy with their workplace. Here it has been observed that the significance test value for workplace is less then significance level 0.05 hence null hypothesis is rejected. This suggest that there is a significant with age.

Conclusion

From this research it is concluded that employees are fully satisfy with welfare facility provided by organization. In demographic profile it is concluded that the employees are male majority of them are age group 31-40. The study reveals that the employees are feeling satisfy towards the welfare amenities provided by the company and the employees are feeling very happy to tell outsider about the welfare activities which are beneficial for them. Employees are highly satisfying with standard of living because of the organization environment their standard of living is increase. employees are satisfying with loyalty towards work they are loyal with their work.

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