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## Employees Welfare Measures

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### ABSTRACT

The review entitled A STUDY ON EMPLOYEE WELFARE MEASURES Welfare implies improving, faring or getting along nicely. It is an exhaustive term, and allude to the physical, mental moral and close to home prosperity of a person. Further, the term government assistance is a relative idea. The essential reason for a work government assistance is so improve the existence of representatives and keep them cheerful and satisfied. Government assistance offices empower laborers to have a more extravagant and seriously fulfilling life. It increases the expectation of living of laborers by in a roundabout way diminishing the weight on their pocket. Since association exist to accomplish objectives. The level of achievement that singular objectives is significant in deciding authoritative viability. This exploration targets realizing government assistance measures. In this exploration the work environment and the government assistance estimates given by the association. It likewise targets figuring out the representative's relationship. It is the definite investigation of boss' perspectives towards representative's government assistance measures in Pragati oils. The examination incorporates worker fulfillment towards different government assistance estimates given by the association.

Keywords: Employees Welfare, Social Concept

### 1. INTRODUCTION

“welfare” is a broad concept referring to a state of living of an individual or group, in a desirable relationship with the total environment - ecological, economic and social. Labour welfare includes both the social and economic contents of welfare. Social welfare is primarily concerned with the solution of various problems of the weaker sections of society like the prevention of destitution, poverty, etc.

It aims at social development by such means as social legislation, social reform, social services, social work, social action, etc. The object of economic welfare is to promote economic development by increasing production and productivity and through equitable distribution. Labour welfare is a part of social welfare, conceptually and operationally. It covers a broad field and connotes a state of well-being, happiness, satisfaction, conservation and development of human resources. Labour welfare may be viewed as a total concept, as a social concept and as a relative concept. The total concept is a desirable state of existence involving the physical, mental, moral and emotional well-being These four elements together constitute the structure of welfare, on which its totality is based. The social concept of welfare implies the welfare of man, his family and his community. All these three aspects are inter-related and work together in a three-dimensional approach. The relative concept of welfare is relative in time and place. It is a dynamic and flexible concept and hence its meaning and concept differ from time to time, region to region, industry to industry and general standard of the socio- economic development of the people.

Labour Welfare means working out things for the well-being of the labours. Knowing there wants and enabling them to fulfil their wants.

Oxford dictionary defines Labour welfare as efforts to make life worth living for workmen.

R.R. Hopkins defines welfare is fundamentally an attitude of mind on the part of the management influencing the methods by which management activities are undertaken.

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Labour welfare activities in an industrialized society has far reaching impact not only on the work force but also all the facets of human resources. Labour welfare includes all such activities, which not only secures existential necessities but also ensures improvement in spiritual and emotional quotient. It comprises of short term and long term's goal toward building a humane society. As labour welfare is a dynamic concept, changes in its principles activities and the rationale supporting them have not been static, they closely follow the stages of advancement of the industrialized society - from police Theory to Functional Theory. Accordingly, principles for successful implementation of labour welfare activities ranges from adequacy of wages to impact on efficiency as well as transformation of personality in nut shell, it is extension of democratic values in an industrialized society

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## 2. RESEARCH METHODOLOGY

### **Research meaning:**

Research is a serious academic activity with a set of objectives to explain or analyse or understand a problem adopting a systematic approach in collecting organizing and analysing the information relating to problem. It is an overall plan or program of research. It is a blue print for the collection, measurement, and analysis of design. It includes an outline of the work starting from selection of title, formulation of objective to the final analysis of data.

### **Research design:**

The research design employed in nature and involves survey and fact-finding enquires including the determination of variables that are associated. The purpose of such a design is a description of the state of affairs, as it exists at present. The research has to control over the variables. He can only report what has happened or is happening. Type of research adopted was descriptive research, descriptive studies attempt to determine the frequency with something occurs or the relationship between two phenomena. This study is an attempt to obtain a complete and accurate descriptive of the situations.

### **Sampling Technique:**

Research requires volume of data to analysis and interpret the result to arrive at meaningful conclusions. To conduct the study and to analyses the simple random sampling has been used.

### **Sampling Technique:**

The sampling technique used for the survey is simple random sampling.

### **Sample Size:**

The total population sizes are Finite from that were selected 180respondents as sample size. A sample of 123 employees is chosen for survey.

### **Population:**

Population of the study consists of 180 employees.

### **Sample Size:**

A sample of 123 employees is chosen for survey.

### **Sampling plan:**

### **Sampling Unit:**

The sampling unit selected for the survey is the employees of Pragati oils at Mayiladuthurai,

### **Types of Data & Variables Studied:**

The analysis of data are two ways

**Dependent Variables**

- 1.Age
- 2.Marital Status
- 3.Educational Qualification
- 4.Income
- 5.Educational qualification
- 6.Marital status
- 7.No of members in family

**Independents Variables**

- 1.Statutory welfare
- 2.non-statutory welfare
- 3.Working environment
- 4.Satisfaction towards welfare measures

**Tools for Data Collection:**

The data was collected with the help of specially prepared questionnaire schedule. The questionnaire related to the general information about the age, educational, qualification, income, factors and satisfaction level of employees.

**Tool of data collection:**

- Research Instrument: A structured questionnaire is used for data collection.
- Questionnaire design: Closed ended questions are used.

**Procedure of Data Collection:**

Data refer to information or facts. Data could be broadly classified into primary data and secondary data.

Primary data is the data collected for the first time from the employees through questionnaires.

Secondary data is the information or facts already collected. Such data is collected from journals and books.

**Statistical Tools:**

The data collected was analysed with appropriate techniques. The techniques used for analysis are simple percentage method & Chi Square Analysis.

- **Percentage Method:** the percentage method is used to calculate the percent of the favourable and unfavourable responses.
- **Percentage** = Number of response / Number of respondents \* 100.
- **Chi Square Analysis:** The Chi Square Analysis have been used for the comparison of the factors which has been used is

$$\chi^2 = \sum (O - E)^2 / E$$

were,

O = Observed frequency

E = Expected frequency

### 3. Correlation analysis

Correlation is a measuring the relationship or interdependence of two or more variables. X and Y measure some character of a particular system. To study the overall status of the system it is necessary to measure their interdependence of x and y If the quantities (x, y) vary in such a way that a change in one variable. Corresponds to change in the other variables x and y are correlated.

#### T-test:

A T- test is most commonly applied when the test statistic would follow a normal distribution if the values of a scaling term in the test statistic were know, when the scaling term is unknown and is replaced by an estimate based on the data, the test statistics follow a statistic.

#### One-way ANOVA:

An analysis of variance is used to determine whether there is any statistically significant difference between the means of two or more independent group. The one-way ANOVA is attested statistics and cannot tell you which specific groups were statistically significantly different from each other.

### 4. ANOVA

#### TEST HYPOTHESIS:

#### NULL HYPOTHESIS:

#### HO:

There is no significant difference between gender and the working environment is safe and secure its highly supportive by the administration.

#### ALTERNATIVE HYPOTHESIS:

#### H1:

There is significant difference between gender and the working environment is safe and secure and its highly supportive by the administration

#### Descriptive

The working environment Is Safe and Secure and its highly supported by the administration

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum
					Lower Bound	Upper Bound	
Male	58	1.69	1.012	.133	1.42	1.96	1
Female	65	1.46	.686	.085	1.29	1.63	1
Total	123	1.57	.860	.078	1.42	1.72	1

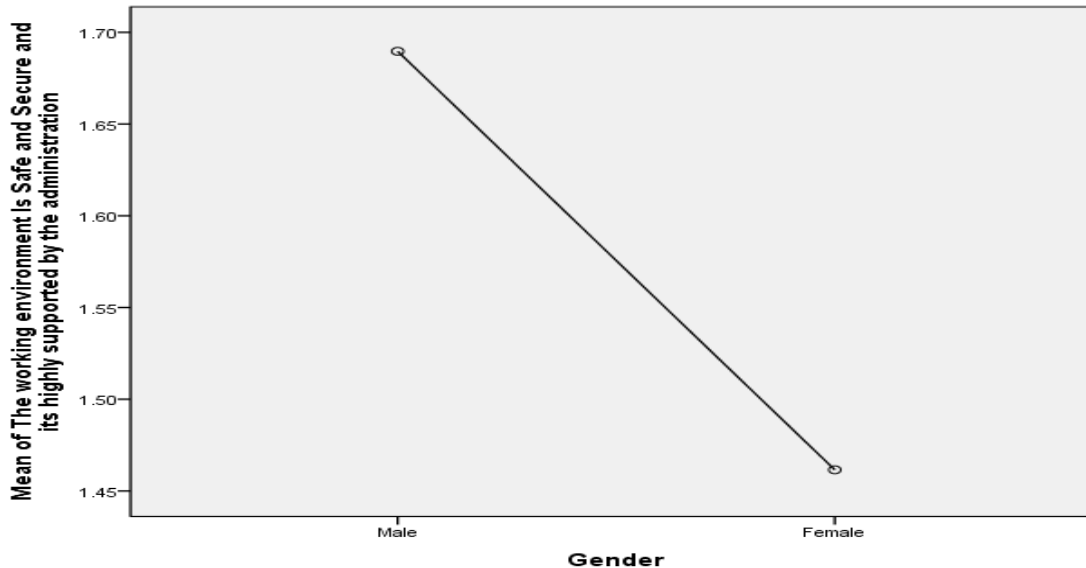
The working environment Is Safe and Secure and its highly supported by the administration

Levane Statistic	df1	df2	Sig.
4.937	1	121	.028

**ANOVA**

The working environment Is Safe and Secure and its highly supported by the administration

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.595	1	1.595	2.179	.143
Within Groups	88.568	121	.732		
Total	90.163	122			

**5. RESULT:**

Since the calculated value is greater than 0.05 there is no significance between their gender and the working environment is safe and secure and its highly supported by the administration. There is significance HO rejected

**6. CONCLUSION:**

The researcher is benefited with the study, because the topic will help the management to get effective feedback from the employees about the employee welfare measures prevailing in the organization.

It also provides researcher an opportunity to expose with functions of the human resource department and able to well versed with statutory and non-statutory welfare measures adopted in the organization.

The study provides various suggestions to the management including various welfare measures to enhance level of satisfaction of employees in the PRAGATHI OILS.

At the same time employees got opportunity to express their view about various components of the satisfaction level prevailing in PRAGATHI OILS.

It is also expected that improvement will be made and appropriate actions will be taken based on the suggestions and opinions given by the respondents and researcher.

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