



---

## **A Study in Human Resource Management on Employee Welfare Measures and Job Satisfaction in Sreeram Industries**

<sup>1</sup> *Mrs. A. Sagayarani*, <sup>2</sup> *M. Aswin*

<sup>1</sup> Associate Professor of Sri Ramakrishna Engineering College, Coimbatore, Tamil Nadu, India.

<sup>2</sup> Student of Sri Ramakrishna Engineering College, Coimbatore, Tamil Nadu, India.

---

### ABSTRACT:

The study was conducted to determine the impact of employee Welfare facilities on the satisfaction of employees. Welfare is the pre-requisite of a minimal level of well-being and social support for all citizens. Organization provides welfare facilities to their employees to maintain their motivation levels high. The main objective is to determine the satisfaction levels of workers with regards to welfare services and to propose some measures for improving welfare measures in the organization.

---

### I. INTRODUCTION

Employee welfare measures are inevitable to any organization where workers are involved. An organization's responsibility to its employees extends beyond the payment of wages for their services. The employee's safety and welfare on and off the job within the organization is a vital concern of the employer. Providing a safe and healthy environment is a pre-requisite for any productive effort. This research deals with the study on the welfare measures provided to the employees at SREERAM INDUSTRIES.

#### OBJECTIVES OF THE STUDY:

- To study the satisfaction level of employee regarding welfare measures provided by the Organization.
- To identify the factors that motivates employees to work in the organisation.
- To understand the employee opinion about present welfare facilities at sreeram industries.

---

### II. REVIEW OF LITERRATURE

According to **Sharan (2020)** conducted a study on working conditions and job satisfaction. Six aspects of working conditions studied were wages, job security, benefits, promotional prospects, physical atmosphere at work, and social relationship with immediate bosses. The researcher found that the accumulative effects of these adverse working conditions have rendered work unpleasant for the respondents. Further it was found that if these working conditions show any marked improvement particularly in wages, then the respondent's satisfaction with their job is likely to improve considerably.

According to **Kumar (2018)** titled Labour Welfare and Social Security: Awareness, Utilization And Satisfaction of Labour Laws. The study was on workers in selected medium scale and large scale units equally drawn from public and private sectors in Haryana. A representative sample of 12 units was selected from these industries in Harayana. The objective of the study was to ascertain the level of awareness, the extent of implementation and utility of selected labour laws among the workers in the selected units. A comparison was made of the awareness, implementation and utility of selected labour laws in the public and private sectors chosen for the study.

---

### III. RESEARCH METHODOGY

The methodology followed for conducting the study includes the specification of research design, sample design, questionnaire design, data collection and statistical tools used for analyzing the collected data.

#### RESEARCH DESIGN

The study is descriptive in nature.

### TYPES OF DATA USED FOR THE STUDY

Primary data and Secondary data are using for this study.

### SOURCES OF DATA

- Primary data were collecting directly from the employees through structured Questionnaire, Telephonic interview and email.
- Secondary data were collecting from company documents, standard textbooks and Internet.

---

## IV. METHODS OF DATA COLLECTION

The secondary data is collecting through desk research and primary data is collecting through survey and interview method.

### SAMPLING DESIGN

**Sampling unit :**

**Employees of SREERAM INDUSTRIES**

**Sample size:**

Sample size used for the study is 50 employees.

### SAMPLING TECHNIQUE

The Sampling technique is to use for the study is census Sampling.

---

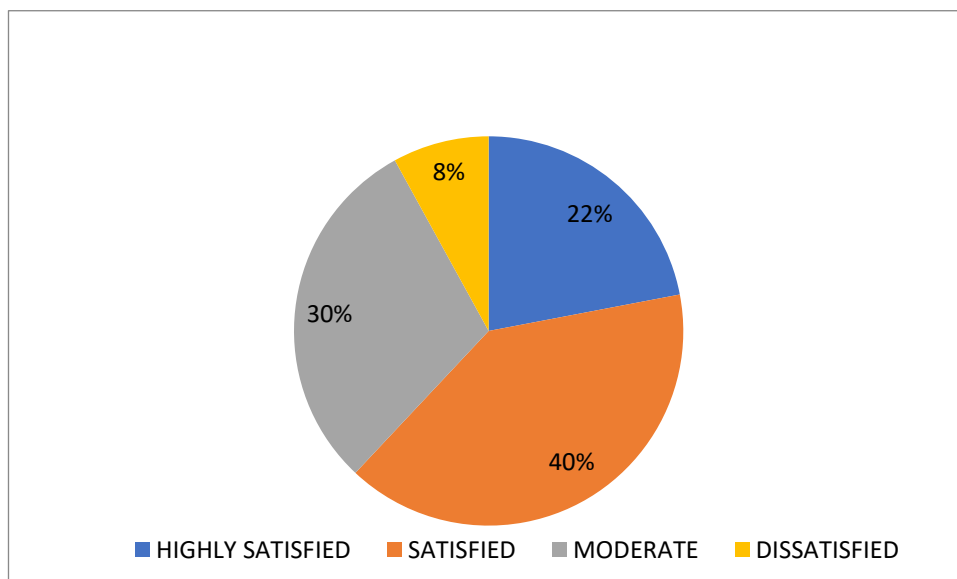
## V. ANALYSIS AND INTERPRETATION:

TABLE NO 1

Safety appliances (work place)

ATTRIBUTES	NO OF RESPONDENTS	PERCENTAGE
HIGHLY SATISFIED	11	22%
SATISFIED	20	40%
MODERATE	15	30%
DISSATISFIED	4	8%
TOTAL	50	100%

CHART 5.1



### INTERPRETATION:

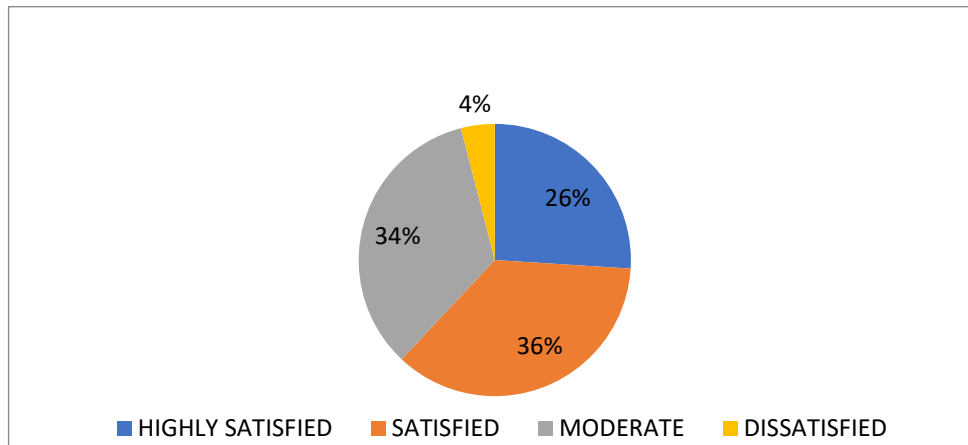
The above table no 4.3 refers that about 40% of employees are satisfied with the safety appliances and 8% are dissatisfied provided by the company.

TABLE NO 2

## Medical facilities

ATTRIBUTES	NO OF RESPONDENTS	PERCENTAGE
HIGHLY SATISFIED	13	26%
SATISFIED	18	36%
MODERATE	17	34%
DISSATISFIED	2	4%
TOTAL	50	100%

CHART 5.2



## INTERPRETATION:

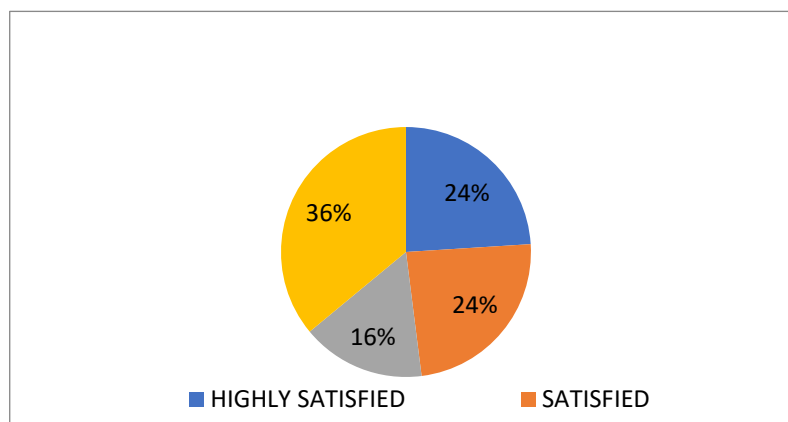
The above table no 4.4 refers that It is found that 36% of employees are satisfied and 26 are highly satisfied with the medical facilities provided and 34% of employees reported neutral.

TABLE NO 3

## ESI benefits

ATTRIBUTES	NO OF RESPONDENTS	PERCENTAGE
HIGHLY SATISFIED	12	24%
SATISFIED	12	24%
MODERATE	8	16%
DISSATISFIED	18	36%
TOTAL	50	100%

CHART 5.3



## INTERPRETATION:

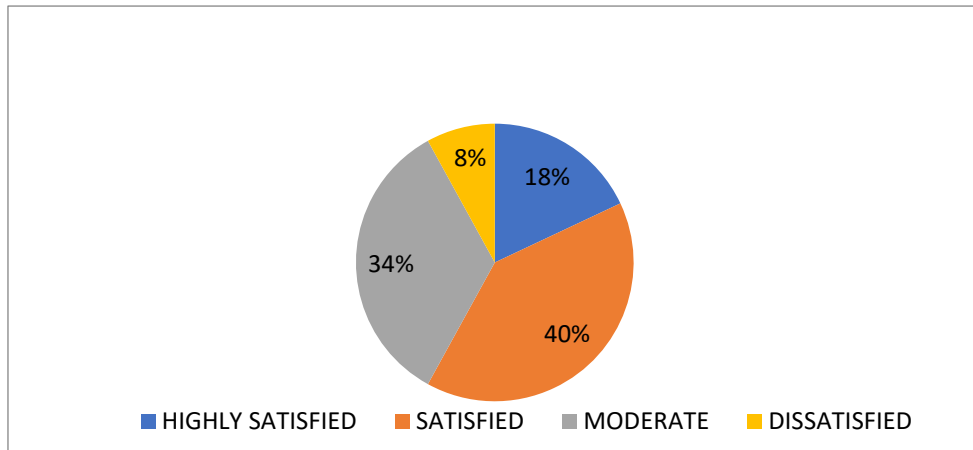
The above table no 4.7 refers that about 24% of employees are satisfied with the ESI benefits and 36% are dissatisfied provided by the company

TABLE NO 4

## Recreation facilities

ATTRIBUTES	NO OF RESPONDENTS	PERCENTAGE
HIGHLY SATISFIED	9	18%
SATISFIED	20	40%
MODERATE	17	34%
DISSATISFIED	4	8%
TOTAL	50	100%

CHART 5.4



## INTERPRETATION:

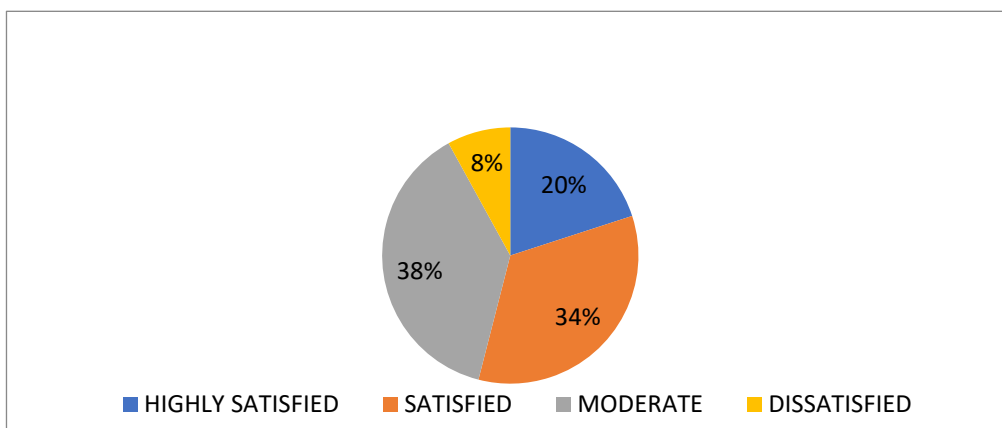
The above table no 4.9 refers that It is found that 40% of employees are satisfied and 18% are highly satisfied with the recreation faculties provided and 34% of employees reported neutral.

TABLE NO 5

## Employee participation in the decision making process

ATTRIBUTES	NO OF RESPONDENTS	PERCENTAGE
HIGHLY SATISFIED	10	20%
SATISFIED	17	34%
MODERATE	19	38%
DISSATISFIED	4	8%
TOTAL	50	100%

CHART 5.5



## INTERPRETATION:

The above table no 4.11 refers that about 38% of employees are moderate and 34% are satisfied with the employee participation in decision making provided by the

---

## VI. CONCLUSION

Employee welfare measures are the state of well being, satisfaction, protection and helps to motivate the employees. It was explored that employee welfare measures helps in employee satisfaction. With the result of improving the quality of work life among the employees, their involvement in job will be increased and productivity of the organisation will be increased. Employee welfare measures boost the morale of the employees they are effectively implemented and carried out. The welfare measures which are provided in SREERAM INDUSTRIES are appreciable, as the employees are satisfied with the existing welfare measures.

## REFERENCE:

---

1. Alexander Cohen, PhD Michael J. Colligan(1998),"assessing occupational safety & health training "D.H.H.S (NIOSH] publicati on number-98-145.
2. j.sulaiman, m.alaguthnkamani, a study on employees satisfaction & safety measures" Indian journal of applied research [march 2013] Volume: 3 Issue: 3 ISSN - 2249
3. Jane, E. Et. al Employment status and health after privatization in white collar civil BMJ VOLUME 322 (march 2000)