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## A STUDY ON EMPLOYEE WELFARE MEASURES AT WHEELS INDIA LIMITED

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### ABSTRACT:

Employees welfare measures are initiatives and programs implemented by organizations to ensure the well-being, satisfaction, and overall quality of life of their employees. These measures aim to create a supportive work environment that promotes physical, mental, and social health. By implementing effective welfare measures, organizations can foster a motivated, healthy, and loyal workforce, leading to long-term success and sustainability.

Key words: Welfare, Satisfaction, Quality of Work-life

### 1.1 Statement of the problem:

This study is to analyze the awareness and satisfaction level of statutory, non-statutory and social security measures at The India Cements. This study is important to find out how labour welfare facilities significantly influence the level of employee satisfaction and whether the employees are satisfied with labour welfare facilities. Also checks whether the statutory, non statutory and social security measures are better. Once the employees are satisfied with the facilities offered by the organization, gradually the output will be increased. This study analyses the various dimensions of labour welfare measures that are perceived by the employees. It highlights the perception of the employees regarding the various welfare measures provided to them..

### 1.2 Objectives of the study:

1. To identify the awareness and satisfaction level of the employees towards various welfare measures
2. To identify the level of employee commitment at The India Cements Ltd
3. To analyze the impact of satisfaction towards welfare measures on employee commitment

### 1.3 Company Profile:

India Cements, a cement manufacturing company, was set up in 1946. It has set up seven plants across Tamil Nadu and Andhra Pradesh. It is largest manufacturer of cement in South India. India Cements owns 28% of the market share and is leader in south India. The cement manufacturer aims 35% market share. It has distribution network of 10,000 stockists. India Cements has capacity to produces 9 million tonnes cement per annum.

### 1.4 Research Methodology:

#### Population:

Number of employees working at The India Cements Ltd is 500 and they constitute the population for the study.

**Sampling size:** As the population size is 500, the sample size for the study at 95% confidence level and 5% error of margin should be 218. Due to time constraint, data were collected from 123 samples.

#### Sampling Techniques:

- Stratified random sampling: Stratified random sampling is a type of sampling method in which the total population is divided into smaller groups or strata to complete the sampling process. After dividing the population into strata, the

researcher randomly selects the sample proportionally.

- As there is eleven departments in the company, respondents are selected from each department randomly.

**Tools Used For Analysis:**

- Simple percentage
- Chi-square test
- One way ANOVA
- Multiple regression

**1.5 Review of Literature:**

(1Ravishankar S Ulle, 2018) 2 “The Impact of Labour Welfare Measures on Employee Satisfaction-A Study At Go-Go International Private Limited, Hassan” This study aims to find out the various labor welfare facility and to know the significant influence on the employee's satisfaction level and to assess rapport between labor welfare measures and employee satisfaction. The study used primary and secondary data collection method. Descriptive research was undertaken. The sample size of 250 labors was chosen. Tools used here are ANOVA, t-test. From this survey, the GO-GO international Pvt Ltd is giving good labor welfare facilities to their employees. The study reveals that most of the labor welfare facilities are satisfactory at GO-GO international Pvt Ltd, Hassan

(Nanjegowda, 2019) ”A Study of Labour Welfare Measures and Its Impact on Employees” This study was an attempt to explore the welfare measures provided by the company and its impact on employees. The main objective is to study the labour welfare measures provided to the employees and its impact on the labourers.

**1.6 Data Analysis and Intrepretation:**

**Table: Level of awareness about labour welfare measures**

S. No	Stautory Welfare Measures	Highly unaware		Unaware		Neither aware nor unaware		Aware		Highly aware		Mean
		F	P	F	P	F	P	F	P	F	P	
1	Canteen facility	8	6.5	5	4.1	13	10.6	65	52.8	32	26.0	3.88
2	Drinking water facility	9	7.3	3	2.4	5	4.1	55	44.7	51	41.5	4.11
3	Proper ventilation facility	3	2.4	4	3.3	27	22.0	57	46.3	32	26.0	3.90
4	Rest and lunch room facility	7	5.7	11	8.9	8	6.5	61	49.6	36	29.3	3.88
5	First aid appliance facility	3	2.4	3	2.4	10	8.1	56	45.5	51	41.5	4.21
6	Latrines and urinals	4	3.3	7	5.7	10	8.1	72	58.5	30	24.4	3.95
7	Spittoons	6	4.9	12	9.8	39	31.7	48	39.0	18	14.6	3.49
8	Changing rooms	5	4.1	13	10.6	16	13.0	64	52.0	25	20.3	3.74
9	Washing places	5	4.1	9	7.3	24	19.5	58	47.2	27	22.0	3.76

Source: Primary data F - Frequency P - Percentage Relationship between satisfaction towards labour welfare measures and employee commitment:

**H01:** There is no significant relationship between level of satisfaction towards welfare measures and level of affective commitment.

**Table: Relationship between level of satisfaction towards labour welfare measures and level of affective commitment**

## Crosstab

		AAC					Total	
		Strongly disagree	Disagree	Neutral	Agree	Strongly Agree		
Avg satisfaction	Highly dissatisfied	Count	0	0	0	2	0	2
		% within Avg satisfaction	.0%	.0%	.0%	100.0%	.0%	100.0%
		% of Total	.0%	.0%	.0%	1.6%	.0%	1.6%
	Dissatisfied	Count	1	2	2	0	0	5
		% within Avg satisfaction	20.0%	40.0%	40.0%	.0%	.0%	100.0%
		% of Total	.8%	1.6%	1.6%	.0%	.0%	4.1%
	Neutral	Count	0	2	12	4	2	20
		% within Avg satisfaction	.0%	10.0%	60.0%	20.0%	10.0%	100.0%
		% of Total	.0%	1.6%	9.8%	3.3%	1.6%	16.3%
	Satisfied	Count	1	3	33	43	3	83
		% within Avg satisfaction	1.2%	3.6%	39.8%	51.8%	3.6%	100.0%
		% of Total	.8%	2.4%	26.8%	35.0%	2.4%	67.5%
	Highly satisfied	Count	0	0	5	7	1	13
		% within Avg satisfaction	.0%	.0%	38.5%	53.8%	7.7%	100.0%
		% of Total	.0%	.0%	4.1%	5.7%	.8%	10.6%
	Total	Count	2	7	52	56	6	123
		% within Avg satisfaction	1.6%	5.7%	42.3%	45.5%	4.9%	100.0%
		% of Total	1.6%	5.7%	42.3%	45.5%	4.9%	100.0%

## Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	35.283a	16	.004
Likelihood Ratio	26.944	16	.042
Linear-by-Linear Association	6.539	1	.011
N of Valid Cases	123		

a. 19 cells (76.0%) have expected count less than 5. The minimum expected count is .03.

**Interpretation:**

P value = .004

P value is less than .05, hence null hypothesis is rejected. Therefore there is a significant relationship between level of satisfaction towards welfare measures and level of affective commitment.

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## 1.7 Findings of the Study

**Level of employee commitment****Affective commitment:**

Most (45.5%) of the respondents are highly committed, 42.3% of the respondents are moderately committed, 5.7% of the respondents have low

level of commitment, 4.9% of the respondents are very highly committed and remaining 1.6% of the respondents have very low level of affective commitment towards the organization.

**Normative commitment:**

Majority (63.4%) of the respondents are highly committed, 23.6% of the respondents are moderately committed, 8.9% of the respondents are very highly committed, 3.3% of the respondents have low level of commitment and remaining 0.8% of the respondents have very low level of normative commitment towards the organization.

**Continuance commitment:**

Majority (52.0%) of the respondents are highly committed, 35.0% of the respondents are moderately committed, 9.8% of the respondents are very highly committed, 1.6% of the respondents have very low level of commitment and remaining 1.6% of the respondents have low level of continuance commitment towards the organization.

**Overall Commitment:**

Majority (58.5%) of the respondents are highly committed 36.6% of the respondents are moderately committed, 4.1% of the respondents have low level of commitment and remaining 0.8% of the respondents have very high level of commitment towards the organization

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## 1.8 Suggestions:

Based on the findings the following suggestions are made:

- There is a need to improve the drinking water facility as they are not satisfied. Very few respondents are aware about drinking water facility, so directions can be made to show the place where drinking water facility is available. Also, they shall arrange filtered and chilled water.
- The management can provide better quality and variety of food in the canteen.
- The company can support through employee referral scheme because respondents are not aware and satisfied with this facility.
- Only few respondents are satisfied with housing facility, so the company can provide accommodation for the employees.
- The company may arrange more transport facilities to the employees for all the four shifts.
- Certain measures to be taken for increasing the emotional attachment of the employees towards the organization.
- The management shall arrange more programs to improve the employee's awareness about the welfare measures, working conditions and social security schemes.
- The company can improve the recreational facilities being offered to the employees.

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## 1.9 Conclusion:

In The INDIA CEMENT LTD, most of the employees are mostly moderately and highly committed with the organization. It has been found that satisfaction level impact the employee's commitment level. Higher the employees are satisfied then higher will be the employee commitment. When compared to statutory welfare measures, non-statutory welfare measures and social security measures can be provided more efficiently because statutory welfare measures are compulsory to be provided by the organization. They should focus more on non statutory and social security measures. In all there is a need to improve satisfaction level towards labour welfare measures so as to increase the employee commitment level.

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