



## **“A REVIEW FOSTERS ON EMPLOYEE WELFARE MEASURES WITH SPECIAL REFERENCE TO RANE BRAKE LINING LIMITED, PUDUCHERRY”**

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### **ABSTRACT :**

Welfare measures may be both statutory and non-statutory, laws require the employer to extend certain benefits to employees in addition to wages or salaries. It raises the standard of living of workers by indirectly reducing the burden on their pocket. The work place should provide reasonable amenities for the worker essential need. In the present study an attempt has been made to study the employee welfare facilities and its impact on employee efficiency on manufacturing organization. Employees are the pillar of the organization. They should be benefited by certain plans like pension plan, children education, Insurance etc. The social evils prevalent among the employee such as substance abuse are reduced to a greater extent by the policies. It can be concluding that the employee welfare facilities provided by the company to employees are satisfied but still there is a scope for further improvement. So that efficiency, effectiveness and productivity can be enhanced to accomplish the organizational goals. The Labour welfare work aims at providing such service facilities and amenities which enable the workers employed in an organization to perform their work in healthy congenial surrounding conducive to good health and high morale. Labours welfare is a comprehensive term including various services, benefits and facilities offered by the employer. Through such generous fringe benefits the employer makes life worth living for employees. The welfare amenities are extended in additional to normal wages and other economic rewards available to employees as per the legal provisions. Welfare measures may also be provided by the government, trade unions and non-government agencies in addition to the employer. “International Labours Organization efforts to make life worth living for workers” According to the Oxford dictionary “Welfare is fundamentally an attitude of mind on the part of management influencing the method by which management activities are undertaken.

**Keywords:** Health and Safety, financial Benefits, work life balance, employee developments, work environment, employee engagement, social welfare, rewards and recognition.

### **Introduction:**

Employee welfare and security at the working environment is one of the important measures of life at work place. Organizations ensure that employees are exposed to a risk level which does not affect their physical, emotional and mental health. All so the organizations do not entertain any activity in its premises that will disturb the work life of the employees. Employees are trained appropriately about the work and about all precautionary measures that will prevent accidents at the work place. Employee welfare and safety at the workplace is one of the important measures of life at workplace. Organizations ensure that employees are exposed to a risk level which does not affect their physical, emotional and mental health. All so the organizations do not entertain any activity in its premises that will disturb the work life of the employees. Employees are trained appropriately about the work and about all precautionary measures that will prevent at the work place.

The employee welfare schemes can be classified into two categories, statutory and non-statutory welfare schemes. The statutory schemes are those schemes that are compulsory to provide by an organization as compliance to the laws governing employee health and safety. These include provisions provided in industrial acts like Factories Act 1948, Dock Workers Act (safety, health and welfare) 1986, Mines Act 1962. The non-statutory schemes different from organization to organization and from industry to industry.

### **Review of Literature**

**Wahab A et al 20240.** A Study on Labour Welfare Measures at Abhishek Rolling Mills India Private. Ltd. International Research Journal on Advanced Engineering and Management (IRJAEM). This research focuses on assessing the labour welfare measures implemented at Abhishek Rolling Mills India private. Ltd., recognizing the significance of employee well-being in the industrial setting. The study employs a comprehensive research design incorporating surveys, interviews, and organizational evaluations to gauge the effectiveness and impact of existing welfare measures on the workforce. Key areas of investigation include health and safety initiatives, employee benefits, working conditions, and overall job satisfaction.

**Yuliasuti IA et al 2024.** Family Welfare of Micro, Small, and Medium Entrepreneurs: A Literature Study Review of Economics. Family welfare is the main priority in the nation's social welfare because the family is the smallest unit in society. The family has an important role in achieving national development goals, so family development is needed to create a prosperous family. The aim of the research is to provide empirical evidence of the influence of human capital, product innovation and online marketing on the welfare of micro, small and medium enterprise entrepreneurs.

**Yadav Y. 2024.** Study of employees services quality of work life and employee satisfaction survey. Entering in the organization is like stepping into altogether a new world. At first, everything seems strange and unheard but as the time passes one can understand the concept and working of the organization and thereby develop professional relationship. The study on Welfare facilities at public sector was an exposure to corporate managerial function. I started with the review of the literature on human resource management from various books and websites.

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## Research Gap

The focus of the current research may be on applying employee welfare. To fully the labours welfare work aims at providing such as facility may be used to support sustainable development in a organization. more study on lean and sustainable manufacturing is required. The criteria employed to gauge sustainability outcomes require special attention in this study. research examining the long-term effects and sustainable development on the welfare measures.

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### 1.4. Objective Of The Study

- To study the opinion about the statutory welfare measures provided to employees.
- To study the opinion about the non-statutory welfare measures provided to employees.
- To study the opinion about the social security welfare measures provided to employees.

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## Research Methodology

**Instrumental Design:** Five questions were created for each element of the structured questionnaire using Likert's five-point rating system.

**Data Collection Method:** The study collected primary and secondary data on the variables influencing information collected through company employee and employer through questionnaire.

**Study Population:** The total population of RANE BRAKE LINING LIMITED, Puducherry is 520.

**Sample Size and Sampling Technique:** The sample size of the study is 150 respondents. The respondents are employees of the RANE BRAKE LINING LIMITED. The method of easy simple random sampling was employed to gather the data.

**Data Analysis:** Descriptive analysis were used to analysis the data. Percentage Analysis is applied to create a contingency table from the frequency distribution and represent the collected data for better understanding.

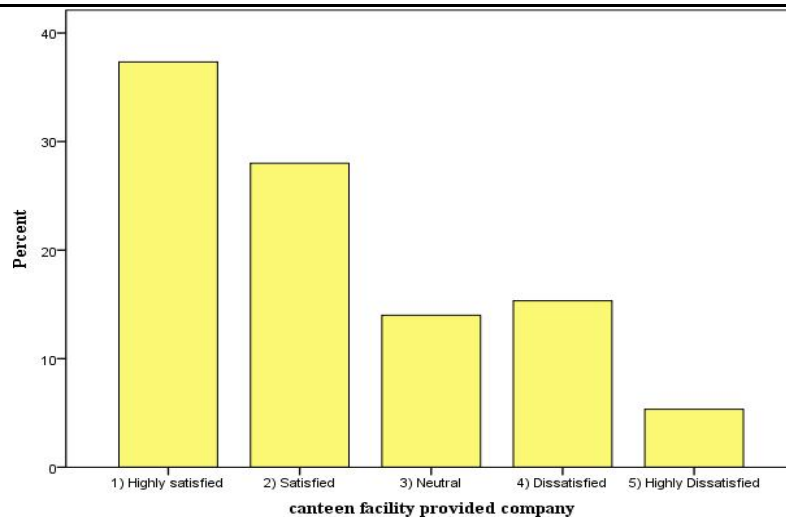
Chart Analysis is applied for better understanding of the percentage analysis and it is done via bar charts.

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### Canteen facility provided by the company

PARTICULARS	FREQUENCY	PERCENT
Highly satisfied	56	37.3
Satisfied	42	28.0
Neutral	21	14.0
Dissatisfied	23	15.3
Highly dissatisfied	8	5.3
<b>Total</b>	<b>150</b>	<b>150</b>

Table. No. 1.1 Canteen facility provided by the company



**Fig. No. 1.1 Canteen facility provided by the company**

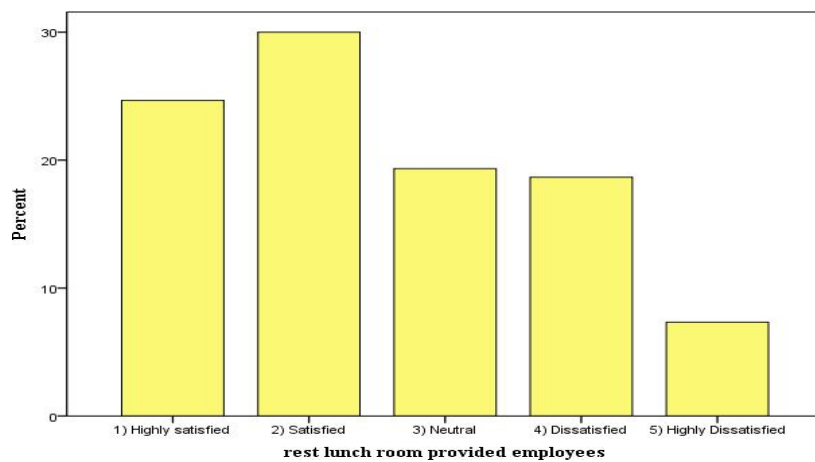
Inference:

In the above table, 37.3% are Highly satisfied categories, 28.0% are Satisfied categories, 14.0% are Neutral categories, 15.3% are dissatisfied categories and 5.3% are highly dissatisfied categories.

**Restroom and lunchroom facility provided to employees**

PARTICULARS	FREQUENCY	PERCENTAGE
Highly satisfied	37	24.7
Satisfied	45	30.0
Neutral	29	19.3
Dissatisfied	28	18.7
Highly dissatisfied	11	1.3
<b>Total</b>	<b>150</b>	<b>100</b>

**Table. No. 1.2 Restroom and lunchroom facility provided to employees**



**Fig. No. 1.2 Restroom and lunchroom facility provided to employees**

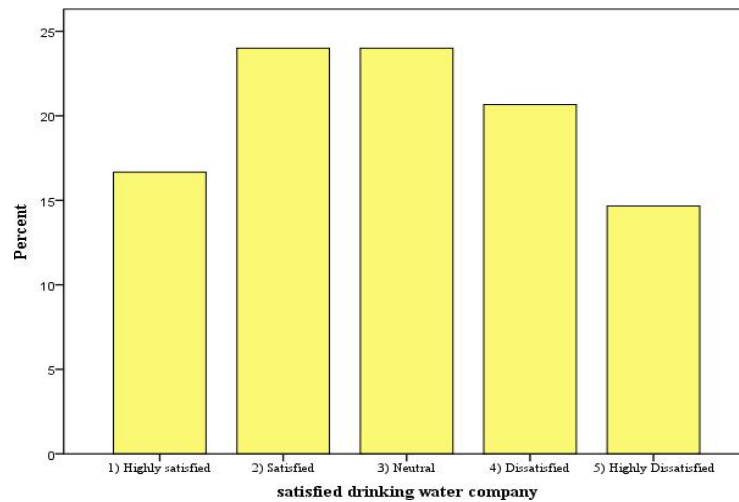
Inference:

From the above table, 30.0% are satisfied categories, 24.7% are highly satisfied categories, 19.3% are Neutral categories, 18.7% are dissatisfied categories and 7.3% are highly dissatisfied categories.

**Satisfied with the drinking water facility provided by the company**

PARTICULARS	FREQUENCY	PERCENTAGE
Highly satisfied	25	16.7
Satisfied	36	24.0
Neutral	36	24.0
Dissatisfied	31	20.7
Highly dissatisfied	22	14.7
<b>Total</b>	<b>150</b>	<b>100</b>

**Table. No. 1.3 Satisfied with the drinking water facility provided by the company**



**Fig. No. 1.3 Satisfied with the drinking water facility provided by the company**

**Inference:** From the above table, 20.7% are dissatisfied categories, 24.0% are Neutral and satisfied categories, 14.7% are highly dissatisfied categories and 16.7% are Highly satisfied categories.

#### Suitable ventilation and lightening in the work place

PARTICULARS	FREQUENCY	PERCENTAGE
Highly satisfied	19	12.7
Satisfied	44	29.3
Neutral	38	25.3
Dissatisfied	35	23.3
Highly dissatisfied	14	9.3
<b>Total</b>	<b>150</b>	<b>100</b>

**Table. No. 1.4 Suitable ventilation and lightening in the work place**

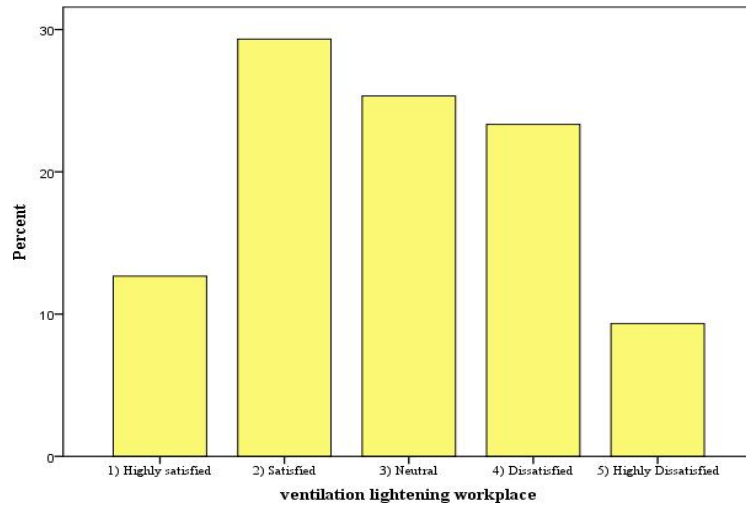


Fig. No. 1.4 Suitable ventilation and lightening in the work place

Inference:

From the above table, 12.7% are highly satisfied categories, 25.3% are neutral and satisfied categories, 9.3% are highly dissatisfied categories and 23.3% are dissatisfied categories.

**Satisfied with the first aid and dispensary facilities provided in the organization**

PARTICULARS	FREQUENCY	PERCENTAGE
Highly satisfied	25	16.7
Satisfied	32	21.3
Neutral	46	30.7
Dissatisfied	30	20.0
Highly dissatisfied	17	11.3
Total	150	100

Table. No. 1.5 Satisfied with the first aid and dispensary facilities provided in the organization

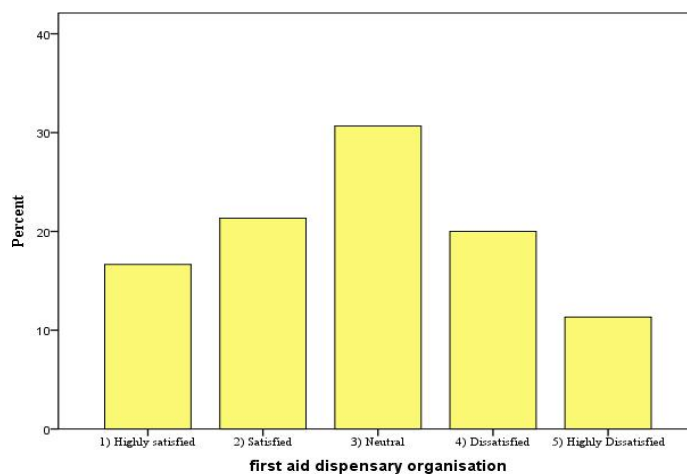


Fig. No.1.5 Satisfied with the first aid and dispensary facilities provided in the organization

**Inference:** From the above table, 21.3% are satisfied categories, 16.7% are highly satisfied categories, 30.7% are neutral categories, 20.0% are dissatisfied categories and 11.3% are highly dissatisfied categories.

**Seating arrangement of the organization**

PARTICULARS	FREQUENCY	PERCENTAGE
Highly satisfied	28	18.7
Satisfied	40	26.7
Neutral	31	20.7
Dissatisfied	36	24.0
Highly dissatisfied	15	10.0
<b>Total</b>	<b>150</b>	<b>100</b>

Table. No. 1.6 Seating arrangement of the organization

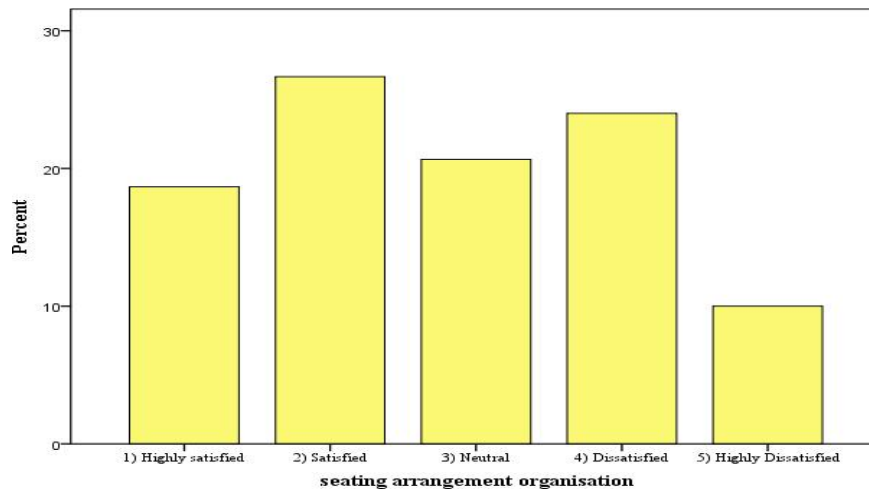


Fig. No. 1.6 Seating arrangement of the organization

Inference:

From the above table, 26.7% are satisfied categories, 18.7% are highly satisfied categories, 20.7% are Neutral and 24.0 % dissatisfied categories and 10.0% are highly dissatisfied categories.

**Chi-Square Tests**

Null hypothesis

H0: There is no significant association between the first aid and training programs

**Alternative hypothesis**

H1: There is a significant association between the first aid and training programs.

Summary of chi-square

	Case					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Adequately supported physical health welfare measures motivate higher productivity	150	100	0	0	150	100

Table. No.1.7. Summary of the chi-square

	Value	df	Asymptotic. Sig. (2-tailed)
Pearson Chi-square	12.457	16	.712
Likelihood Ratio	13.057	16	.669
No of Valid Cases	150		

Table no. 1.8 Test Statistics

Inference: From the above table 1.8, the significant value is  $p=.712$  which is greater than 0.05. So, alternative hypothesis is accepted, it reveals that there is significant association between the first aid and training programs

Correlation test

Null hypothesis

H0: There is no significant relationship between first aid and medical insurance.

**Alternative hypothesis**

H1: There is significant relationship between first aid and medical insurance.

Correlation

Correlation values		First aid	Medical insurance
First aid	Pearson Correlation	1.000	.249
	Sig. (2-tailed)		.008
	N	150	150
Medical Insurance	Pearson Correlation	.249	1.000
	Sig. (2-tailed)	.008	
	N	150	150

**Table. No. 1.9 Correlation**

**Inference:** From the above table 4.19, it is inferred that,  $r=.249$  (r value lies between -1 to +1), hence it is clear that there is positive correlation relationship between first aid and medical insurance. So, Alternative hypothesis is accepted, this reveals that there is a significant relationship between first aid and medical insurance.

## Suggestions

- The employee's felt that the transport facility is inadequate. The company can arrange additional transport facility so that the employee's will be able to come to the company without much strain.
- The manager can adopt various motivation technique to motivate the employee's working in night shift.
- Regarding canteen facility better quality of food, and adequate space, should be provided by the management. the canteen cleanliness must be maintained properly.
- To increase in the water facility each place of the organization from cool hot normal water from the company.
- The regular surveys to a conduct regular of satisfaction surveys to keep a pulse on employee sentiments and make improvements based on feedback.
- The development opportunities and advanced training programs can help employees enhance skills and career growth.
- The first aid and dispensary facilities maintaining this satisfaction is critical are always stocked and that is accessible and well a staffed

## 1.7 Limitations of the study

- The respondents had the fear that the questionnaire may be shown to themanagement.
- The data obtained is qualitative but not quantitative and it is subjected to human error.
- Few employees refused to answer the question.

## Conclusion

- This study was carried out by us to determine the level of employee welfare practices in RANE BRAKE LININGS LIMITED, PUDUCHERRY.
- The objective of this study is achieved in findings the satisfactory level and workers opinion towards the management attitude.
- From the critical analysis it was found that the employee's were dissatisfied with a transport facility, working in night shift and canteen facilities. The employee's were satisfied work with the safety measures adopted during work facilities regarding uniform drinking water and health care provided by the organization was satisfactory.

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- 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.

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