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An organizational study and a study on employee welfare with the special references to SK constructions, Perundurai

Mrs. K.Nathiya MBA., M.Phil. K.Naveenchander

Assistant Professor /MBA, Nandha Engineering College (Autonomous)
2nd MBA Nandha Engineering College

ABSTRACT

The present study was under taken with such a task in mind and it aims at unearthing the strengths and weakness of the welfare measures in SK CONSTRUCTIONS, PERUNDURAI that is prevalent in the organization that sponsored this project work. Since organizations exist to achieve goals. The degree of success that individual employees have in reaching their individuals goals is important in determining organizational effectiveness. In this project the work atmosphere and the welfare measures provided by the organization has studied. It also aims at finding out the employee's relationship with the management. This survey is done within the organization. The sample size is 100. The data was collected by administering questionnaire and by adopting direct personal contact method.

INTRODUCTION

Welfare is comfortable living and working conditions. Employee welfare means the efforts to make life worth living for workman. 'Welfare is comfortable living and working conditions'. People are the most important asset of an organization, and the accounting profession has to assess and record the value and cost of people of an organization. Once this is accepted, the need for measuring the value for recording it in the books of accounts arises. The value of human assets can be increased substantially by making investment in their training and welfare activities in the same way as the value of repairs/overhauling, etc. The schemes of labor welfare may be regarded as a wise investment which should and usually does bring a profitable return in the form of greater efficiency. [1-3]

STATEMENT OF THE PROBLEM

Welfare is comfortable living and working conditions. Employee welfare means the efforts to

make life worth living for workman. 'Welfare is comfortable living and working conditions'. People are the most important asset of an organization, and the accounting profession has to assess and record the value and cost of people of an organization. This research will help other researchers to proceed about the welfare of the organization.

OBJECTIVES OF THE STUDY

- ❖ To identify the Demographic Profile of Respondents.
- ❖ To study the employees welfare measures in SK CONSTRUCTIONS, Perundurai.

SCOPE OF THE STUDY

- ❖ The present study will be helpful for the company to identify the welfare measures needed by the employees.

- ❖ The present study will be helpful for the company to look after the existing welfare measures discrepancies for rectifications.

LIMITATIONS OF THE STUDY

- ❖ Sometimes regular process of internship is been a trouble due to their own work carried on.
- ❖ Couldn't go to the production unit frequently and there communication was very hardly.

REVIEW OF LITERATURE

- ❖ P.L. Rao, in his "Labour Legislation in the Making" opines that professional bodies like National Institute of Personnel Management should constitute a standing committee to monitor the proceedings in the Parliament regarding the labour welfare measures.
- ❖ Cooperative Unionism and Employee Welfare' by Michael R. White, (University of Westminster - Policy Studies Institute), Industrial Relations Journal, Vol. 36, No. 5, pp. 348-366, September 2005.

RESEARCH METHODOLOGY

The process used to collect information and data for the purpose of making business decisions. The methodology may include publication research, interviews, surveys and other research techniques, and could include both present and historical information.

RESEARCH DESIGN

- ❖ A Master plan that specifies the method and procedures for collecting and analysing needed information.
- ❖ A research design is a framework or blueprint for conducting the marketing research project.

RESEARCH METHOD

Descriptive method

Descriptive research does not fit neatly into the definition of either quantitative or qualitative research methodologies, but instead it can utilize

elements of both, often within the same study. The term descriptive research refers to the type of research question, design, and data analysis that will be applied to a given topic. Descriptive statistics tell what is, while inferential statistics try to determine cause and effect.

Sample design

Sampling is the process of selecting a sufficient number of element from the population. A Sample Design is a definite plan for obtaining a sample from the sampling frame. It refers to the technique or the procedure the researcher would adopt in selecting some sampling units from which inferences about the population is drawn.

Non-probability sampling

Non-Probability sampling is a sampling technique where the samples are gathered in a process that does not give all the individuals in the population equal chances of being selected.

Simple random sampling

A simple random is a subset of a statistical population in which each number of the subset has an equal probability of being chosen. It is an unbiased surveying technique. It is a basic type of sampling.

Size of the sample

The Sample size is **100**

Data collection method

Primary data

These are data which are collected for the first time directly by the Researcher for the Specific study undertaken by him. In this research primary data are collected directly from the Respondent by using Questionnaire.

Secondary data

These are data which are already collected and used by someone preciously. In this research review of Literature, Details of the industry are collected from the Internet.

Statistical tools used

To analyse and interpret collected data the following simple percentage and ranking were used

FORMULA

$$\text{Percentage analysis} = \frac{\text{Number of respondents}}{\text{Total number of respondents}} \times 100$$

Henry garrett ranking

Garrett's ranking technique to find out the most significant factor which influences the respondent; Garrett's ranking technique was used. As per this method, respondents have been asked to assign the rank for all factors and the outcomes of such ranking have been converted into score value with the help of the following formula:

$$\text{Percent position} = 100 (R_{ij} - 0.5) N_j$$

Where R_{ij} = Rank given for the i th variable by j th respondents.

N_j = Number of variable ranked by j th respondents.

CHI-SQUARE TEST

Chi-square test can be applied to complex contingency table with several classes. One independent source and it is compared with multiple dependent sources. Thus Chi-square is a measure of actual divergence of the observed and expected frequencies. If there is a difference between the observed and the expected frequencies then the value of Chi-square would be more than 0. That is, the larger the Chi-square the greater the probability of a real divergence of experimentally observed from expected results.

DATA ANALYSIS

The Respondents participated in the research are from diversified background with gender, age group, marital status and educational qualification.

Table No 1: Demographic profile of employees welfare respondents

	Details of the respondent	No. of Respondents	Percentage
Gender	Male	64	64
	Female	36	36
	Total	100	100
Age	20 – 30	40	40
	30 – 40	37	37
	40-50	19	19
	50-60	04	04
	Total	100	100
Educational	SSLC	10	10
	HSC	22	22
	DIPLOMA	24	24

	UG	34	34
	PG	10	10
	Total	100	100
Experience	Below 5 years	28	28
	5 – 10 years	50	50
	10 – 20 years	20	20
	Above 20 years	02	02
	Total	100	100
	Salary	Below 10000	17
100000 – 20000		46	46
20000 – 30000		27	27
Above 30000		10	10
Total		100	100

Interpretation

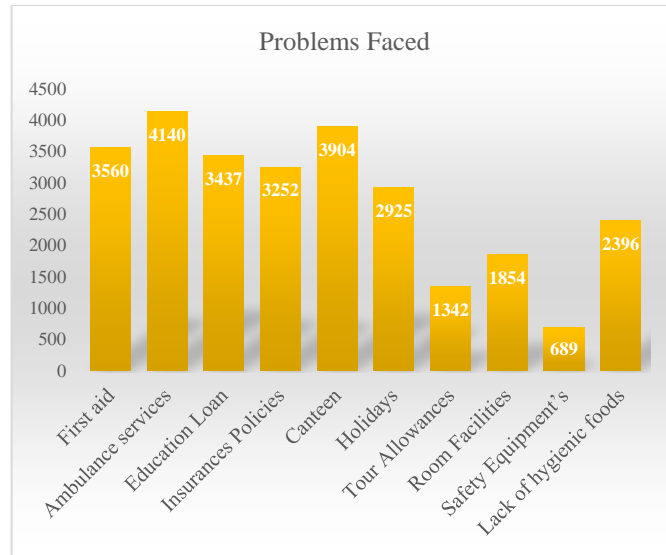
From the study it is found that 64% of the respondents are male, 40% of the respondents are in the age group between 20 – 30 years. 34% of

respondents are undergraduate. 50% of respondents have 5 – 10 years' experience in the company. 46% of respondents have a monthly income of Rs. 10,000 – 20,000.

RANKING METHOD

Table: 2 Ranking Forwelfare Facilities

SL NO	PROBLEMS FACED	MEAN SCORE	TOTAL SCORE	RANK
1.	First aid	356	3560	3
2.	Ambulance services	460	4140	1
3.	Education Loan	491	3437	4
4.	Insurances Policies	542	3252	5
5.	Canteen	488	3904	2
6.	Holidays	585	2925	6
7.	Tour Allowances	691	1342	9
8.	Room Facilities	618	1854	8
9.	Safety Equipment's	689	689	10
10.	Lack of hygienic foods	597	2396	7



Interpretation

From the study it is founded that Ambulance service is ranked as 1 with the total score of 4140, Canteen is ranked as 2 with the total score of 3904, First Aid ranked as 3 with the total score 3560, Educational Loan is ranked as 4 with the total score of 3437, Insurance policy is ranked as 5 with the total score of 3252, Holidays is ranked as 6 with the total score of 2925, Lack of hygienic food is ranked as 7 with the total score 2396, Room Facility is ranked as 8 with the total score of 1854, Tour Allowances is ranked as 9 with the total score of 1342. Safety Equipment is ranked as 10 with the total score of 689.

- ❖ Educational Loan is ranked as 4 with the total score of 3437
- ❖ Insurance policy is ranked as 5 with the total score of 3252
- ❖ Holidays is ranked as 6 with the total score of 2925
- ❖ Lack of hygienic food is ranked as 7 with the total score 2396
- ❖ Room Facility is ranked as 8 with the total score of 1854
- ❖ Tour Allowances is ranked as 9 with the total score of 1342
- ❖ Safety Equipment is ranked as 10 with the total score of 689.

FINDINGS

- ❖ 64% of the respondents are Male
- ❖ 40% of the respondents are in the age group between 20 – 30 years.
- ❖ 34% of respondents are undergraduate. 50% of respondents have 5 – 10 years' experience in the company.
- ❖ 46% of respondents have a monthly income of Rs. 10,000 – 20,000.
- ❖ Ambulance service is ranked as 1 with the total score of 4140
- ❖ Canteen is ranked as 2 with the total score of 3904
- ❖ First Aid ranked as 3 with the total score 3560

SUGGESTIONS

- ❖ Ambulance facility is important for construction workers because they work in hazardous places such as in lifting bricks, angles to high places.
- ❖ Because of their physical work they are to be energized frequently so canteen facility is very important.
- ❖ Injuries are frequent & common in construction labors so first aid kit

CONCLUSION

Labor welfare is anything done for the comfort and improvement of employees. Labor comprises all human efforts of body and mind, which are

exchanged for a consideration of cash or kind or both. Welfare is a broad concept, referring to a condition of living of an individual or group, in a desirable and happy state of relationship with the whole environment — ecological, economic and social. Ecological welfare means environmental friendly existence, ecological balance, pollution-free atmosphere, and proper sanitation. Social welfare is the prevention of discrimination based on caste, creed, sex, and establishment of equity and fairness, ensuring safety, health and social security. The object of economic welfare means increasing individual earning and at the same time promoting economic development of society by increasing production, productivity, and quality of product and services. A successful human resource management contributes to a powerful labor

welfare and smooth industrial relations. This helps an industry to grow successfully in accomplishing its goals and further enter into society in an endeavor to uplift the community and humanity. The final outcome of this thesis exhibits employees were more satisfied with their job and some extent aware of labor welfare facilities offered by the organization. It is suggested that management should maintain the same level of amenities and relationship in future also. Certain actions to be taken to enhance the level of awareness of welfare schemes protect from unions and legislations. Successful implementation of these suggestions will enhance the value of service to the employees, thereby management and employees can feel pleasant.

BOOK REFERENCES

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- [3]. Puneekar.S.D, Labour Trade Unionism and Industrial Relations, Himalaya Publishing House, Page No. 12, 1999, 51-60.

WEBSITE REFERENCES

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