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### **A study on employee welfare facilities provided in Arun Surya Textiles in Erode**

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#### **ABSTRACT**

The present study is made an attempt to identify the employee welfare measures adopted in textile industry. Employee welfare means anything done for the comfort and improvement of the employees over and above the wages paid which is not a necessity of the industry. The basic purpose of employee welfare is to enrich the life of employees and keep them happy. Employees spend at least half their time at work or getting to it, or leaving it. They know that they contribute to the organization when they are reasonably free from worry and they feel that when they are in trouble/ problems, they are due to get something back from the organization. People are entitled to be treated as full human beings with personal needs, hopes and anxieties. Employee welfare also includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families

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#### **INTRODUCTION OF THE STUDY**

Employee Welfare is an important facet of industrial relations, the extra dimension, giving satisfaction to the worker in a way which even a good wage cannot. With the growth of industrialization and mechanization, it has acquired added importance. The worker's in industry cannot cope with the pace of modern life with minimum sustenance amenities. He needs an added stimulus to keep body and soul together. Employers have also realized the importance of their role in providing these extra amenities. And yet, they are not always able to full fill workers' demands however reasonable they might be. They are primarily the viability of the enterprise. Employee welfare, though it has been proved to contribute to efficiency in production, is expensive. Each employer depending on his priorities gives varying degrees of importance to labour welfare.

#### **STATEMENT OF THE PROBLEM**

Human resources are the most important resources of any organization. Here it is the duty of the management to look after the welfare measures of the employees. If the employees are satisfied with the provided welfare measures, the production will increase. The welfare measures of the employee are essential because of the nature of the industrial system. Today workers are an essential element contributing to the growth of the organization. If we make an overall survey of the living and working condition of industrial workers, the necessity of labour welfare measures would be apparent. So I choose the topic.

#### **OBJECTIVES OF THE STUDY**

- To identify the Demographic Profile of Respondents.

- To know the employee satisfaction level towards welfare facilities provided by Arun Surya Textiles

## SCOPE OF THE STUDY

- To present study as under grown to find out the effectiveness of employee welfare measures.
- To find out the practical difficulties involved in welfare measures that can be evaluated through this study.
- The study can be used to bring out the solution for the problem faced by the employees availing the welfare measures.

## LIMITATIONS OF THE STUDY

- Confidentially matter restricts for an in-depth study
- Personal bias of the respondents and their busy schedule was also a limiting factor in the collection of data
- The perception bias or attitude of the respondents may also act as a hurdle to the study.

## REVIEW OF LITERATURE

- Misra (1974) carried out a research aimed at sociological analysis of the labour welfare problems of sugar industry. The analysis was based on the first hand data collected from the sugar factories of Eastern Uttar Pradesh. The study found that the conditions of work in sugar factories of eastern region of Uttar Pradesh were not very satisfactory particularly in respect of safety measures, cleanliness, sanitation, latrine facilities, drinking water, rest rooms, etc [1]
- Koshan (1975) pointed out that in spite of statutory provisions and enforcing agencies in India, the labour welfare facilities were absent and the cement industry was the only one where provisions were adequately enforced. The study insisted the need for overhauling and tightening the machinery of inspection. Appointment of welfare inspectors for different industries, distinguishing the duties of factory inspectors from those of welfare inspectors to submit annual and quarterly reports. [2]

- Monga (1980) conducted a study on implementation and awareness of labour laws in Haryana. He focused mainly on the machinery for implementation of labour laws and the impediments confronting the implementation. He has found that the staffs deployed for enforcement of labour laws are inadequate, inspections are not frequent, the status of supervision of returns under various laws reveals a dole some picture, procedures are frivolous and vexatious, penalties imposed for offending legislation in the state are fine and the penalty of imprisonment is rarely imposed. [3]

## RESEARCH METHODOLOGY

### Research design

A Master plan that specifies the method and procedures for collecting and analysing needed information.

### Descriptive design

Descriptive research design is used for the study; it is a fact finding investigation with adequate interpretation.

### Sample design

Sampling is the process of selecting a sufficient number of elements 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.

### Probability sampling

Probability sampling is a sampling technique where the samples are gathered in a process that will have all the individuals in the population of getting equal chances of being selected.

### Simple random method

A simple random sample is a subset of a statistical population in which each member of the subset has an equal probability of being chosen. An example of a simple random sample would be the names of 50 employees being chosen out of a hat from a company of 1000 employees.

### 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.

### Simple percentage analysis

Simple Percentage Analysis is the method to represent raw streams of data as a percentage (a part in 100-percent) for better understanding of collected data.

#### Formula

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

### Correlation

Correlation is a measurement of the covariance or dependence of one variable of another.

#### Formula

$$r = \frac{n(\sum XY) - (\sum X)(\sum Y)}{\sqrt{(n\sum X^2 - (\sum X)^2)(n\sum Y^2 - (\sum Y)^2)}}$$

## DATA ANALYSIS

The Respondent who participated in the research is from diversified background with gender, age group, marital status, department, designation, length of services and educational qualification.

**Table 1: Demographic profile of the respondents**

Details of the respondents	No. of the respondents	Percentage
Age	Below 20 years	11
	20-30 years	55
	30-40 years	26
	Above 40 years	8
	<b>Total</b>	<b>100</b>
Gender	Male	72
	Female	28
	<b>Total</b>	<b>100</b>
Educational qualification	SSLC	11
	HSC	34
	PG	35
	UG	20
	<b>Total</b>	<b>100</b>
Marital status	Married	48
	Unmarried	52
	<b>Total</b>	<b>100</b>
Experience	Below 5 years	34
	5-10 years	32

	10-15 years	19
	Above 15 years	15
	<b>Total</b>	<b>100</b>
Salary	Below 10000	15
	10000-20000	38
	20000-30000	23
	Above 30000	24
	<b>Total</b>	<b>100</b>

**SOURCE: PRIMARY DATA**

### Interpretation

From this study it is evident that age group of the 55% of the respondents fall under the category of 20 – 30 years, 72% of the respondents' fall under the male, 35% of the respondents' academic

qualification is Post Graduate, 52% of the respondents fall under the category of unmarried, 34% of the responders fall under the category of below 5 years' experience, 38% of the respondents fall under the category of 10000-20000 salary

**Table 2: Factors influencing the employee satisfaction level towards welfare facilities**

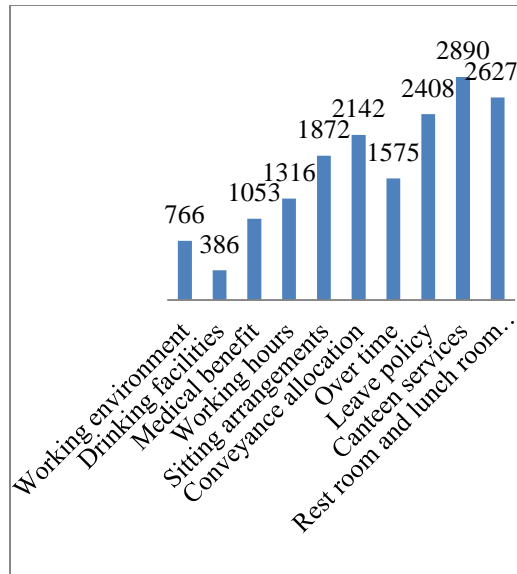
Factors	Mean score	T6tal Score	Rank
Working environment	383	766	9
Drinking facilities	386	386	10
Medical benefit	351	1053	8
Working hours	329	1316	7
Sitting arrangements	312	1872	5
Conveyance allocation	306	2142	4
Over time	315	1575	6
Leave policy	301	2408	3
Canteen services	289	2890	1
Rest room and lunch room facilities	293	2627	2

**SOURCE: PRIMARY DATA**

### Interpretation

From the table it is evident that table value calculated value is less than table value. So there is

positive relationship between employee's expectations and welfare provided by the company.



**Figure no 1: Factors influencing the employee satisfaction level towards welfare facilities**

## FINDINGS

- The respondents ranked canteen service as no 1 with a total score of 2890
- The respondents ranked rest room and lunch room facilities as no 2 with a total score of 2627
- The respondents ranked leave policy as no 3 with a total score of 2408

## SUGGESTIONS

- The company can provide canteen facilities to meet the day to day needs of the employees
- Rest room and lunch room can be provided by the company to meet the urgent need of non-hosteller employees
- Still, the company can enhance the leave facilities/leave pay to the employees to get through the family issues and practices

## REFERENCES

- [1]. Ragupathi D., The Employee Retention Practices of MNC`S in Hyderabad, Research Journal of Management Sciences, 2(4), 2013, 21-24.
- [2]. Kongala Ramprasad., Motivation and Workforce Performance in Indian Industries, Research Journal of Management Sciences, 2(4), 2013, 25-29.
- [3]. James M.J. and Faisal U., Empirical Study on Addressing High Employee Attrition in BPO Industry Focusing on Employee Salary and other Factors in Karnataka and Kerala, Research Journal of Management Sciences, 2(9), 2013, 7-11.

## CONCLUSION

The study includes that, the labour welfare scheme in “ARUN SURYA TEXTILES” welfare to the labours. The company is having better welfare activities and the labours are satisfied with the welfare schemes provided by the management. It is helpful for the growth of the company to improve its productivity. Labour welfare awareness meetings and presentation must carry out periodically; this in turn helps to improve the labour satisfaction and will show in the improvement of productivity. Labour welfare is very important to run the company successfully; the company should follow the welfare activities regularly to improve the labour satisfaction in their working environment.