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# A Study on Workers Perception towards Welfare Measures Provided by Galvanx Technology

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**ABSTRACT:** The present study focus on employee welfare measures and what are the various statutory provisions and agencies protecting the welfare of employees. Employee welfare includes various services, benefits, and facilities offered to employees by employers. Welfare schemes it create efficient, healthy, loyal and satisfied labor force for the organization.

## I. INTRODUCTION OF THE STUDY

Employees are the great assets of an organization. Proper welfare activities, effective training and required facilities to make them to feel comfortable in work place and make them to perform better in their work place. Employee welfare implies the setting up of minimum desirable standards and the provision of facilities like health, food, clothing housing, medical allowance, education, insurance, job security, such as to safeguard his health and protect him against occupational hazards. The workers should also be equipped with necessary training and a certain level of general education.

## II. OBJECTIVES OF THE STUDY

1. To study the existing welfare facilities provided to the employees.
2. To study the satisfaction of workers towards the present welfare facilities.

## III. SCOPE OF THE STUDY

1. The study analyses certain parameters like cleanliness around the work-place, removal of dust and wastage, adequate lighting, quality drinking water and food, good rest-rooms, adequate medical facilities, good toilet facilities, sufficient first aid boxes, adequate security instruments like mask, shoes, helmet etc.
2. This will be helpful to know about the various levels of welfare schemes and the organization's benefits extended to the employees.

## IV. LIMITATIONS OF THE STUDY

1. The study was purely based on the information given by the employees and there are chances for giving wrong data.
2. Employees are very busy in their work so they gave answers very much in the questionnaire method.

## V. LITERATURE REVIEW

Welfare of employees is defined as "efforts to make life worth living for workmen". The study based on impact of welfare measures of employees' performances with respect to the IT industry. The primary data for the study was collected through a questionnaire. New welfare measures are added to the existing ones from time to time. The employee welfare includes various services and facilities offered to employees by employers. The main purpose of employee's welfare is to develop personality of the workers to make a better workforce. This schemes it create efficient, healthy, loyal and satisfied employee force for the organization. By providing such facilities make their work life better and leads to good standard of living.



## VI. RESEARCH METHODOLOGY

Research methodology is a systematic way to solve a research problem. The methodology should combine economy with efficiency.

### RESEARCH DESIGN

1. The research design refers to the overall strategy that you choose to integrate the different components of the study in a coherent and logical way.
2. Analysis of data in a manner that aim to combine relevance to the research purpose with economy in procedure.

### Descriptive design

Descriptive research design is a scientific method which involves observing and describing the behaviour of a subject without influencing it in any way. The main purpose of descriptive of state of affairs, as it exists at present. The research has no control over the variable and they are independent of state of affairs. This type of study mainly helps to the past and to predict the future area of the study.

### Sample design

A sample design is made up of two elements. Random sampling from a finite population refers to that method of sample selection which gives each possible sample combination an equal probability of being picked up and each item in the entire population to have an equal chance of being included in the sample.

### Questionnaire

A survey questionnaire is a set of questions used in a survey. The survey questionnaire is a type of data gathering method that is utilized to collect, analyse and interpret the different views of a group of people from a particular population. This method of data collection is quite popular, particularly in the case of big queries.

- **Sample Design:**

Probability Sampling

- **Sampling Method:**

Sample Random Sampling

- **Population:**

317 Employee

- **Sample size:**

150 Respondents

## VII. DATA COLLECTION METHOD

### Primary data

Primary data is data that is collected by a researcher from first-hand sources, using methods like surveys, interviews, or experiments. It is collected with the research project in mind, directly from primary sources. We can obtain primary data either through observation or through direct communication.

### Secondary data

Secondary data means data that are already available i.e., they refer to the data which have been collected and analysed by someone else. Secondary data may be either published data or unpublished data. Secondary data are gathered from the official website of the company and referred books.



**VIII. STATISTICAL TOOLS USED**

**SIMPLE PERCENTAGE AND RANKING METHOD**

A percentage frequency distribution is a display of data that specifies the percentage of observations that exist for each data point or grouping of data points.

Ranking is a question response format used when a researcher is interested in establishing some type of priority among a set of objects, whether they be policies, attributes, organizations, individuals, or some other topic or property of interest.

Chi-square is a statistical test used to examine the differences between categorical variables from a random sample in order to judge goodness of fit between expected and observed results.

**FORMULA**

Percentage Analysis= (NO. Of Respondents/  
Total NO. Of respondents)\*10

**Henry Garrett Ranking**

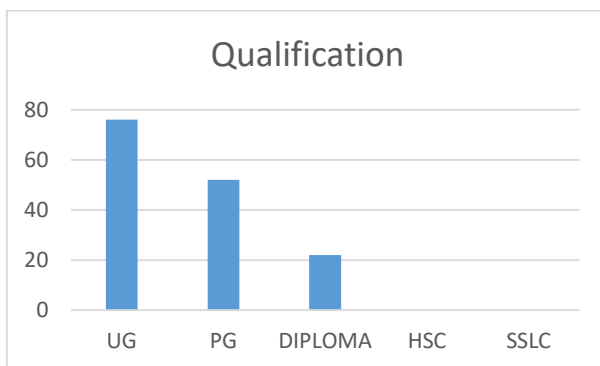
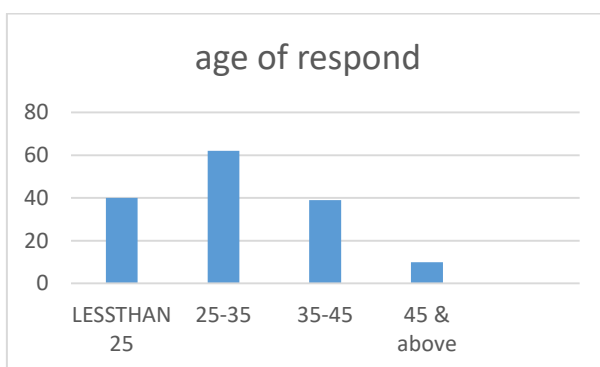
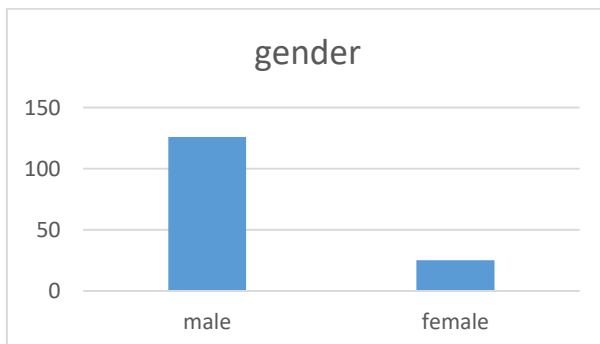
Garrett’s ranking technique to find out the most significant factor which influences the respondent, Garrett’s ranking technique was used. As per this method, respondents have been asked to assign the rank for all factors and the outcomes of such ranking have been converted into score value with the help of the following formula: Percent position = 100 (Rij – 0.5) / Nj Where Rij = Rank given for the ith variable by jth respondents Nj= Number of variable ranked by jth respondents.

**IX. DATA ANALYSIS**

The respondent who are participated in the research are from diversified background with gender, age group and educational qualification.

Table 1: DEMOGRAPHIC PROFILE OF THE RESPONDENTS

	Details of respondent	No.Of Respondents	Percentage
Gender	Male	125	84
	Female	25	16.66
	<b>Total</b>	<b>150</b>	<b>100</b>
Age Group ( In Years)	Less than 25	40	26.66
	25-35	61	41.33
	35-45	39	26
	45 & Above	10	6.66
	<b>Total</b>	<b>150</b>	<b>100</b>
Educational Qualification	UG	76	50.66
	PG	52	34.66
	DIPLOMA	22	14.66
	HSC	0	0
	SSLC	0	0
	<b>Total</b>	<b>150</b>	<b>100</b>

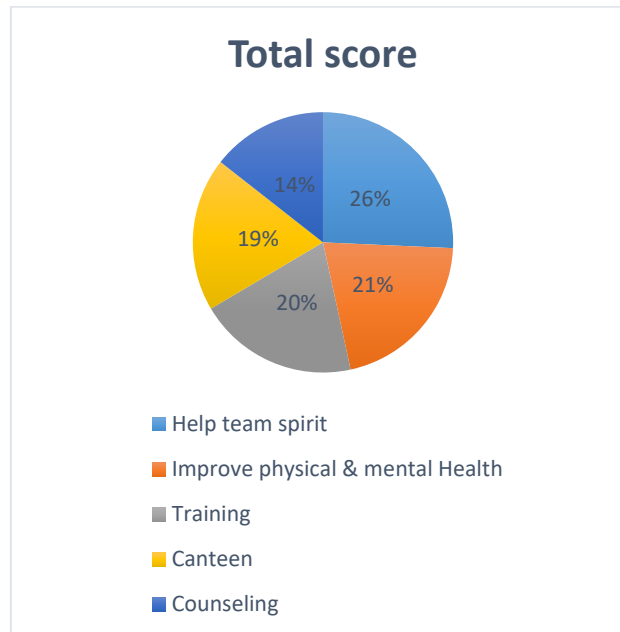
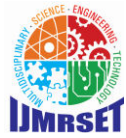


### 9.1 INTERPRETATION

From this study it is evident that age group of the 41.33% of the respondents fall under the category of 25-35 years, 50.66% of the respondent’s educational qualification is UG.

Table 2: RANKING METHOD FOR WELFARE FACILITIES IN COMPANY

Welfare Facilities	Total score	Mean Score	Rank
Help team spirit	9602	64.01	1
Improve physical & mental Health	7800	52.42	2
Training	7435	51	3
Canteen	7129	45.96	4
Counseling	5384	37.57	5



## 9.2 INTERPRETATION

From this study, it is found that from the table it is evident that help team spirit is ranked as no.1 with the total score of 9602, improve physical and mental health is ranked as no.2 with total score of 7800, training is ranked as no.3 with the total score of 7435, canteen is ranked as no.4 with the total score of 7126 and the counselling is ranked as no.5 with the total score of 5384.

Table 3: Chi-Square test

	Value	df	Asymptotic Significance (2sided)
Pearson Chi-Square	54.358 <sup>a</sup>	16	.000
Likelihood Ratio	54.611	16	.000
Linear-by-Linear Association	2.328	1	.127
N of Valid Cases	151		

a. 15 cells (60.0%) have expected count less than 5. The minimum expected count is .26.

### 1. Finding

1. From the analysis, it is evident that the employee are satisfied with the salary income.
2. Following that it is evident that help team spirit and improve their physical & mental health of the workers to make work better.
3. Finally, the recreation facilities for employee and overtime stipend are obtain lower level.



## **2. Suggestion**

1. Worker are demanding to increase their overtime stipend,then only the productivity of that company canbe increased.
2. To improve their recreation facility because the event improve their mental strength from stress.

## **X. 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.

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