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A Study on Employee Welfare Measures with Special Reference to Kousic & Co

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ABSTRACT: Employee welfare is a voluntary effort of employers to establish within the existing industrial system and cultural conditions of the employees. It is a very comprehensive and includes various types of activities undertaken for the economic, social, intellectual and moral benefit of the employee community. Construction workers are exploited because they are socially backward, unorganized, uninformed and poor. So a need was felt for the comprehensive and separate welfare measures. The concept of employee welfare is dynamic. Its broad perspective and contents are prone to change, depending on socio economic changes that occur in society. Employee welfare includes various services, benefits and facilities offered to employees by the employers. An organization has to provide welfare facilities to their employees to keep their motivation levels high. The study throws light on impact of welfare measures on the employees' performances with respect to the construction industry.

I. INTRODUCTION OF THE STUDY

Construction workers constitute one of the largest categories of workers in the unorganized sector. Construction jobs are highly labor intensive and also highly mechanized. Employee welfare measure provides various services as allowances, housing, transportation, medical insurance and food. It also includes monitoring of working conditions of employee, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families.

Objectives of the Study

To study the employee welfare measures in Kousic & co.

Scope of the Study

- This study aims to ascertain the view of the building construction workers whether the building construction industries are providing necessary health, safety and welfare measures.
- Employee Welfare in Construction Industry has thrown light on statutory and voluntary welfare measures provided by the employers to their workers in construction industry and will help the management to improve the welfare measures in order to increase job satisfaction and productivity.

Limitations of the Study

- It was very difficult to collect the information from the employee, because the employee was busy with their work schedule.
- The time of the study was very short period.
- Personal bias or attitude of the respondents may be an obstacle.
- Analysis of the information is done on the suspicion that the respondents have given the right information.

II. LITERATURE REVIEW

- PATRO, CHANDRA SEKHAR (2017) study in employee welfare Employee plays an important role in the industrial production of the company.

Hence, the organization should give cooperation to the employees in order to increase the production and to earn higher profits. Employee benefits constitute a major vehicle for the provision of income and security.



- Dr.P.Bhujanga Rao(2017) state that welfare measure is a process of recognizing the unique place of the worker in the society and doing good for them, retaining and motivating employees and building up the local reputation of the company.
- (Dnyaneshwar, 2018)The study revealed that welfare suggests many ideas, meanings and connotations, such as the state of well-being, health, happiness, prosperity and the development of human resources. The study discussed the concept of welfare has various angles. The study state that welfare has been described as a total concept. The study revealed a desirable state of existence involving physical, mental, moral and emotional well-being. The study found that these four elements together constitute the structure of welfare on which its totality is based.
- P. Anju (2016) in the study identified that the rate of absenteeism had been reduced to a great extent by providing housing, health and family care, canteen, educational and training facility and provision of welfare activities. He also stated that this principle for successful implementation of labor welfare activities is nothing but an extension of democratic values in an industrialized society.
- Dr.P.Bhujanga Rao(2017) state that welfare measure is a process of recognizing the unique place of the worker in the society and doing good for them, retaining and motivating employees and building up the local reputation of the company.

III. RESEARCH METHODOLOGY

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

RESEARCH DESIGN

- 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.
- Analysis of data in a manner that aim to combine relevance to the research purpose with economy in procedure.

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.

Descriptive research

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.

Probability sampling

A probability sampling method is any method of sampling that utilizes some form of random selection. In order to have a random selection method; you must set up some process or procedure that assures that the different units in your population have equal probabilities of being chosen.

- **Sample Design:** Probability Sampling
- **Sampling Method:** Sample Random Sampling
- **Population:** 300 Employee
- **Sample size:** 105 Respondents

Data Collection Method

Primary data

	Details Of Respondent	No.Of Respondents	Percentage
Gender	Male	99	94.28
	Female	6	5.7
	Total	105	100
Age Group (In Years)	Less than 25	16	15.23
	25-35	59	56.19



	35-45	22	20.95
	45 & Above	8	7.61
	Total	105	100
Educational Qualification	UG	50	39.04
	PG	9	8.57
	DIPLOMA	41	47.61
	HSC	4	3.8
	SSLC	1	0.95
	Total	105	100

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.

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.

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.

FORMULA

$$\text{Percentage Analysis} = \left(\frac{\text{NO. Of Respondents}}{\text{Total NO. Of respondents}} \right) * 100$$

Henry Garrett Ranking

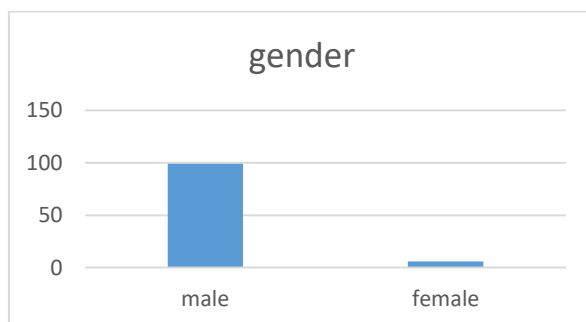
Garrett’s ranking technique to find out the most significant factor which influences the respondent, Garrett’s ranking technique was used.

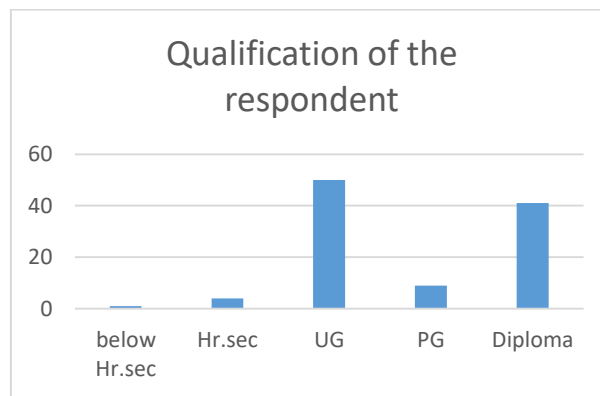
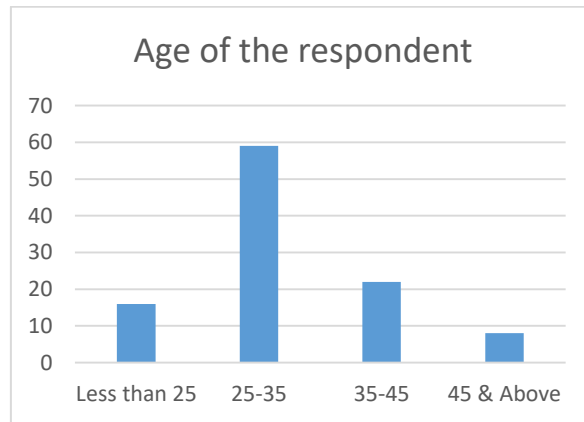
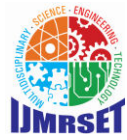
As per this method, respondents have been asked to assign the rank for all factors and the outcomes of such ranking have been converted into score value with the help of the following formula: Percent position = $100 \left(\frac{R_{ij} - 0.5}{N_j} \right)$ Where R_{ij} = Rank given for the i th variable by j th respondents N_j = Number of variable ranked by j th respondents.

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



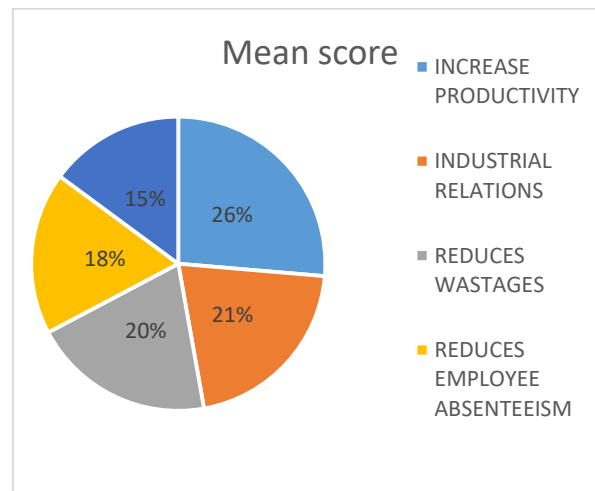
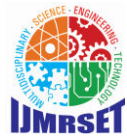


INTERPRETATION

From this study it is evident that age group of the 56.19% of the respondents fall under the category of 25-35 years, 47.61% of the respondent’s educational qualification is DIPLOMA.

Table 2: RANKING METHOD FOR WELFARE FACILITIES IN COMPANY

	Total score	Mean score	Rank
INCREASE PRODUCTIVITY	6889	65.6	1
INDUSTRIAL RELATIONS	5450	51.9	2
REDUCES WASTAGES	5247	49.97	3
REDUCES EMPLOYEE ABSENTEEISM	4669	44.46	4
HELPS TEAM SPIRIT	3890	37.04	5



INTERPRETATION

From this study, it is found that from the table it is evident that increase productivity is ranked as no.1 with the total score of 6889, industrial relations is ranked as no.2 with total score of 5450, reduce wastages is ranked as no.3 with the total score of 5247, reduces employee absenteeism is ranked as no.4 with the total score of 4669 and the help team spirit is ranked as no.5 with the total score of 3890.

Finding

- 56.19% of the respondents fall under the category of 25-35 years.
- 47.61% of the respondent's educational qualification is DIPLOMA.
- 43.80% of the respondents are to get monthly salary of 10000-15000.
- 52.38% of the respondents are satisfied with the non statutory welfare measures.
- 40.95% of the respondents are satisfied with the statutory welfare measures.

Suggestion

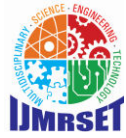
- In general, most of the employees are satisfied with medical facilities extended to them, but annual health checkups and employee counselling should be improved by conducting health camps at least in a month.
- Improve the guidance of employee for statutory social security coverage like ESI, PF tec., through the respective department should ensure the employee given the benefits.
- Organization may be encouraged to visit the site and create awareness about the statutory rights, accident compensation etc.
- Building construction industries not established the proper creches to the female workers.
- Canteen facilities are an integral part of the welfare scheme of the workers. Building construction industries must provide the canteen to the workers.

IV. CONCLUSION

Finally to conclude, Employee are satisfied with several facility like festival advance, medical and drinking water. It is noticed that the welfare measure are reduce the employee absenteeism and increase the efficiency of the employees. Fair wages to be provided based on the contribution of employees to the firm with job security, safe health working environment etc. which increases the productivity and minimize the cost. The management required to provide good facilities to satisfy the employees. It enhances the productivity as well as satisfaction.

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