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A Study on Employees Health and Welfare Facilities Provided in Arrow Garments Private Limited, Tiruppur

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ABSTRACT: The concept of employee welfare is vibrant. Its broad viewpoint and contents are inclined to change, depending on social and economic changes that occur in society. Employee welfare includes various services, benefits, and facilities offered to employees by 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. The primary data for the study was collected through a questionnaire. Employees' welfare schemes are flexible and ever-changing. New welfare measures are added to the existing ones from time to time. Welfare measures may be introduced by the employers, government, employees or by any social or charitable agency. The purpose of employee's welfare is to develop personality of the workers to make a better workforce. Welfare schemes it create efficient, healthy, loyal and satisfied labor force for the organization. Providing such facilities make their work life better and leads to good standard of living. The present study focus on employees welfare measures and what are the various statutory provisions and agencies protecting the welfare of employees.

I. INTRODUCTION OF THE STUDY

“Welfare is a broad concept referring to a state of living of an individual or a group, in a desirable relationship with the total environment, ecological, economic, and social welfare includes both the social and economic contents. The industrial progress depends on a satisfied labor force, and the importance of Employee welfare measures. After the placement of the employees, they should be given proper training and programmers' to develop their efficiency so as to serve the organizations better. Welfare facilities are designed to take care of the well – being of the employees. They do not generally result only in monetary benefit. These welfare measures are provided by government Non – Government agencies and the employers.

OBJECTIVES OF THE STUDY

- To know about the Employees Health and Welfare facilities provided in Arrow Garments.
- To find out employees expectation regarding health and welfare measures to be implemented in future.
- To suggest more health and welfare measures to improve in Arrow Garments.

II. SCOPE OF THE STUDY

- The main scope of this study is to find out whether the company provides necessary welfare measures.
- To help the industry to known the various statutory and non-statutory welfare measures adopted by the companies.
- This study will help management to recognize that their employees get satisfied towards the welfare measures being provided.
- So that the management can improve their measures being implemented.



III. LIMITATIONS OF THE STUDY

- Human resources are the most important resources of any organization. Here it is the duty of the management to look after the welfare measure of the employees. If the employees are satisfied with the provided welfare measure, the output will be positive
- The study will explain how these activities are implemented and how they are creating a healthy working environment for the benefit of their employees in Arrow Garments.
- Hence the present study is conducted to learn the level of satisfaction of the employees regarding the welfare measures.

IV. REVIEW OF LITERATURE

Gowrishanker (2014) in his thesis “A study of employee’s welfare activities in Indian aluminium company ltd, hirakud,” analysed intra-mural and extra-mural welfare activities in the company. The study throws light on the economic condition and social background of the workers and brings out that most of the workers were cordial and peaceful. The management with co operation of the workers union level entered into long term agreements. Covering a number of issues including welfare works committee and grievance committees were an essential part of the ire system is the factor.

Jothi.V (2015) in her thesis “A study of employee welfare activities and the attitude of workers towards the welfare facilities and the welfare officer” in mysorekirlosker ltd., brand factory, hubli, analysed the attitude of workers towards the welfare facilities provided and the extent to which workers were making use of them. She has pointed out that management had not provided many voluntary welfare facilities in the proper spirit. The study also brought the favorable attitude of the workers to the role played by the welfare officer in providing the welfare facilities.

Bhagat (2015) revealed that cleanliness is the big issues in Nashik MIDC. She suggested that cleanliness should be improved, clean & adequate latrines & urinals at the work place improve indirect motivation to employees.

V. RESEARCH METHODOLOGY

RESEARCH DESIGN

The adopted research design is descriptive research design.

SAMPLING METHOD

The researcher adopted Simple Random sampling method.

SAMPLING DISTRIBUTION

The samples have been taken in Arrow Garments Pvt. Ltd, Erode district.

DATA COLLECTION METHOD

RESEARCH APPROACH

Primary data is collected through questionnaire method.

PERIOD OF THE STUDY

The study was conducted during the month of December 2021 to March 2022. The researcher explained the purpose of the study on employee health and welfare to employees in Arrow Garments Pvt. Ltd., The researcher collected this data from Monday to Saturday around 10.00am to 4.00pm.

SOURCES OF DATA

The survey is conducted only lower level employees, whose monthly income is within Rs 18000. The researchers contacted with 800 employees for survey. 200 employees are responded for the survey. So, the response rate of the study was 25%.



TOOLS USED FOR DATA COLLECTION:

The data collected from the primary source were arranged sequentially. The data which are collected through questionnaire were prepared in the master table. From the master table, sub- table were prepared for analysis and interpretation of the data. The following statistical tools are used.

- Chi- square analysis
- Ranking method

**CHI - SQUARE TEST
RELATIONSHIP BETWEEN EXPERIENCE AND WELFARE REQUIREMENTS**

AIM

To check whether there is any significant relationship between experience and welfare requirements.

NULL HYPOTHESIS

H₀: There is no significant relationship between experience and welfare requirements.

ALTERNATIVE HYPOTHESIS

H_a: There is a significant relationship between experience and welfare requirements.

Experience \ Welfare Requirements	0-1 year	2-5 years	6-10 years	Above 10 years	Total
Observation	3	4	5	2	14
Performance	10	28	14	10	62
Suggestions	8	10	18	12	48
Collecting feedback	5	6	3	5	19
Employee behavior	3	2	2	0	7
Total	29	50	42	29	150

INTERPRETATION

There is no significant relationship between experience and welfare requirements.



TABLE SHOWING RANK THE FACILITIES PROVIDED TO THE EMPLOYEES

FACTORS	MEAN SCORE	TOTAL SCORE	RANK
Safety	261	1566	2
Canteen	317	1585	1
Medical facilities	336	672	5
Housing facility	327	981	4
Transport facility	321	1284	3
Hygiene factors	370	370	6

INTERPRETATION

From the above table we could know that canteen is ranked first with the total score of 1585. Safety is holds the second rank with the total score of 1566. Travel holds on to third rank with the total score of 1284. Housing is holds the fourth rank with the total score of 981. Medical facilities holds on to fifth rank with the total score of 672. Hygiene factors holds on to sixth rank with the total score of 370.

FINDINGS

- 64% respondents are aware of welfare measures yes.
- 24% respondents are welfare requirements employee behavior.
- 29% respondents are company needs take to none.
- 24% respondents are feedback welfare measures sometimes.
- Safety is ranked as no.2 with the total score of 1566.
- Canteen facilities are ranked as no.1 with the total score of 1585.
- Medical facilities are ranked as no.5 with the total score of 672.
- Housing facility are ranked as no.4 with the total score of 981.
- Transport facility are ranked as no.3 with the total score of 1284.
- Hygiene factors are ranked as no.6 with the total score of 370.
- 32% respondents are agree with company provide sufficient drinking water facilities
- 35% respondents are disagree with company provide sufficient drinking water facilities
- 31% respondents are neutral with welfare measures provide by company acts as a motivational factors.

SUGGESTIONS

- The first and foremost care should be given to the employees who are behind the success of each and every organization. So the company has an obligation to provide a clean environment and remove the dust and waste material daily.
- The company can take care of the recreation facilities in the organization since recreation has many health benefits. It can help employees to overcome the stress.
- The company has to improve the employee’s health problem with better suggestions and giving more attention to tackle health issues in future.
- The company may improve the grievance handling system and causes for grievance in future.
- The company may be fastening the injured workers to the hospital and also additional compensation.

VI. CONCLUSION

Welfare of employee and his family members is an effective advertising and also a method of buying the gratitude and loyalty of employees. Welfare facilities enable workers to have a richer and satisfied job. Therefore the company can



take the valuable suggestions from the researcher and provide the employees better company and extramural facilities. Though implementing those actions the company can win over employees' loyalty and increase their morale.

Every organization provides statutory welfare measures but some organization provides some more statutory welfare measures, non statutory welfare measures, and fringe benefits etc., to the employee therefore they may retain the employee, which will strengthen the strong employee welfare measures. Where the employees happy with welfare measures, they live a rich and more satisfactory life. Satisfied employees contribute for better productivity of employee and efficiency of the enterprise.

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