



# A Study on Employee Perception towards Labour Welfare Measures

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Date of Submission: 07-04-2023

Date of Acceptance: 21-04-2023

## ABSTRACT

Employee welfare promotes the organization's fundamental goal, which is to improve the bond between the employer and the employees and also overall growth of the organisation is directly related to an employee's happiness in their job. Thus organisation implements a number of benefits and welfare measures to keep employees mentally as well as physically satisfied. The purpose of this study is to analyse employee satisfaction with labour welfare measures in the dairy product manufacturing industry. The study also aims to identify the industry measures that need to be improved and implemented. This study was conducted in the manufacturing sector at Pollachi. Structured questionnaires and simple random sampling are used to collect data from employees for the study. The study's sample size is 97 respondents. To what extent employees are satisfied with the social and legal welfare supports they receive is the main goal of this study.

**Keywords:** Employee Welfare Measures, Satisfaction, Employees.

## 1.1. INTRODUCTION

The true assets of the firm were the employees. They are the ones who strongly impact to an organization's smooth operation. They try incredibly hard to deliver what they aim and complete the assigned tasks by the deadline. Employee welfare programs improve organizational productivity and encourage positive employee relations, maintaining industrial harmony. Thus, labour well-being includes all initiatives with the view to enhance of the health, safety, and of the workplace. Nowadays, employers generally understand and accept welfare as a social right. Their level of importance, however, varies. As a result, the government occasionally steps in and introduces

legislation to establish consistency in the provision of such amenities like transportation, lunch rooms, childcare facilities, outdoor recreation, healthcare, and services such as education. Besides, the term labour welfare refers to both the welfare of the workers and their families too.

## Types of Labour Welfare Measures:

- 1) Intra-mural Welfare Facilities
- 2) Extra-mural Welfare Facilities
- 3) Statutory Welfare Facilities
- 4) Mutual Welfare Facilities and
- 5) Voluntary Welfare Facilities

## 1.2. OBJECTIVE OF THE STUDY

- To understand the labour welfare measures provided by the company.
- To understand the perception of employees towards welfare measures in the company.
- To analyse the gap or areas for improvement.
- To study the attitude, opinion and experience of employees regarding the welfare measures provided by the company.

## 1.3. LITERATURE REVIEW

Sathishkumar V, Selvarani Michael and Sivanesan V (2021) in their article titled "A study on labour welfare measures and working conditions of clothing industry with special reference to Tiruppur district, India" stated that employees are the key resource for increasing company's productivity, goodwill, and standard quality and also added that most companies follow welfare measures, activities, and procedures, and that their implementations are generally successful, only few numbers of employees are appearing dissatisfied. They also mentioned that it would be appropriate for the management to appoint a specialized counsellor



to help workers with both professional and personal problems that have a big impact on how well they work.

According to Dr. S.Sethuram and S.Shiva Sankari (2018) in the article “Perception of employees on Labour Welfare Measures and its impact on Job Performance at Christy Friedgram Industry, Trichengode”, indicate that the provision of labour welfare measures has an effect on job performance. They added that as workers are the most valuable assets of the company, management has a duty to safeguard them. Furthermore, it was recommended that management go above and beyond what is provided by law rather than following to the statutory welfare obligations.

Dr.K.Lalitha and T.Priyanka (2014) in the study “A study on employee welfare measures with reference to IT Industry” explained that in any organization, human resources play a vital role. This department needs to care about the welfare facilities for the employees; if they are happy, only then can the productivity of the company increase. Based on a study of the employee welfare facilities offered by the IT sector, it is clearly apparent that the companies are very interested in supporting all of the welfare services they offer.

#### 1.7. INTERPRETATION AND ANALYSIS

##### a. DEMOGRAPHIC PROFILE OF THE EMPLOYEEES

VARIABLE		NO. OF RESPONDENTS	PERCENTAGE (%)
AGE	20 – 30	28	28.9
	31 – 40	32	33
	41 – 50	23	23.7
	Above 51	14	14.4
GENDER	Male	90	92.8
	Female	7	7.2
EXPERIENCE	Below 1 year	4	4.1
	1 – 2 years	14	14.4
	3 – 5 years	23	23.7
	6 – 10 years	22	22.7
	More than 10 year	34	35.1

Source: Primary Data

#### INFERENCE

The respondents in this survey, 33% were belongs to 31 – 40 age group, 92.8% were male and 35.1% respondents were having More than 10 year experience.

#### 1.4. RESEARCH METHODOLOGY

**SAMPLE SIZE:** The number of respondents or individuals chosen from a population to gather information or samples for the purpose of the research is known as the sample size. For this study, a sample size of 97 respondents was chosen.

**SAMPLE TECHNIQUE:** Simple random sampling is the sampling technique currently being used in the research.

#### 1.5. METHOD OF DATA COLLECTION

**Primary Data:** The data that are collected for the first time by an investigator for a specific purpose is known as primary data. The method used here is Questionnaire Method.

**Secondary Data:** Secondary data is the data that have been already collected by and readily available from other sources. Secondary data used in this research from internet sources, and previous records from company.

#### 1.6. STATISTICAL TOOL

The statistical analysis gives meaning to the meaningless numbers, thereby breathing life into a lifeless data. The results and inferences are precise only if proper statistical tests are used. The tools used for analysis are

- Percentage Analysis
- Correlation Analysis
- Chi Square Analysis
- One way ANOVA



**b. Awareness level of the Respondents about the welfare measures provided by the company**

S. NO	VARIABLES	NO. OF RESPONDENTS	PERCENTAGE (%)
1	Aware	78	80.4
2	Not Aware	19	19.6
<b>TOTAL</b>		97	100

Source: Primary Data

**INFERENCE**

The above table shows the awareness level of the respondents about the welfare measures provided by the company. The table infers that 80.4% respondents are aware of the welfare measures and 19.6% % respondents are not aware of the every welfare measures provided by the company.

**c. Allowances paid by the company to the employees**

Source: Primary Data

S.NO	ALLOWANCES	NO. OF RESPONDENTS	PERCENTAGE (%)
1	Bonus	84	86.6
2	Performance Allowance	10	10.3
3	Medical Allowance	67	69.1
4	Loan	38	39.2
5	Vehicle/Fuel allowance	28	28.9

**INFERENCE**

The allowances paid by the company to its employees are detailed in the table above. 86.6% of employees stated that they receive a bonus, 10.3% claimed that they receive a performance allowance, 69.1% stated that they receive a medical allowance, 39.2% stated that they receive loans, and 28.9% stated that they receive a vehicle/fuel allowance.

**1.8. HYPOTHESIS**

➤ **CORRELATION ANALYSIS**

- **Null Hypothesis (H0):** There is no significant relationship between employee's awareness of labour welfare measures and labour welfare initiatives to enhance job performance.
- **Alternative Hypothesis (H1):** There is significant relationship between employee's awareness of labour welfare measures and labour welfare initiatives to enhance job performance.

**Correlations**

	Familiar with welfare benefits	Increases work performance
Familiar with welfare benefits Pearson Correlation	1	.096
Sig. (2-tailed)		.350
N	97	97

**RESULT**

The correlation is significant at 0.05% level (2 tailed). The calculated value is 0.350 which is greater than 0.05 (0.350 > 0.05). Thus Null Hypothesis (H0) is accepted, so there is no significant relationship between employee's



awareness about labour welfare measures and labour welfare activities to increase job performance. That means increase or decrease in one variable do not significantly relate to increase or decrease in another variable.

➤ **CORRELATION ANALYSIS**

- Correlation Analysis between experience of the employees and beneficial level of medical facility provided by the company.

**Correlations**

		Experience	Medical facility
Experience	Pearson Correlation	1	-.246
	Sig. (2-tailed)		.015 97
	N	97	

**RESULT**

The above table indicates that co-efficient of correlation between experience and beneficial level of medical facility of the respondents is -0.246. So, there is negative relationship between experience of the employees and beneficial level of medical facility provided by the company.

➤ **CHI- SQUARE ANALYSIS**

- **Null Hypothesis (H0):** There is no association between Gender and Opinion about job security by the employees.
- **Alternative Hypothesis (H1):** There is association between Gender and Opinion about job security by the employees.

**Chi-Square Tests**

	Value	df	Asymp. Sig. (2sided)
Pearson Chi-Square	1.719 <sup>a</sup>	1	.190
Likelihood Ratio	2.995	1	.084
Linear-by-Linear Association	1.701	1	.192
N of Valid Cases <sup>b</sup>	97		

a. 1 cells (25.0%) have expected count less than 5. The minimum expected count is 1.30.

**RESULT**

As per the above table, it is inferred that the value of the test statistic is 1.719, a degree of freedom is 1 at 5% level of significance. The calculated value is 2.995 and tabulated value is 1.719 (2.995 > 1.719). So, we accept the alternative hypothesis. We conclude that there is association between Gender and Opinion about job security by the employees.

➤ **ONE WAY ANOVA**

- a. **Null Hypothesis (H0):** There is no significant difference in satisfaction level of Intramural facilities based on age of the employees.



**b. Alternative Hypothesis (H1):** There is significant difference in satisfaction level of Intramural facilities based on age of the employees.

**ANOVA**

Intramural Facility

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	150.460	3	50.153	6.178	.001
Within Groups	755.025	93	8.119		
Total	905.485	96			

**RESULT**

According to the above table, the ANOVA analysis concludes that the difference in satisfaction level of intramural facilities based on employee age possesses a significance level of 0.001, a degree of freedom is 3. The significant value is less than 0.05, i.e., ( $0.001 < 0.05$ ), rejecting the null hypothesis. As a result, there is some significant difference in employee satisfaction with Intramural facilities depending on age. As a result, it is determined that age influences employee satisfaction with intramural facilities.

**c. Null Hypothesis (H0):** There is no significant difference in satisfaction level of Intramural facilities based on Experience of the employees.

**d. Alternative Hypothesis (H1):** There is significant difference in satisfaction level of Intramural facilities based on Experience of the employees.

**ANOVA**

Intramural Facility

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	16.037	4	4.009	.415	.798
Within Groups	889.448	92	9.668		
Total	905.485	96			

**RESULT**

According to the above table, the ANOVA analysis concludes that the difference in satisfaction level of intramural facilities based on employee's Experience possesses a significance level of 0.798 for Intramural facilities. The significant values for intramural facilities are more than 0.05, i.e., ( $0.798 > 0.005$ ) indicating that the null hypothesis is accepted. Hence, there is no significant difference in employee satisfaction with intramural facilities. Hence, it is determined that experience has no effect on employee satisfaction with intramural facilities.

**1.9. FINDINGS**

- There is no significant relationship between employee's awareness about labour welfare measures and labour welfare activities to increase job performance. This means increase or decrease in one variable do not significantly relate to increase or decrease in another variable.
- There is negative relationship between experience of the employees and employee's opinion

on beneficial level of medical facility provided by the company.

- There is association between Gender and Opinion about job security by the employees.
- Age influences employee satisfaction with intramural facilities.
- Experience has no effect on employee satisfaction with intramural facilities.

**1.10. SUGGESTION**

- Company shall provide Transportation facility for employees.
- The organization shall provide financial aid facility as most of the employees responded that it is not provided.
- The Company shall install emergency alarm for the safety purpose of the employees in the plant.
- The parking facility shall also be improved as most of the employees are not satisfied with the parking facility.
- Company can provide performance allowance to employees since it gets only few positive responses from the employees.



- Since most of the employees are not satisfied with recreation in the company, recreation shall also be improved.
- Company shall also take care of night shift employees like providing transportation facility, snacks, etc.
- As per the statement Satisfaction level of employees towards transparent decision making most of the employee's haven chosen neutral. Hence, Employees shall be consulted while making important decision in company.

### 1.11. CONCLUSION

An employee's quality of life is strongly tied to the industry's overall health. To ensure that employees are physically and mentally happy, the company implements a variety of benefits and welfare initiatives to enhance employee retention, morale, and engagement, as well as to improve employee performance. In accordance with the report, employees are provided with effective welfare measures. The majority of respondents are satisfied with the company's welfare measures provided by the company for their employees, and they believe that offering those facilities will improve their performance, quality of living, and dedication to work. Facilities provided by the company is beneficial to employees.

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