



Analysing Employee Perception towards Welfare and Safety Measures of Inncon, Chennai

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ABSTRACT

Employee health, safety and welfare activities in our country are urgently required because India is a country which can be described as a country in its least growth of and the working conditions are not up to the level of satisfaction among the employees. Employee health, safety and welfare activities are necessary for improving the working conditions and the economic and living standards of industrial workers. In modern society, economic development of employees plays an imperative role in productivity. Hence, by uplifting work force, the economic development of the nation increases markedly which in turn increases the National productivity.

This study would throw light on the perception of the employees regarding safety and welfare. Inncon can identify the areas where it can improve so as to improve the performance of the employees. This study would also help to analyze if there is dependence between. The present study is limited to

I. INTRODUCTION

Employee health, safety and welfare are the measures of promoting the efficiency of employees. Various welfare measures provided by the employer will have instant impact on the health, physical and mental efficiency alertness, morale and overall competence of the employees and there are by contributing to the maximum productivity. Some of the amenities and services which fall within the preview of laborers' welfare like sufficient canteen facilities, accommodation arrangements, recreational facilities, medical facilities and transportation

Safety and welfare measures are inevitable to any organization where workers are involved. An organization's responsibility to its employees extends beyond the payment of wages for their

Inncon. The research design adopted for this study is Descriptive Research. Descriptive method was adopted because it deals with description of the state of affairs as it exists at present. The method used for data collection was "Questionnaire method" that is structured one. It is a mixture of open-ended and closed ended and multiple choices. The words used were simple and helps in avoiding confusion and misinterpretation among the respondents.

This paper highlights the welfare measures taken in the automobile industry, the employees satisfaction level, and to identify the overall quality of work life of the employees. The Data collection was done through schedule. In some cases, personal interview was needed at the time of filling up of questionnaire. To analyze, the collected data the researcher used simple percentage analysis, one way Correlation and Chi-Square test and regression. Different charts and graphs were drawn to interpret the collected data

services. The labor's safety and welfare on and off the job within the organization is a vital concern of the employer. Providing a safe and healthy environment is a pre-requisite for any productive effort. This research deals with the study on the welfare measures provided to the employees at Inncon.

Like other IT organizations, Inncon is satisfying and fulfilling the welfare and security needs of the workers, would give them a better motivation and more time to concentrate on job performance. A voluntary approach on the part of the management to offer welfare programmes which are over and above what is laid down by the law would boost the morale of the employees and motivate them to perform better. A preliminary study conducted by the researcher with respect to welfare showed that there was scope for improvement in certain areas. This formed the basis of the research problem.



OBJECTIVES OF THE STUDY

Primary Objective:

To analyze employee perception towards welfare and safety measures adopted by Inncon that enhances the organizational performance

Secondary Objectives:

- To study employee welfare measures offered by the Inncon.
- To identify the statutory and non-statutory welfare measures adopted by the company.
- To do a comprehensive study on welfare measures.
- To measure the satisfaction level of regarding welfare measures taken by organization.
- To suggest modern methods in improving the welfare of employees in the company

SCOPE OF THE STUDY

- This study would give an overview of the welfare measures taken by Inncon for its employees
- Welfare and safety measures are two important elements essential for improving the productivity of an organization
- A study on the existing facilities at work place would help the organization perform better

II. REVIEW OF LITERATURE

SudansuRath (2008) in his article, "Public Choice, Public Policy and Social Welfare in a Democratic Country: A Theoretical Analysis" felt that Governmental intervention is required in the case of market failure. Public choice, public policy and social welfare concepts are relevant in the context of a democratic welfare state. He also stated that public policy determined by political behaviour misrepresents public choice and deviates from maximum social welfare. Finally, assessment of social welfare and social justice rests on value judgement.

ParomitaGoswami (2009) in the article, "A Critique of the Unorganised Workers Social Security Act" made an attempt to discuss the unorganised workers security Act, 2008. The writer felt that the Act does not make it mandatory for the Government to introduce new welfare schemes. It unfairly divides unorganised workers into those below the poverty line and those above, and is silent on a national minimum wage, improving working conditions, and the problems of women workers like unequal pay, sexual harassment at the work place etc.

Mukul, G. Asher (2009) in his article, "Pension Plans, Provident Fund Schemes and Retirement policies: India's Social Security Reform

- This study would throw light on the perception of the employees regarding welfare and safety provisions given by the company
- Inncon can identify the areas where it can improve so as to improve the performance of the employees.
- The scope of this present study is limited to Inncon, Chennai

NEED FOR THE STUDY

- The study can bring out the level of safety and welfare of the employees in their work.
- The study helps to reveal drawbacks relating to safety and health of the employees and to fulfillment and improve the drawbacks by making them perfect.
- Through this study the company can take remedial steps so that they can build a positive rapport with the employees.
- Also, the company can know about the existing level of satisfaction in case of safety and welfare of the employees.

Imperative" stated that the major objectives of any social security system are consumption smoothing over an individual's life time, insurance against longevity and inflation risks, income redistribution for society as a whole and poverty relief. He felt that these have to be traded off against economic growth, employee market efficiency and employee market flexibility.

Hitesh I. Bhatia (2010) in his article, "Social Security for the Most Overlooked Human Resources in India" stated that the formal social security support is available to only a small fraction of India's employee force working in the organised sector. A massive 93 per cent of the employee workforce in the unorganized sector continues to remain uncovered by any social security programs despite its huge contribution to the GDP.

Jeya A. and Kirubakaran Samuel (2010) in their article, "A Study on Impact of Social Welfare Schemes on Rural women in Cuddalore District" dealt with the impact of social welfare schemes on rural women. It also outlined the extent of benefit availed by the rural women based on field survey. The result is that rural women are greatly benefited by the provision of social welfare schemes.

Poongavanam (2011) in his article, "A Study on Employee Welfare Facility (with reference



to AFT, Pondicherry) made an attempt to study the Welfare facilities provided by a large, well-recognized Government enterprise in Pondicherry, namely Anglo-French Textiles. The study found that

III. RESERCH METHODOLOGY

A research design is a detailed blue print used to guide a research study toward its objective. The process of designing a research study involves many interrelated decisions. The most significant decision is the choice of research approach, because it determines how the information will be obtained. The choice of the research approach depends on the nature of the research that one wants to do. The research design adopted for this study is Descriptive Research. Descriptive method was adopted because it deals with description of the state of affairs as it exists at present.

The next step in research study after collecting data is the sampling process. When a decision is made to use the sample, a number of factors must be taken into consideration. The various steps involved in the sampling process are:

- Identifying target population
- Determining sample frame
- Selecting sampling procedure
- Determine sample size
- Execute sampling
- Obtaining information from respondents
- Generating information for decision making

TARGET RESPONDENTS

The target population in this study is the employees of Inncon.

SAMPLING TECHNIQUE

The sampling technique had to be selected. There are two types of sampling techniques, probability and non-probability. For this study we used probability sampling

Probability sampling

Among the probability sampling, the sampling used in this study was Stratified sampling.

Convenience Sampling

If the population from which a sample is to be drawn does not constitute a homogeneous group, then stratified technique is applied so as to obtain a represented sample. In this technique, the population is stratified into number of non-overlapping sub populations or strata and sample items are selected from each stratum. If the items selected from each stratum is based on simple random sampling, the

welfare measures will improve the physique, intelligence, morality and standard of living of workers, which in turn will improve their efficiency and productivity.

entire procedure, first stratification and then simple random sampling is known as stratified sampling. The stratified sampling results in more reliable and detailed information. The researcher uses simple random sampling for selection of items from each stratum.

Sample Size

Among the entire employee's populations in the organization a sample of 200+ was taken for the study. Using the method of proportional allocation, the number of samples is selected from each stratum.

TOOLS FOR DATA COLLECTION

There are several ways of collecting the appropriate data. While deciding about the method of data collection to be used for the study, the researcher should keep in mind, that there are 2 types of data.

- **Primary data**
- **Secondary data**

Primary data are those which are collected a fresh and for the first time and thus happen to be original in character. Primary data can be collected either through experiment or through survey.

The *secondary data* on the other hand are those which have already been collected by someone else and which have already been passed through the statistical process. In this study, the data was collected from the primary source through interview schedule.

STATISTICAL TECHNIQUES

This phase consists of the data analysis of the data collected based on the stratified simple random probabilistic sampling technique. The data collected were analyzed using the following methods.

Percentage analysis: The number of responses of each category is summarized to percentage format for the convenience to use other statistical tools namely pie chart and bar diagrams.

Statistical Tools

- Chi-square test
- One Way ANOVA
- Pearson's Correlation
- Regression



LIMITATIONS OF THE STUDY

1. The study is restricted to Inncon alone.
2. Due to time constraint the whole population could not be considered.
3. The study considered only 217 samples.

4. The employees could not contribute more time. Some of the employees won't be willing to answer
5. The research may not reveal exact results due to the bias answers of the employees

CHISQUARE TEST

H₀ (Null hypothesis) = There is no significant relationship between age of the respondents and their opinion on the flexible work timings of the organization

H₁ (Alternate hypothesis) = There is a significant relationship between age of the respondents and their opinion on the flexible work timings of the organization.

			Age * Flexible Cross tabulation					
			Flexible					Total
			Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	
Age	20-25 Years	Count	0	19	0	0	18	37
		Expected Count	7.0	8.4	7.7	7.0	6.9	37.0
	26-30 years	Count	12	33	25	12	0	82
		Expected Count	10.4	32.6	21.2	9.2	8.6	82.0
	31-35 years	Count	10	25	15	0	10	60
		Expected Count	8.8	20.8	14.6	8.0	7.8	60.0
	36 and above years	Count	0	12	12	13	0	37
		Expected Count	7.0	8.4	7.7	7.0	6.9	37.0
	Total	Count	33	70	51	31	32	217
		Expected Count	33.0	70.0	51.0	31.0	32.0	217.0

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	19.445 ^a	12	.078
Likelihood Ratio	16.791	12	.158
Linear-by-Linear Association	.004	1	.947
N of Valid Cases	217		

a. 16 cells (217.0%) have expected count less than 15. The minimum expected count is .11.

FORMULA:

CHI SQUARE = $\sum [(O-E)^2 / E]$

O – Observed frequency

E – Expected frequency

(O – E) = Difference between observed frequency and expected frequency.

(O – E) = Square of the difference

Degree of freedom = (R-1) (C-1)
= (4-1) (5-1)
= 12

At 5% level of significance and df (12) the table value is 19.445

Calculated value = 0.078

Pearson Chi-square Value (0.078) > greater than the significance level (0.05)



Inference: H_0 is accepted.

Interpretation:

Hence, there is no relationship between age of the respondents and their opinion on the flexible work timings of the organization

ONE WAY ANOVA TEST

Hypothesis set between experience of the respondents and their level of satisfaction with the Employee Engagement Policies of the Organization

Null Hypothesis:

H_0 = There is no statistically significant relationship between experience of the respondents and their level of satisfaction with the Employee Engagement Policies of the Organization

Alternate Hypothesis:

H_1 = There is a statistically significant relationship between experience of the respondents and their level of satisfaction with the Employee Engagement Policies of the Organization

Descriptives								
Employee engagement								
	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Less than 2 years	68	1.50	.896	.154	1.19	1.81	1	4
2-5 years	51	2.82	1.704	.413	1.95	3.70	1	5
6-10 years	60	2.00	1.166	.229	1.53	2.47	1	4
Above 10 years	38	1.00	.000	.000	1.00	1.00	1	1
Total	217	1.93	1.281	.143	1.64	2.21	1	5

ANOVA					
Employee engagement					
	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	22.579	3	7.526	5.347	.002
Within Groups	106.971	76	1.408		
Total	129.550	79			

Interpretation: This is the table that shows the output of the ANOVA analysis and we have a statistically significant difference between our group means. We can see that the significance level is 0.002 ($p = .002$), which is less than 0.05, therefore, there is a statistically significant relationship between experience of the respondents and their level of satisfaction with the Employee Engagement Policies of the Organization

SPEARMAN RANK ORDER CORRELATION

A Pearson product-moment correlation was run to determine the correlation between the statutory measures of the organization

Correlations							
		Drinking	Canteen	First aid	Restroom	Clean	
Spearman's rho	Drinking	Correlation Coefficient	1.000	-.095	.512**	.499**	.116
		Sig. (2-tailed)	.	.401	.000	.000	.307
		N	217	217	217	217	217
	Canteen	Correlation Coefficient	-.095	1.000	-.050	-.060	.034
Sig. (2-tailed)		.401	.	.659	.600	.763	



		N	217	217	217	217	217
First aid	Correlation Coefficient		.512**	-.050	1.000	.545**	-.080
	Sig. (2-tailed)		.000	.659	.	.000	.479
	N		217	217	217	217	217
Restroom	Correlation Coefficient		.499**	-.060	.545**	1.000	-.033
	Sig. (2-tailed)		.000	.600	.000	.	.774
	N		217	217	217	217	217
Clean	Correlation Coefficient		.116	.034	-.080	-.033	1.000
	Sig. (2-tailed)		.307	.763	.479	.774	.
	N		217	217	217	217	217

** . Correlation is significant at the 0.01 level (2-tailed).

INTERPRETATION

A Spearman's rank-order correlation was run to determine the relationship between 80 respondents' opinion on the statutory measure of the organization. There was a combination of both positive and negative correlation found between the selected statutory measures, which was statistically significant

LINEAR REGRESSION ANALYSIS

Null Hypothesis: Ho = There is no statistically significant relationship between income of the respondents and their opinion on incentives and bonus given by the organization

Alternate Hypothesis: H₁ = There is a statistically significant relationship between income of the respondents and their opinion on incentives and bonus given by the organization

Variables Entered/Removed ^a			
Model	Variables Entered	Variables Removed	Method
1	Income ^b		.Enter
a. Dependent Variable: Incentives			
b. All requested variables entered.			

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.043 ^a	.002	-.011	.52513
a. Predictors: (Constant), Income				

This table provides the *R* and *R*² values. The *R* value represents the simple correlation and is 0.043 (the "**R**" Column), which indicates a high degree of correlation. The *R*² value (the "**R Square**" column) indicates how much of the total variation in the dependent variable, opinion on incentives and bonus, can be explained by the independent variable, income in this case, 2% can be explained, which is very small.

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.041	1	.041	.147	.702 ^b
	Residual	21.509	78	.276		
	Total	21.550	79			
a. Dependent Variable: Incentives						
b. Predictors: (Constant), Income						

This table indicates that the regression model predicts the dependent variable significantly well. This indicates the statistical significance of the regression model that was run. Here, *p* > 0.702, which is more than 0.05, and indicates



that, overall, the regression model statistically significantly predicts the outcome variable (i.e., it is a good fit for the data).

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.369	.129		10.592	.000
	Income	-.019	.050	-.043	-.384	.702

a. Dependent Variable: Incentives

INTERPRETATION

A linear regression established that income of the respondents could statistically significantly predict their opinion on incentives and bonus given by the organization, F (1, 78). The regression equation was: $\text{income} = -0.019 + 1.369 (\text{incentives})$.

IV. FINDINGS OF THE STUDY

- Majority of the respondents are 26 to 30 years old unmarried females.
- There is no relationship between age of the respondents and their opinion on the flexible work timings of the organization
- There is a statistically significant relationship between experience of the respondents and their level of satisfaction with the Employee Engagement Policies of the Organization
- Illiterate employees are not aware of welfare schemes that are provided in the organization
- Majority of the respondents are Moderately satisfied that working in the organization provides sense of security and wellness
- Maximum of the employees are satisfied with physical working condition in the company
- Majority of the respondents are Highly satisfied with the employee engagement policies of the organization
- Maximum all employees are strongly satisfied with career development programs that are

V. SUGGESTIONS AND RECOMMENDATIONS

The recommendations to make the safety and welfare measures better in Inncon are:

- The management should educate the employees regarding the employees' periodical development schemes and conduct counselling to avoid the minimum utilization of employees' development scheme.
- The management should identify the wastage areas and should conduct special training process relating to the wastage and educate them.

provided by the organization to help employees become more effective at work

- Employees are highly satisfied with company organize holiday camps and picnics to improve quality of work life
- Maximum employees are not satisfied with the first aid facilities
- Employees are moderately satisfied with safety during night shifts
- Maximum all employees stated that Mediclaim Insurance Scheme are excellent in the organization
- Employees are moderately satisfied with Statutory measures the are provided in the organization
- Welfare Measures that are provided in the organization moderately satisfied the employees
- Maximum employees are not satisfied with the transport facility of the organization
- It is suggested to maintain safety, cleanliness, health administration, safety precaution, safety training and medical facilities at good level

- Proper care in regular pay for dependents, assurance of job for the children of deceased person
- Management can improve first aid facilities to the employees.
- Circulars have to be placed in the notice board and the information should be clearly explained to the employees.
- Monthly meetings can be arranged with project employees.



- Counseling programme has to be arranged to the employees to relieve them from the stress.
- Yearly once tour programme can be arranged.
- Training, self-development programmes can be given to the executives to enhance their skills.
- Transport facility for the employees can be introduced.
- Seating arrangement should be properly allotted to each employee.
- Process for getting stationary items should be smoothened.

CONCLUSION

As a conclusion topic on employee welfare and safety measures, it is found that employee welfare is an important and vital part of the organisation. And welfare measures taken up by Inncon for its employees play a major role in the Software development activities and maintaining good will of the company.

As a part of the study, a thorough study on the employee's welfare and safety measures is conducted Inncon. It is found that majority of the employees are happy and contended with the welfare and safety measures provided to them and also there is some minor level of dissatisfaction observed

Inncon have been majorly successful in implementing and maintaining welfare measures in the organisation and keeping the workers contended. It is suggested to take action on the minor level of dissatisfaction for the betterment of the organisation

Through this study it is found that most of the respondents have better level of welfare facilities from Inncon.

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