

A Study on Employees Perception towards Welfare Facilities with Reference to Bescal Steel Industries

P.Gabriyala Gladys¹, Ms. V. Sowndarya², Mr. S. Sasidharan³,
Preethi Jenifer Lambert⁴, Srinidhi⁵

¹ Assistant Professor, Department of Management Studies, Easwari Engineering College
Chennai, India

^{2,3,4,5} IInd Year M.B.A Student, Department of Management Studies, Easwari
Engineering College Chennai, India
¹ gabriyalagladys@gmail.com

Abstract - Welfare facilities provided by the organization must be analyzed for improving the performance level of the organization. This research study focuses on the employees' perception towards the Welfare Facilities. Welfare initiatives are likely to be pursued by the steel organization's management as it looks beyond short-term profit maximisation to long-term, sustainable efficiency. A general sense of dread and frustration with the work, colleagues, and company would have a negative effect not just on the individual employee, but also on the entire team. Employee welfare facilities, which provide a variety of facilities, services, and amenities, increase the productivity, economic well-being, and social status of employees. The research was conducted for the employees of the organization. A Research methodology is a tool for solving a research problem in a systematic way. Research has been conducted to access the satisfaction level of employees. A Descriptive research method was used to assess the effectiveness of welfare measures. The primary data was collected through questionnaire. From a total of 334 employees, 120 samples were taken into consideration. The secondary data was collected through website and records of the organization. Simple percentage test, One-way ANOVA, T-test, Chi-square test, Weighted moving average method, Correlation analysis were used to render the data collected. The findings reveal that most of the employees are satisfied with the provision of welfare facilities.

Keywords - Welfare facilities, Welfare benefits, Employee Perception

I. Introduction

A welfare facility of various services has to be facilitating the employees in employment. Employee welfare facilities are the venture investment of the organization in order to ensure the worth living facilities provided to the employees. Welfare facilities allow holding the arrogances and ideas of employees. The constitutional plans of the welfare facilities are the important plans that might be required to supply the beneficial and useful resource of the organization as consisting to the crook suggestions as follows: canteen facilities, drinking facilities, lighting facilities, sitting facilities, changing room facilities, washroom facilities, laundry facilities, rest room facilities. Non constitutional welfare includes medical facilities, flexible time facilities, laborer scheme facilities, professional referral facilities, medical claim facilities. The non-constitutional plan includes association to affiliation and from commercial agencies of organization. Expert efficiency is measured in terms of well-being, protection, and welfare.

Welfare facilities do not directly impact or increases the productivity of the organization but it reflects on the satisfaction level of the employees that reduces the absenteeism and employee turnover. Employee welfare are considered as the essential part of social welfare facilities that

help to enable the employees in order to balance the work life with the work life and family life. Moreover employee welfare facilities helps to reduce the stress level and also boost the employee morale and finally this creates the brand image of the employees. Employers must realize the critical role of welfare facilities because that is more important that creates the employee loyalty that creates the success of the organization. A welfare facility influences the employees' motivation that benefits the both employees and organization. Organization emerged the high productions by satisfying the employees and that also increases the efficiencies. The statutory welfare facilities imposes the interferences of the organization facilitates the financial burden. Significant welfare facilities can be analyzed based on the perception of the employees, whether satisfied or what can be increased. In this current scenario employees welfare facilities has been managed by the organization and therefore welfare facilities has been considered as the important and core investment that bring the profit as the turnover which has been enhanced with the employees efficiency. This becomes the benefit programs that attracts and retains the employees and increased the loyalty and increased the productivity of the employees.

II. Need and Objectives of the study

Need of the study

Employee welfare improves an organization's competitiveness and fosters fair labour relations by improving production. Employee welfare facilities minimise employee discontent and increase employee loyalty to the company. Assistance to the poor Housing schemes, medical benefits, and schooling and leisure facilities for workers' families all help to improve their living standards. This causes workers to pay more attention to their jobs and, as a result, their morale rises. Employers can obtain a stable workforce by delivering social services. Workers take an active interest in their careers and approach their work with a sense of commitment and participation. If they improve employees' physical and mental health, the company would be a safer and healthier place to work.

Objectives of the study

- To assess the management style and grievance of handling procedures.
- To identify the factors related to pay and promotion.
- To analyze the working environment and the essence of the task.
- To study the opinion about the various welfare facilities provided to the employees.
- To find out the relationship management and employee satisfaction.

III. Literature Review

Employee welfare refers to something provided for the employees' convenience and improvement in addition to the salaries they are paid that is not required by the industry. Employee welfare's primary goal is to enrich workers' lives and keep them satisfied. Employees spend at least half of their time at work, either arriving or departing. They understand that they contribute to the organization when they are relatively worry-free, and they believe that they are owed something from the organization when they are in trouble/problems. People have the right to be considered as complete human beings with personal needs, dreams, and concerns. (Dr.K.Lalitha,T.Priyanka2014).

Employee efficiency can be improved by interventions such as health, safety, and welfare. The employer's numerous welfare measures would have an immediate effect on the worker's health,

physical and mental performance, alertness, morale, and overall efficiency, leading to higher productivity. (Dr.UshaTiwari2014).

As opposed to the other factors in the enterprise, labour welfare measures prove to be an important factor. When these steps are not implemented to their full potential, employees' self-interest and morale suffer, and their commitment to the job suffers. As a result, the personnel manager's job becomes more difficult, and he is forced to incorporate numerous employee wellness programmes into the company. (Dr.S.Ravi &A.Raja2016).

Even in progressive employer-managed units, labour welfare work in India is quite distressing. Welfare amenities are not adequately provided. In modern units, where cutting-edge technology necessitates the upkeep of adequate standards.(Dr. P. C. Sai Babu,GoliGurunatham 2016).

Since recognising the importance of employees over machines, today's employers have largely adopted the idea of employee welfare. Industrial workers need a labour health policy because they are subjected to excessive physical and mental stress during the manufacturing process. Staff in the manufacturing industry often play an important role in the country's development.(ShyamaliMukherjee,Dr. J.H.Vyas 2020).

IV. Research Methodology

a) Research methodology

Research methodology is a way that systematically solves the research based problems. It is the science of studying how a research has been done.

b) Research Design

Research design is the arranged conditions that collect and analyze the data in a manner that aims to combine the research purposes with economical procedures.

c) Sampling Design

Sampling Method

Convenience sampling method has been adopted for the collection of data information from the respondents.

Sampling Size

The total population of the study is 334 members. From the population, the sample size is 120 and samples have been collected as per the convenience from every department of the organization.

d) Statistical tools used in the study

This study analyses the both parametric and non parametric tests with thereal information regarding the population which is in terms of the confidence intervals also with parameters and non parametric teststhat has been applied

- Chi-Square Test
- T-Test
- One way Anova
- Correlation

e)Data Analysis:

TABLE 1: Loans and Allowances

Particulars	Number Of Respondent	Percentage
Housing	15	13

allowances		
Educational loans	22	18
Medical insurance & allowance	62	52
All the above	21	17
Total	120	100

The above table shows that 52% of the respondents are provided with medical insurance and allowance , 18% of the respondents are provided with educational loan, 17% of the respondents are provided with all of the above facilities and 13% of the respondents are provided with housing allowance . Therefore more number of respondents are benefited with medical insurance and allowance.

TABLE 2 : Comfortable Work Shift Timing

Particulars	Number Of Respondents	Percentage
08.00am to 04.00pm	72	60
04.00pm to 12.00am	20	17
12.00am to 08.00am	28	23
Total	120	100

The above table shows that 60% of the respondent are comfortable with the working shift timing between 8.00 am to 4.00 pm , 23% of the respondents are comfortable with the timing between 12.00 am to 8.00 am and 17% of the respondents are comfortable with the timing between 4.00am to 12.00 pm. Therefore more number of respondents are comfortable with the timing between 8.00 am to 4.00pm.

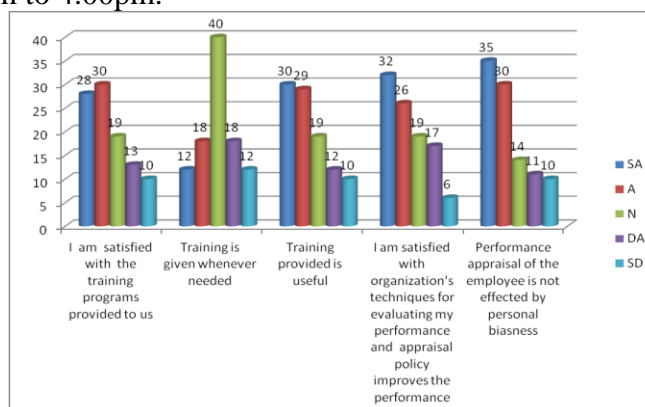


Fig. 1 Relationship Between Seniors and Colleagues

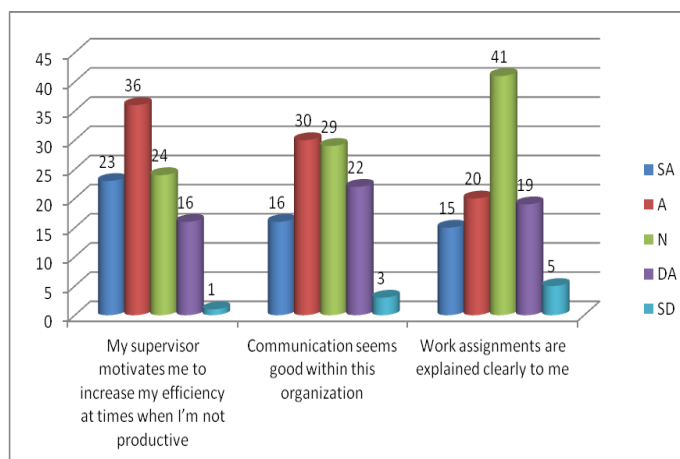


Fig. 2 Communication and Motivation

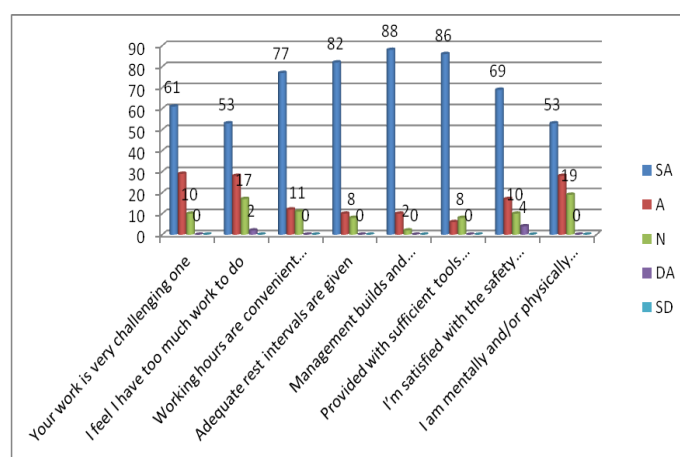


Fig. 3 Working Condition and Nature of the Job

f) Statistical Analysis

i) Chi-Square Analysis:

Null hypothesis (H₀):

There is a relationship between the income and experience.

Alternate hypothesis (H₁):

There is no relationship between the income and experience.

TABLE 3 Chi-Square Tests

Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	159.826 ^a	9	.000
Likelihood Ratio	157.051	9	.000

Linear-by-Linear Association	81.626	1	.000
N of Valid Cases	120		

a. 8 cells (50.0%) have expected count less than 5.
 The minimum expected count is 1.80.

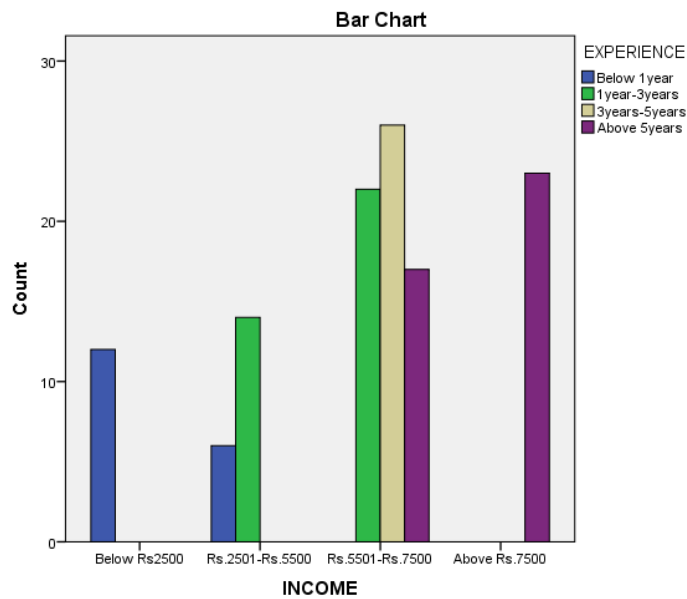


Fig. 4 Income and Experience

Since the calculated value is greater than the tabulated value, we accept the alternate hypothesis and hence there is a relationship between the income and experience.

i) One way ANOVA

Null hypothesis (H₀) :

There is significant difference between the marital status and comfortable work shift timing.

Alternate hypothesis (H₁):

There is no significant difference between the marital status and comfortable work shift timing.

TABLE 4 : ANOVA

ANOVA

MARTIAL STATUS

	Sum of Squares	Df	Mean Square	F	Sig.

Between Groups	21.867	2	10.933	266.500	.000
Within Groups	4.800	117	.041		
Total	26.667	119			

The calculated value of F is greater than the tabulated value. Hence, we reject the null hypothesis and conclude that there is no significance difference between the marital status and comfortable work shift timing.

iii) Karl Pearson's Correlation

Null hypothesis (H₀):

There is a positive relationship between the organization has adequate transport facility and the organization has adequate medical facilities

Alternate hypothesis (H₁):

There is a negative relationship between the organization has adequate transport facility and the organization has adequate medical facilities.

TABLE 5: Correlation

		The organization has adequate transport facility	The organization has adequate medical facilities
The organization has adequate transport facility	Pearson Correlation	1	.763**
	Sig. (2-tailed)		.000
	N	120	120
The organization has adequate medical facilities	Pearson Correlation	.763**	1
	Sig. (2-tailed)	.000	
	N	120	120

Since r is positive, there is positive relationship between The organization has adequate transport facility and The organization has adequate medical facilities.

iv) T- Test

Null hypothesis (H₀):

There is a significant difference between the Communication seems to be good within this organization and work assignments are explained clearly.

Alternate hypothesis (H₁):

There is no significant difference between the Communication seems to be good within this organization and work assignments are explained clearly.

TABLE 6 :T- Test

In

Group Statistics					
	Work assignments are explained clearly to me	N	Mean	Std. Deviation	Std. Error Mean
Communication seems good within this organization	SA	18	1.00	.000	.000
	A	24	1.96	.204	.042

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	Df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Communication seems good within this organization	Equal variances assumed	3.259	.079	-19.857	40	.000	-.958	.048	1.056	-.861
	Equal variances not assumed			-23.000	23.000	.000	-.958	.042	1.045	-.872

Levene's Test for Equality of Variances significance value is 0.079 which is greater than or equal to 0.05. it means that the variability in the two conditions is about the same.

V. Limitations of the Study

- The study was conducted only among 120 respondents of the company. So, the overall result may vary from the result shown in this study.
- Time consumption for this study is less.
- The analysis includes only the blue collar workers.
- There is a possibility for a respondent's bias in the opinion of the respondents while filling the questionnaire.

VI. Suggestion & Conclusion

Suggestions

- The company can increase the transport facility.
- For maximum utilization of personnel, to reduce wastage in the production and to improve works efficiency in their work, the company should arrange suitable training to the employees.
- Proper safety measures (emergency way, alarm, first aid, fire extinguisher) should be arranged for all the employees in the organization.
- During the analysis, I have been made to understand that the conditions regarding the canteen need to be improved. According to the workers, the food and hot drinks are of poor quality. As a result, the company would kindly assess the current situation and take appropriate action.
- Almost all of the respondents stated that the company had First Aid facilities and that the First Aid boxes were replenished on a regular basis. Almost all of the respondents stated that the company had First Aid facilities and that the First Aid boxes were replenished on a regular basis.
- Most of the respondents are feel that the increment system is not enough so the company should increase the increment system.
- The employees are agreed that they are having heavy workload. To motivate the employees the company should reduce workload of the employees.
- The company can increase the drinking water facility at various points of the organization.

Conclusion

In comparison to the staff, the firm's employees are happier. As a result, a greater emphasis should be placed on employee satisfaction at the staff level. The study on employee's welfare measures Bescal Steel industries Private Limited is carried out with full co-operation of the employees and management. The analysis is completed with the satisfaction of many people as much as possible within the specified limits. Employees are therefore the foundation of the organization's growth and development. From the study the researcher conclude that most of the employees of "Bescal Steel industries Private Limited" are satisfied with welfare facilities provided by the organization. By improving further welfare measures the company can keep all the employees in high morale which will create high productivity and profit for the organization.

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