A STUDY ON EMPLOYEES WELFARE MEASURES TOWARDS JOB COMMITMENT IN HARIHAR ALLOY PVT LTD., TRICHY

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ABSTRACT:

Employee Welfare and benefits is a corporate attitude or commitment reflected in the expressed care for employee’s fulfillment. Employee welfare is a comprehensive term which offers service, benefits to the employees in the company. The present study is made an attempt to determine the status of employee welfare practices adopted by Harihar Alloy pvt ltd. It aims to produce a working environment which is stimulating enough to encourage development and interest in the employees. This highlights the employee perception regarding the various statutory welfares provided by the company. The company provides the welfare facilities to their employees to keep their motivation level high. These sources are taken from the secondary data. The design of the research is descriptive research. The technique used for this study is census survey. Here the tools used are chi square test. In chi square test is used to find the association between the variables. These tools are used in SPSS software and the result has explained.

Keywords: Employee Welfare and Benefits, Satisfaction, Allowance, Quality of Work Life

INTRODUCTION:

The basic purpose of worker welfare is to counterpoint the lifetime of staff. The employee welfare facilities in the organization effects on the behavior of the employees as well as the productivity of the organization. Welfare is a broad concept referring to a state of income of an individual or a group, in a needed relationship with the total environment, ecological, economic and social. Employee welfare is an area of social welfare theoretically and operationally.

Better employee welfare service results into organizational advantages, increased employee confidence along with job protection and reduces employee turnover. Organization can create positive attitude in the employee mind by giving right payment and providing welfare measures. Welfare includes anything that is done for the comfort and upgrading of employees.
and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer time. The welfare measures needn't be in financial terms solely however in any kind/forms.

People are the most important advantage of an organization, and the secretarial profession has to assess and highest the value and cost of people of an organization. Once this is accepted, the need for measuring the value for recording it in the books of accounts increases. The value of human assets are often accrued considerably by creating investment in their coaching and welfare activities.

There is an imperious need to taking care of the workers to deliver both legislative and non-legislative facilities to them. The welfare measures help to encourage and retain employees. Most of the welfare facilities are matters of cleanliness and hygienic which is not provided disappointment among workers are motivated by delivering welfare measures. This ensures employee satisfaction result in improved efficiency.

STATEMENT OF THE PROBLEM

A firm is influenced by various human resources factors. The employee welfare measure is one of the factors penetrating in the life of employees those who are working in the public sector. This study explores the employee’s welfare measures of government companies in India. It also studies the employee view about the employee welfare measures on productivity. Another aspect identified in the study is the factors that contribute to improve the standard of employee welfare measures of employees. It covers each dimension of labor as well as economic reward, security, operating and social relationship. Thus, the goal of this study was to gain knowledge about employee’s welfare measures and social security in public sector industries. To fulfill the employee satisfaction by identifying the problems in welfare activities in the company. To find the problems in employee facilities.

LITERATURE REVIEW

1. (Srinivas KT, 2013) Srinivas KT has said that the study is made to identify the welfare facilities and employee’s satisfaction level about welfare facilities adopted at Bosch limited, Bangalore. The data is gathered from 100 employees of the organization with random sampling technique. I found that most of the respondents are aware about the legislative and non-legislative employee welfare facilities provided at the Company, welfare facilities like medical, canteen, working environment, safety measures etc., are provided by the company. And most of the employees are satisfied with the welfare facilities adopted by the company towards the employee’s welfare.

2. (K. LOGASAKTHI1 & K. RAJAGOPAL2, 2013) K. Logasakthi has said that the paper highlights the welfare measures in chemical industries and the employee’s satisfaction level and to identify the overall quality of work life of the employees. Here they measure the efficiency of the employee. The various welfare measures provided by the employer
will have immediate impact of health, physical and mental efficiency alertness, morale and overall efficiency of the worker and thereby contributing to the higher productivity.

3. **(RESHMA.S.; DR. M.J.BASAVARAJ**, 2013) Reshma.S have said that the financial development of a country, minerals play a significant role. Minerals are the backbone of the industrial wealth of the country and the affluence of any country is directly related to its mineral wealth and their judicious utilization. Mining industry is playing a major role in the overall financial development of India. Employee or labor welfare is a broad term including various services, welfares and conveniences offered to employees of the organization. Employee welfare activities are those, which include proper working conditions provided to the workers by the employer on a voluntary basis. A study on employee welfare measures in mining industry throws light on statutory welfare measures followed in Donimalai Iron Ore Mine, Bellary District. This study educates the concept of welfare measures; it also highlights the employee’s perception regarding the various statutory welfare measures provided by the organization. The last part offers suitable suggestions to strengthen the statutory welfare measures in a sample unit.

4. **(EXCEL International Journal of Multidisciplinary Management Studies, 2014)** Dr.M.Surat Kumari et.al. Have said that the employees or labor welfare is a comprehensive term including various service, benefits and facilities offered to employees by the employer. The welfare features are drawn-out in addition to normal wages and other economic rewards available to employees and keep them happy and contented. Employee welfare and the benefits motivate the employees for the better performance and also it boosts the employee morale and improves the human relationships and thereby increases the job fulfillment of the employees.

5. **(Dr. Usha Tiwari, 2014)** Dr.UshaTiwari has said that the study an attempt has been made to study the employee welfare facilities and its impact on employee’s competence at VindhataTelelinks Ltd. Rewa Madhya Pradesh. It can be terminated that the employee welfare facilities provided by the company to employees are satisfied and it is commendable, but still of scope is there for further development.

6. **(MR. T. VENKATA RAMANA1, DR. E. LOKANADHA REDDY 2, 2015)** Venkataramana.Tet.al (2015), this study was explored that employee welfare refers to “the efforts made to provide good life worth for employees”. The welfare measures are affected in good impact of employee satisfaction. Finally, the study I observed the Extra-Mural particularly on Sports, Cultural, Library, Reading, Leave on travel, Welfare Cooperatives, Vocational, Welfare facilities to Children and Women, where as in Intra-mural particularly protective clothing, crèches, restrooms and drinking facilities are in poor state to improve the rate of employee satisfaction in the central railways system.

7. **(Dr. Arjita Jain, 2016)** Arjita Jain has said that employee Welfare and benefits are a corporate attitude or obligation reflected in the expressed care for employees all levels. The objective is to produce a working environment which is inspiring enough to promote development and interest in the employees. This study is made an attempt to regulate the
Status of employee welfare & benefit practices adopted by Indian Oil Corporation Ltd and suggest some ways to improve the quality of welfare practices. The research type is exploratory. The data base has been framed from a sample of 40 employees working in the plant those who are on the role of IOC Limited. Primary data was collected with the help of questionnaire filled by the respondents.

OBJECTIVES OF THE STUDY

- To study the welfare facilities provided at the Harihar Alloy Pvt Ltd.
- To find out the utilization of welfare facilities by the employees.
- To measure the levels of satisfaction among employees at Harihar Alloy Pvt Ltd with respective to various welfare measures.
- To understand how welfare measures, improve the motivation of the employees

RESEARCH METHODOLOGY

RESEARCH

The use of things, ideas or symbols for the aim of generalizing to unfold, correct or verify data, whether or not that data aids in construction of theory or within the observe of an art. Research in common idiom refers to a quest for data analysis is a tutorial activity and intrinsically the term ought to be utilized in a technical sense. Research includes shaping and redefining issues, formulating hypothesis or advised solutions, collecting, organizing and evaluating information, creating deductions conclusions; and eventually fastidiously testing the conclusions to determine whether they fit the formulating hypothesis.

RESEARCH DESIGN

Decisions concerning what, where, when, how much, by what suggests that regarding associate inquiry or a pursuit study represent a pursuit style. A analysis style is that the arrangement of conditions for assortment and analysis of knowledge in an exceedingly manner that aims to mix relevancy to the analysis purpose with economy in procedure.”

The formidable downside that follows the task of process the analysis downside is that the preparation of the planning of the research, popularly called the “research design”

RESEARCH METHOD

DESCRIPTIVE METHOD: Descriptive research incorporates studies and actuality discovering enquiries of various types. The significant motivation behind engaging exploration is portrayal of the situation as it exists at present.
SAMPLING TECHNIQUE

In the project sampling it is done on the basis of non-probability sampling method. Among the non-probability sampling design, chosen is convenience sampling technique.

SAMPLE SIZE

80 employees of technical level employees in HARIHAR ALLOY PVT LTD, TRICHY

DATA COLLECTION

Questionnaire is sent to the people worried about a solicitation to reply and restore the poll. Survey comprises of a number inquiry includes both explicit and general inquiries identified with representative’s conduct.

STATISTICAL TOOL USED

1. Correlation

DATA ANALYSIS

1. CORRELATION

Null hypothesis H0:

There is no significant relationship between marital status and satisfaction level of leave provided for the festival and family function regarding employee welfare measures towards job commitment.

Alternative hypothesis H1:

There is some significant relationship between marital status and satisfaction level of leave provided for the festival and family function regarding employee welfare measures towards job commitment.
TABLE 1:

<table>
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<tr>
<th></th>
<th>MARITALSTATUS</th>
<th>QUES10</th>
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<tbody>
<tr>
<td>MARITALSTATUS</td>
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<td></td>
<td>Sig. (2-tailed)</td>
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<td></td>
<td>N</td>
<td>80</td>
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<tr>
<td>QUES10</td>
<td>Pearson Correlation</td>
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<tr>
<td></td>
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<td>0.420</td>
</tr>
<tr>
<td></td>
<td>N</td>
<td>80</td>
</tr>
</tbody>
</table>

Calculated value = -0.091

Significance value = 0.420

Take level of significance = 0.05

Graph 1:

*Ques 10 = satisfaction level of leave provided for the festival and family function*
Result:

Since calculated significance=0.420> significance value=0.05. Therefore **H1 is Accepted**.

Decision:

There is some significant relationship between marital status and satisfaction level of leave provided for the festival and family function regarding employee welfare measures towards job commitment.

2) Correlation

Null hypothesis H0:

There is no significance relationship between gender and satisfaction of shift system regarding Employee measures towards job commitment.

Alternative hypothesis H1:

There is significance relationship between gender and satisfaction of shift system regarding Employee measures towards job commitment.

Table 2:

**Correlations**

<table>
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<th>Satisfaction of shift system</th>
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</thead>
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<td></td>
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<tr>
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<td>Sig. (2-tailed)</td>
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<td>.770</td>
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<td>Sum of Squares and Cross-products</td>
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<td>Covariance</td>
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<td>N</td>
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<td>80</td>
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<tr>
<td><strong>QUEST18</strong></td>
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<td></td>
</tr>
<tr>
<td>Pearson Correlation</td>
<td>-.033</td>
<td>1</td>
</tr>
<tr>
<td>Sig. (2-tailed)</td>
<td></td>
<td>.770</td>
</tr>
<tr>
<td>Sum of Squares and Cross-products</td>
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<tr>
<td>Covariance</td>
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<td>1.487</td>
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<tr>
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</tbody>
</table>
*correlation is significant at the 0.05 level (2-tailed).

Graph - II

![Bar Chart]

*Ques 18 = satisfaction of shift system.

Result:

Since calculated significance value=0.77 > significance value=0.05. Therefore Accepted H1.

Decision:

There is significance relationship between gender and satisfaction of shift system regarding Employee measures towards job commitment.

CONCLUSION

A study entitled A STUDY ON EMPLOYEE WELFARE MEASURES TOWARDS JOB COMMITMENT IN HARIHAR ALLOY PVT LTD., TRICHY. It was revealed that welfare measures are not the only possible solution to improve performance in Harihar alloy pvt ltd. They can convert its present deficiencies into prosperity by putting less emphasis on welfare measures and focus on other important performance improvement factors such as an increase in rewards, recognition and taking into the thoughts of social welfare of its workers. People are the key to future success of the Harihar alloy pvt ltd and quality is the feature that sells goods and services.
Therefore, it is motivated people who can assure quality. This paper aims to find out the awareness and satisfaction level with respect to the various welfare schemes, working conditions and social security schemes provided by the company. The staff and employees need more friendly relationship with the management. It is concluded that this paper will be very much helpful to the management to impart better welfare measures, working condition and social security scheme to the employee.

REFERENCES


