

A STUDY ON EFFECTIVENESS OF EMPLOYEES WELFARE MEASURE IN INTEGRAL COACH FACTORY(ICF)

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I. ABSTRACT

Welfare are the measures of promoting the efficiency of employee. Employee welfare means anything in serious trouble the comfort and improvement of the workers over and above the wages paid which isn't a necessity of the industry. The fundamental purpose of employee welfare is to counterpoint the lifetime of employees and keep them happy. The most objective of the study is to grasp about the amount of satisfaction among employees regarding the welfare facilities and to grasp about the workers expectations on welfare measures. The target of the study was evaluated with both primary and secondary data. The data's were collected from 150 respondents using questionnaire. The kind of research design that has been used for the study is that the descriptive research design. The descriptive research means the research which is completed to grasp this situation of the study. The information has been collected using structured questionnaire. The sampling design employed in the study is stratified sampling. The information has been analysed using percentage analysis method. The foremost Findings of the study is that the organisation is providing a good welfare facilities to the workers and also helps to increase the motivational level of the employees.

I. INTRODUCTION

Welfare of employees is defined as "efforts to form life worth living for workmen". The efforts are having their origin which is thanks to some statute or some customary activity or by its thanks to employees initiative. Employee welfare could be a term including various services, benefits and facilities offered to employees by the employers. The welfare measures needn't be monetary but in any kind/forms. This includes items like allowances, housing, transportation, medical insurance and food. Employee welfare also includes monitoring of working conditions, creation of commercial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families. The International Employee Organization defined "Employee Welfare as such services, facilities and amenities as may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy, congenial surroundings and provided with amenities conducive to good health and high morale".

Types Of Employee Welfare: There are 3 types of Employee Welfare. They are: 1.Intra Mural Benefits 2. Extra Mural Benefits 3.Voluntary Benefits 1.2.1 Intra Mural Benefits: It means the facilities that are provided inside the workplace is named as Intra Mural Benefits. It means the facilities that are provided inside the workplace is named as Intra Mural Benefits.

It includes:

- Canteen Facility
- First Aid Appliances
- Pension
- Gratuity
- Drinking Water
- Maternity Benefits

ADVANTAGES OF WELFARE MEASURES OF EMPLOYEES:

- **High efficiency:** The employee welfare schemes act as a morale booster. When the employees get an appreciation for what they do, it helps in increasing the work efficiency of the employees. If the work done by the employees is not appreciated, the output might not come as expected. So, it is essential to have employee welfare schemes.
- **Boost the morale of employees:** The employees work only when they are motivated to work. If the company wishes to get 100% output, then it is the company which has to put in little efforts to encourage the employees. No one else would deliver the expected results. So, in order to boost the morale of the employees, it is essential to offer employee welfare measures.
- **To build a competitive edge:** Competition is must if the company wants employees to work well. In order to form a competitive environment in the office, it must provide employees with opportunities. The competitive edge in the work environment can only help in getting the required work from the employees. So, if a healthy work environment or healthy competition is required within the organization, it is vital to provide employees with welfare schemes.

- **Improved industrial relations:**

The employees when benefited, results in good industrial relations too. Not just the work output is good, but also the amiable relations are built by the employees when encouraged through various schemes. So, various employee schemes are essential to make employees work in a better manner in the company.

- If the companies want the employees to give the result on time or deliver the work in time, there needs to be some extra effort by the company so as to encourage the employees to give timely work. This can be done only when the employees are encouraged apart from praising their work and given some welfare schemes. If the extra work is expected from the employees, they should also be given extra benefits by the company. Only then the timely results could be expected by the company.

II. REVIEW OF LITERATURE

DAVIS AND GIBSON (1994)

The study is conducted on “**Designing Employee Welfare Provision**” concluded that design an employee welfare process through which organizations might seek to implement interventions relating to employee well-being, emphasizes the importance of a comprehensive needs assessment both in obtaining the breadth of information needed to design appropriate interventions and also in providing baseline information against which to evaluate program effectiveness. Discusses factors, which influence the type of intervention appropriate for a particular situation and highlights their design implications, Finally, provides guidance on program implementation and evaluation, and discusses some of the advantages and disadvantages of different approaches to tertiary welfare provision.

RAMANA T AND LOGANADHA S(2015)

A study on employee welfare refer to they want to assess the overall satisfaction level regarding welfare program. Through their papers they want to obtain correction By the study suggestion are made that it may be railway minimize the cost of social burden and apply for government for betterment of welfare provisions between statutory and non-statutory activities at industry and to obtain relationship between employees.

KT Srinivas:

He made the title of “A study on employee welfare facilities and its impact on job satisfaction”. The study says that how the company providing facilities and how it improve the satisfaction level of the employees and also understands that what are facilities are company adopted to improve the welfare of the employees.

Company should provide the recreational facilities to improve the morale of the employees and reduce the stress level of the employees. Full medical support company should be given to reduce the absenteeism and turnover. Company should conduct health campaign at least once in a month/ year; finally these facilities lead to improve the productivity of the company and protection to the company employees.

Dr P Venkat Rao (2015) :

He made the title of “Employee welfare is the key insight”, study says that to investigate the literature related to the welfare measures and its impact on the employee performance, satisfaction and also identify and compare the welfare measures provided in different public and private sector companies. Employees are the key for every organizational growth.

he concept of welfare have reached many mile stones in increasing the efficiency of the employees since work related problems compliment poor quality of life for employees and a decline in performance.

P.L. Rao, in his “Labour Legislation in the Making”, opines that professional bodies like National Institute of Personnel Management should constitute a standing committee to monitor the proceedings in the Parliament regarding the labour welfare measures.

“Cooperative Unionism and Employee Welfare” by Michael R. White , (University of Westminster - Policy Studies Institute) , Industrial Relations Journal, Vol. 36, No. 5, pp. 348- 366, September 2005.

Using British national survey data, this article assesses the impact of unions on management practices to reduce labour costs, implement high-performance work systems, and make employee welfare provisions. Relative to non-union workplaces, those with unions are found to have practices which are consistent with 'mutual gains' outcomes.

“Staff development and employee welfare practices and their effect on productivity”

III. OBJECTIVE OF THE STUDY

- A Study on effectiveness of employees welfare measures in integral coach factory(ICF).
- To identify the welfare measures provided to the employees.
- To determine their satisfaction level towards the welfare measures.
- To understand how welfare measures improve the motivation of the employees.

IV. NEED FOR THE STUDY

- To know about the Constitutional provisions in Integral Coach factory .
- To find whether Labor welfare helps in providing good industrial relations .
- To know about the employees satisfaction towards welfare measures.
- To find out the facilities entitled by Integral Coach Factory

V. SCOPE FOR THE STUDY

- The present study has been undertaken to study find out effectiveness of employee welfare measures in Integral Coach Factory.
- To find out the practical difficulties involved in welfare measures that can be evaluated through this study.
- The study can be used to bring out the solution for the problem faced by the employees availing the welfare measures.
- Through the study, company would be able to know the satisfaction level of employee on welfare measures.

VI. DATA INTERPRETATION AND ANALYSIS

Table showing age of the respondents

S No	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	20 - 30	21	7.1
2	31 - 40	20	11.8
3	41- 50	88	51.8
4	51 and above	50	29.4
	TOTAL	170	100

Chart showing age of respondents

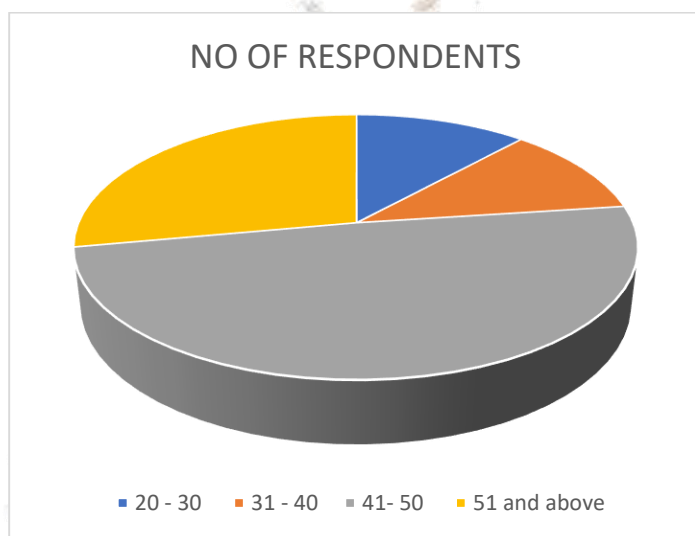
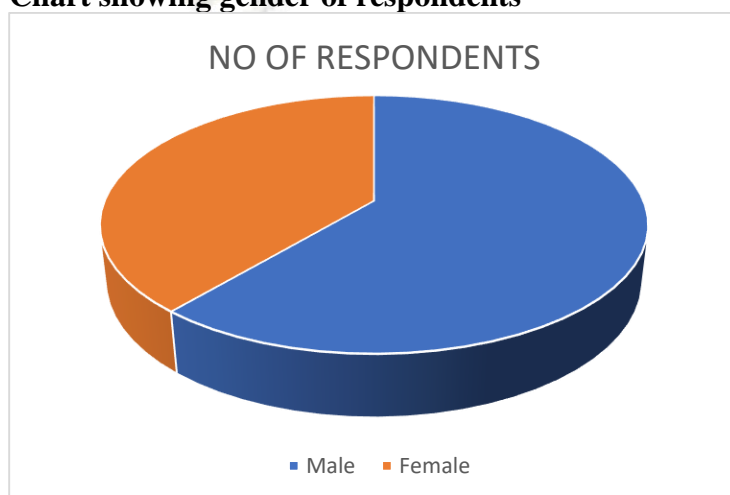


Table showing gender of the respondents

S No	PARTICULARS	Male	Female
1	NO OF RESPONDENTS	104	66
2	PERCENTAGE	61.1	38.8
	TOTAL	170	100

Chart showing gender of respondents



Oneway

[DataSet1]

ANOVA

Does welfare benefits provided by organization plays a motivational factor

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.196	4	.549	.640	.637
Within Groups	37.722	44	.857		
Total	39.918	48			

VII. SUGGESTIONS

- The Management has to improve the quality and adequate items of the food which is one of the most important basic amenities and it helps to satisfy the employees.
- The Number of spittoons provided at the work place is not sufficient, so the company has to increase the number of spittoons which keeps the environment clean.
- Rest room facility has to be sufficiently provided.
- Housing facility can be improved. 5. Adequate number of first aid appliances has to be provided

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