A STUDY ON EFFECTIVENESS OF WELFARE MEASURES

1Magdalene Peter, 2S. Praveen Kumar
1Asst.Professor, 2Professor, Department Of Management Studies,
BIST, BIHER, Bharath University, Chennai-73
1pavithra.mba@bharathuniv.ac.in, 2praveenkumar.mba@bharathuniv.ac.in

Abstract: Employers Of Their Own Accord Undertake Voluntary Welfare Activities The Underlying The Idea Being Those Activities Is Philanthropic. But It Also Increases The Efficiency Of The Workers And Reduces The Change Of Conflict. Some Social Organizations Are Also Undertaking This Type Of Works.

Keywords: Organization, Employees

1. Introduction

1.1 Concept of “Employees Welfare”

Employee welfare defines as “efforts to make life worth living for workmen”. These efforts have their origin either in some statute formed by the state or in some local custom

1.2 Need for Study

Measuring the effectiveness of welfare measures on employee morale in an organization benefits the management by providing information through a survey of employee morale in order to make sound decisions, solving employee problems and increase the efficiency.[1-7]

➢ The study can be done by considering some other factors to measure the employee morale.
➢ This study can also be extended to the other service centers of the company.[8]

1.3 Objective of study

1.3.1 Primary Objectives

● To find the level of satisfaction of employee about the facilities given by the company.
● To evaluate the effect of the welfare measures on employee morale.[9]

1.3.2 Limitation of the study

1. The employee may fear to reveal his original views in the organization.[10]

1.3.3 Research design

The research design of the study is descriptive. [11]

Sampling Method : Simple random sampling

2. Methods of Data Collection

A questionnaire has been used as the tool for data collection to analyze this study. The questionnaire consists of 25 questions regarding the effectiveness of welfare measures on employee morale.[12]

Table1. Awareness about Welfare Facilities

<table>
<thead>
<tr>
<th>S.No</th>
<th>Welfare Facilities Awareness</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Yes</td>
<td>184</td>
<td>92%</td>
</tr>
<tr>
<td>2</td>
<td>No</td>
<td>16</td>
<td>8%</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>200</td>
<td>100%</td>
</tr>
</tbody>
</table>

Source: Primary data

2.1 Inference:

From the above table it is inferred that 92% of the respondents are aware about the welfare facility and 8% of the respondents are not aware about it.[14]
Chart 1

**Welfare Facilities**

<table>
<thead>
<tr>
<th>Awareness</th>
<th>8%</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

92%

2.2 Inference:
From the above chart it is inferred that 92% of the respondents are aware about the welfare facility.

3. Findings
The following points are the findings inferred from the tables. 92% of respondents are aware of the welfare facility provided by the organization.[13]

3.1 Safety measures
(a) 76% of respondents are highly satisfied with the safety material available at the work place.
(b) 53% of respondents are strongly agree with the equipment provided by the company are safe.[30]

3.2 Medical facility
(a) 60% of respondents are not undergoing periodical medical check-up.
(b) 78% of respondents are strongly agree with that the organization provided adequate first aid facility.[29]

3.3 ESI benefits
(a) 72% of respondents are covered under ESI.
(b) 67% of respondents are aware of the ESI benefits.

3.4 Provident fund
(a) 74% of respondents are permitted to avail PF loan.
(b) 39% of respondents are availing the loan for the purpose of construction of a new house.[31]
(c) 73% of respondents are given to I rank to creation of efficiency towards work.

3.5 Inter-relationship[33]
(a) 48% of respondents are maintaining cordial relationship between co-workers.[32]
(b) 57% of respondents are maintaining cordial relationship between supervisor and workers.[34]

4. Conclusion
The education on effect of well-being measure on worker confidence helps the running to know the fulfillment level of the workers about the welfare degree provided by the corporation.

References