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## **A STUDY ON EMPLOYEES WELFARE WITH SPECIAL REFERENCE TO BHARATHI WOMEN DEVELOPMENT CENTRE, THIRUVARUR**

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### **Abstract**

*Employees' plays a key role in the existence and growth of any organization, therefore their welfare is essential. During the past few years, both public sector and private sector organisations have been contributing towards the employee's benefits and also increase their efficiency. Employees' welfare facilities include housing facilities, free medical facilities, retirement benefits, welfare measures for the employee's families, loan facilities, etc. if the organizations do not bother about the employees benefit, but expect efficient and high performance from them, it is a mere waste. So there is utmost need for the employee's welfare in any type of organization. Organizations have to provide welfare facilities to their employees to keep their motivation levels high. A comparative study was undertaken to know the satisfaction level of the employees on the enforceability of various welfare measures in both the public and private sector organizations. The study also throws light on impact of welfare measure on the employees' performance.*

**Keywords:** *Employee's welfare, Organization, Motivation Level, Employee's Performance.*

### **1. INTRODUCTION**

The organization may industrial commercial, profitable, non-profitable organization. Industrial organization means these producing industrial goods and small or medium or large scale basis. But to run the industrial organization labourer plays a vital role. Without labourer no organization means an

individual or group of people engaged is some tangible or intangible business and yield a sum of profit. To run this commercial organization need of labour is very felt. Non profitable organization means a group of people or organized themselves a group or association and help to the downtrodden people for their upliftment. And also to carry out the non

profitable organisation the management needs some people. they are called as labourers.

**OBJECTIVES OF THIS STUDY**

- To study the socio demographic characteristics of the respondents.
- To study the various types of welfare measures in BHARATHI WOMEN DEVELOPMENT CENTRE.
- To know the satisfaction level of employees in their work place.
- To give suggestion for the improvement of labour welfare schemes in BHARATHI WOMEN DEVELOPMENT CENTRE.

**LIMITATIONS**

- ❖ This study is restricted to the THIRUVARUR branch alone.
- ❖ This study focuses only on employees welfare schemes operated by the BHARATHI WOMEN DEVELOPMENT CENTER THIRUVARUR.

**RESEARCH DESIGN**

“A research design is the arrangement of condition for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure”.

The study is carried out by adopting a descriptive study.

**REVIEW OF LITERATURE**

A Saravankumar & DR. S in their work –A study on Employee’s Health safety and welfare measurer in a private industry in Coimbatore city declared that the organization has provided sufficient health and safety measures. But certain points have been identified that some employees are satisfied and some are not satisfied with the present welfare refers to physical, mental and emotional well being of the individual. So in future, the management can well think of improving the welfare by consulting with employees.

B.R.Manasa & C.N.Krishnanaik (2015) in their work entitled – employee welfare measures. A study on content corporation of Indian units, in Thandurandilabad announced that the

employees’ welfare facilities provided by the company were satisfactory and it was commendable. Yet there was scope for further improvement in order to enhance efficiency, effectiveness and productivity of the employees that would help organisation accomplish the organization goals.

**DATA ANALYSIS AND INTERPRETATION**

**Level Of Satisfaction Of Electricity Facilities**

S.No	Opinion	No. of Respondents	Percentage (%)
1	Highly Satisfied	29	38.0
2	Satisfied	22	29.3
3	Moderate Satisfied	10	13.3
4	Dissatisfied	8	10.7
5	Highly Dissatisfied	6	8.0
	<b>Total</b>	<b>75</b>	<b>100</b>

Source: Primary data

**Inference:**

The above table depicts that 38.7% of the respondents are highly satisfied about their electricity facilities and 29.3% of them are satisfied 13.3% of them are moderate satisfied 10.7% of them are dissatisfied and 8% of them are highly dissatisfied.

**Level Of Satisfaction Health And First Aid Facilities**

S.No	Opinion	No. of Respondent	Percentage (%)
1	Highly Satisfied	25	33.3
2	Satisfied	19	25.3
3	Moderate	11	14.7
4	Dissatisfied	12	16.0
5	Highly Dissatisfied	8	10.7
	<b>Total</b>	<b>75</b>	<b>100</b>

Source: Primary data

**Inference**

The above table shows that 33.3% of the respondent are highly satisfied about their health and first and facilities and 25.3% of them are satisfied, 14.7% of them are moderate satisfied. 10.7% of them are highly dissatisfied and rest of 6% of them are dissatisfied.

**Level Of Satisfaction Of Parking Facilities**

S. No	Opinion	No. of Respondent	Percentage (%)
1	Highly Satisfied	23	30.7
2	Satisfied	17	22.7
3	Moderate Satisfied	13	17.3
4	Dissatisfied	10	13.3
5	Highly Dissatisfied	12	16.0
<b>Total</b>		<b>75</b>	<b>100</b>

Source: Primary data

**Inference:**

The above table reveals that 30.7% of the respondent are highly satisfied about their parking facilities and 22.7% of them are satisfied 17.3% of them are moderate satisfied, 16.0% of them are highly dissatisfied and rest 13.3% of them are dissatisfied.

**FINDINGS**

- ❖ Majority of the respondents ( 88%) are satisfied by their job.
- ❖ All the respondents one satisfied about their salary.
- ❖ Majority of the respondents (29%) are satisfied by the Electricity facilities.
- ❖ Majority of the respondents (25%) are satisfied by the health and first aid facilities.
- ❖ Majority of the respondents (23%) are satisfied by the parking facilities.

**SUGGESTIONS**

- ❖ The corporation will be concentrate in employees welfare measure like basic needs and social security measures in future also.
- ❖ The corporation provide more opportunities in addition to existing employees welfare measures.
- ❖ The corporation must give more concentration towards monetary benefits rather than other kinds of benefit.
- ❖ The corporation should shorten the probationary period of the temporary worker for their permanent.
- ❖ The corporation can improve the working environment, then the workers may get satisfied.

**CONCLUSION**

- ❖ Welfare facilities plays on important role in developing a good relationship between employees and the corporation.
- ❖ From this study report of employee welfare facilities in Tamil Nadu State transport corporation. The corporation provide all welfare measures, but the satisfactory level of the employees are not same proportion. So, the corporation provide the welfare facilities by satisfying the employees at various level.

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