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A STUDY ON EMPLOYEE WELFARE MEASURES WITH SPECIAL REFERENCE TO LAKSHMI KNIT WEAR AT TIRUPUR

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Abstract

“Employee welfare means anything done for the comfort and improvement, intellectual or social, of the employees over and above the wages paid which is not a necessity of the industry”. According to a I.L.O. report, “workers” welfare may be understood as including such services facilities and amenities which may be established in, or in the vicinity of undertakings to perform their work in healthy and congenial surroundings and to avail of facilities which improve their health and bring high moral”.

The committee on Employee welfare (1969) defined it “such services. Facilities and amenities as adequate canteen, rest and recreation facilities, sanitary and medical facilities, arrangements for travel to and from work and for the accommodation of workers employed at a distance from their homes, and such other services, Amenities and Facilities, including social security measures as contribute to improve the conditions under which workers are employed”.

Keywords: Employee, Welfare Measure, Working Environment, Commitment of work

1. INTRODUCTION

“The efforts to make life worth living for workmen.” Employee has an important role in the industrial production of the country. The personnel management really concerns with the management of the people at work. Management is “an art of getting the work done by the people”. Therefore, it is very necessary to seek the co-operation of the Employee force in

order to increase the production and to earn higher profits. The co-operation of employees is possible only when they are fully satisfied with employer and the working conditions on the job.

After employees have been hired trained and remunerated they need to be retained and maintained to serve the organization better. Welfare facilities are designed to take care of the well-beings of

employees they do not generally result in any monetary benefit to the employees. Governmental and non- governmental agencies, and trade unions too. Contribute towards employee’s welfare.

“Employee welfare, also referred to as better work for employees, related to taking care of the well-being of workers, trade union, and Governmental and non-Governmental agencies”.

Objectives of the study

- i. To study the socio-demographic status of the respective respondent.
- ii. To study the employee working environment.
- iii. To study the various welfare measure provided by the industry.
- iv. To analyse the welfare measures. To suggest suitable measures to increase the employee welfare measures.

Importance of the study

The study is necessitated to evaluate the welfare measure provided in Lakshmi knit wear basically a textile industry where in up for work. This study is expected to give details to the employees about welfare measures.

It will help the employees to analyse whether they are satisfied with the welfare measures provided in the company or they any additional welfare equipment.

Study area

A study on the “Employee welfare measures” was carried out at the Lakshmi knit wear which is located in Tirupur.

Study period

The data was collected in the month of December2019 to March 2020

Research design

“A 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.

Descriptive Research

Descriptive research studies are the studies which are concerned with

describing the characteristics of a particular individual or of a group.

Universe

“All items under consideration in any field of inquiry constitute a universe or population.

Sample Size

The universe of the study is the employee welfare measures. The sample size is 75 in number.

Sample Design

“A sample design in a definite plan for obtaining a sample from a given population. It refers to technique of the procedure the researcher would adopt in selecting items for the sample”.

Collection of data

Primary data

Primary data refers to the data by which the researcher collecting the data from the respondent through questionnaire method.

Secondary data

Secondary data was collected from the company Records & Documents.

Statistical Tools Used

The following are statistical tools are used in the study

- Percentage analysis

Limitations of the study

- ◆ The study is restricted to only the limited area.
- ◆ Someoftheemployeeisnotwillingto co-operatewiththestudyastheywerebusywith their work.
- ◆ The respondent’s where hesitated the give the answer regarding their working condition etc.,

Some of the respondent took much time to answer the questionnaire

**Table 1
Classification of Respondents on the Basis of Age**

S. no	Age	No. of respondents	Percentage
1	21-30	30	40
2	31-40	26	34.7

3	40-50	11	14.6
4	51 and above	8	10.7
	Grand total	75	100

Source: Primary data

INFERENCE

The above table shows that 40% of the respondents fall in the age group of 21-30, 34.7% of them is 31-40, 14.6% of them belong to 41-50, and the remaining 10.7% of the mare above 51 age group.

Table 2

Classification of Respondents on the Basis of Gender

S. no	Gender	No. of respondents	Percent
1	Male	43	57.3
2	Female	32	42.7
	Grand total	75	100

Source: Primary data

INFERENCE

The above table depicts that 57.3% of the mare male. The remaining 42.7% of the mare female.

Table 3

Classification of Respondents on the Basis of Educational qualifications

S. no	Educational Qualification	No. of respondents	Percent
1	SSLC	31	41.3
2	HSC	18	24
3	Diploma	14	18.7
4	Degree Holders	12	16
	Grand total	75	100

Source: Primary data

INFERENCE

The above table shows that 41.3% of the respondents are S.S.L.C, 24% of the respondents are H.S.S,18.7% of the respondents are diploma and the remaining 16% respondents are degree holders.

Table 4

Classification of Respondents on the Basis of Commitment to work

S. no	Work	No. of respondents	Percent

1	Highly satisfied	28	37.3
2	Satisfied	20	26.7
3	Moderate	15	20
4	Dissatisfied	12	16
	Grand total	75	100

Source: Primary data

INFERENCE

The above table shows that 37.3% of the respondents are highly satisfied their commitment to work and 26% of them are satisfied, 20% of them are moderate satisfied,16% of the mare dissatisfied.

Table 5

Classification of Respondents on the Basis of Needs

S. no	Needs	No. of respondents	Percent
1	Highly satisfied	17	22.6
2	Satisfied	25	33.3
3	Moderate	22	29.4
4	Dissatisfied	11	14.7
	Grand total	75	100

Source: Primary data

INFERENCE

The above table reveals that 33.3% of the respondents are satisfied their basic needs and 29.4% of them are moderate satisfied, 22.6% of them are highly satisfied, 14.7% of the mare dissatisfied.

Table 6

Classification of Respondents on the Basis of Overall working environment

S. no	Working environment	No. of respondents	Percent
1	Highly satisfied	22	29.3
2	Satisfied	17	22.7
3	Moderate	20	26.7
4	Dissatisfied	16	21.3
	Grand total	75	100

Source: Primary data

INFERENCE

The above table reveals that 29.3% of the respondents are highly satisfied their overall working environment and

26.7% of them are moderate satisfied, 22.7% of the mare satisfied, 21.3% of the mare dissatisfied.

FINDINGS

- ❖ Majority 57.3% of the respondents are male
- ❖ Majority 40% of the respondents fall in the age group of 21-30 year.
- ❖ Majority 41.3% of the respondents are qualified S.S.L.C
- ❖ Majority 37.3% of the respondents are highly satisfied their commitment to work.
- ❖ Majority 33.3% of the respondents are satisfied about their basic needs.
- ❖ Majority 29.3% of the respondents are highly satisfied with their overall working environment.

SUGGESTIONS

- If the management improves the working environment the workers may get satisfied.
- The management should create more awareness regarding the existing welfare measures.
- The management should recognize the suggestion provided by the employees regarding the welfare programme, if feasible.

- It is suggested that the management should try to give reasonable salaries.
- Management should provide a forum for generating new idea and suggestion for improvements.
- The management should consult the workers during the time of final decision.
- The management should necessary steps to initiate insurable measures for safety.

CONCLUSION

The success of on industry depends upon the efficiency and effectiveness of work. The effectiveness and efficiency can be achieved only through proper welfare measures. From this study report the welfare measures of Lakshmi knit wear is more satisfied. If the company takes adequate steps to improve its welfare measures, definitely it will retain better position in textile industrial market. A man and a happy working atmosphere make a man happy to health and contribute more.