

A Study on Employees Welfare in Kallakurichi II Co-Operative Sugar Mills Ltd at Kachirayapalayam, Kallakurichi District

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Abstract: *Welfare is efforts that are made to make life worth living for employees. The term includes the benefits, services and facilities that are offered by employers to their employees for the purpose of providing comfort and improving their lives. The Key is to match services amenities and facilities including social security measures of employees welfare. Employees welfare is closely linked to give more attention on improving the employee welfare in the organization. This study is based on employees welfare with reference to measures which are provided in Kallakurichi II - co - operative sugar mills ltd at kachirayapalayam.*

Keywords: employees, welfare, benefits, attention, services and facilities

1. Introduction

Employee welfare means such services facilities and amenities such as canteens rest and recreation facilities arrangement for travel to and for the accommodation of workers employed at a distance from their home and such other services amenities and facilities including social security measures as contribute to improve the condition under which workers employed. Hence the employees welfare is one of the vital needs in the organizations. The study is undertaken to study find out effectiveness of employee welfare measures in Kallakurichi II - co - operative sugar mills ltd at kachirayapalayam. The analysis focuses on the welfare of the employees.

2. Review of Literature

Anand (2010) stated in his research work that employees of IT sector in Chennai district are satisfied with the welfare measures provided by the company. But researcher also suggested some recommendation pertaining to periodic audit of welfare programs by management, personality & stress management etc. Modifications are requiring in the field of safety consciousness, grievance handling & sexual harassment especially for women employees.

Venugopal (2011) described that employees in industrial cluster at Chittur, Kerala are availing statutory & non - statutory welfare facility but employees are expecting some more welfare facility like gratuity, pension, welfare fund, so that they may retained employees & their quality of work life. Researcher also strongly recommended that industry should provide timely help to the work force when they are in trouble such as conveyance to hospital when injured, medicines etc.

Jain (2012) implied by her research work that public sector bank employees are more satisfied with his jobs rather than private bank employees the main cause of dissatisfaction among private bank employees are job in security their jobs are highly competitive. Also welfare facilities and clearly

defined & legally enforced in public sector banks while there is neither well planned nor well executed welfare facilities in private banks. This is other reason of dissatisfaction among private bank employees. Employee's turnover high & job security low in private bank employees.

Satyanarayana M. (2012) a Stated about employees of sugar factories in east Godavari district are satisfied with the welfare measures given by the company. Most of the employees having experience between 5 - 10 years are highly satisfied with welfare measures. Researcher recommended some measures improvement in safety equipment, over time payments, compensatory arrangements on medical grounds, promotion etc.

Kumar (2013) described that 100% employees of Tamilnadu state transport corporation, Villupuram division were aware of the welfare measures in Public Sector Transport Corporation. Researcher found that most of the employees were do not satisfied with welfare measures such as canteen, night duty, rest rooms & gratuity 89% employees said work load is very high. Researcher suggested the govt. to take keen interest to fill up the vacancies to share the work among them as employees are burdened with heavy work load.

Priyanka (2014) was taken 100 respondents from IT industry at Guntur, Andhra Pradesh & resulted that companies are very keen in promoting all the welfare facility provided by the IT industry.

Statement of the Problem

The practical difficulties involved in welfare measures that can be evaluated and used to bring out the solution for the problem faced by the employees availing the welfare measures.

Company would be able to know the satisfaction level of employee on welfare measures. The study is undertaken to study find out effectiveness of employee welfare measures in Kallakurichi II - co - operative sugar mills ltd at kachirayapalayam.

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3. Objectives of the Study

To know about the employees welfare measures in the Kallakurichi II co - operative sugar mills ltd at kachirayapalayam.

Primary Data

The Collected data to apply appropriate statistical tools like Simple Percentage, Chi Square test and Correlations. In this project it was obtained by mean of questionnaires. Questionnaire was prepared and distributed to the employees.

Secondary Data

Secondary data needed for conducting research work were collected from company websites, library, books and other sources.

Table 1: Qualification of the Respondents

Qualification	No. of Respondents	%
SSLC	15	30
HSC	5	10
UG degree	11	22
IT/Diploma	19	38
Total	50	100

Interpretation

The above table and chart shows that 30% of them are SSLC and 10% of them are HSC and 22% of them are UG DEGREE and 38% of them are IT/Diploma. The majority of the respondents qualification is IT/Diploma (38%).

Table 2: The Washing Facilities Provided By the Company

Option	No. of Respondents	%
Satisfied	18	36
Highly satisfied	30	60
Moderately satisfied	1	2
Dissatisfied	1	2
Total	50	100

Interpretation

The above table and chart shows that 36% of them are satisfied and 60% of them are highly satisfied and 2% of them are moderately satisfied and 2% of them are dissatisfied. The majority of the respondents are 60% highly satisfied.

Table 3: Salary of the Respondents

Salary	No. of Respondents	%
Below Rs.10000	21	42
10000 - 20000	14	28
20000 - 30000	11	22
above 30000	4	8
Total	50	100

Interpretation

The above table and chart shows that 42% of them are getting below and 10000 salary and 28% of them are getting 10000 - 20000 salary and 22% of them are getting 20000 - 30000 salary and 8% of them are getting above 30000 salary. The majority of the respondents are 42% getting below 10000 salary.

Table 4: Adequate Drinking Water Facilities Provide By the Management

Option	No. of Respondents	%
Satisfied	10	20
Highly satisfied	35	70
Moderately satisfied	5	10
Dissatisfied	0	0
Total	50	100

Interpretation

The above table and chart shows that 20% of them are satisfied and 70% of them are highly satisfied and 5% of them are moderately satisfied and 0% of them are dissatisfied. The majority of the respondents are 70% highly satisfied.

Correlations					
		Qualification	The Washing Facilities Provided By the Company	Monthly Income	Adequate Drinking Water Facilities Provide By the Management
Qualification	Pearson Correlation	1	0.258	-0.229	.315*
	Sig. (2 - tailed)		0.071	0.11	0.026
	N	50	50	50	50
The Washing Facilities Provided By the Company	Pearson Correlation	0.258	1	0.075	0.026
	Sig. (2 - tailed)	0.071		0.606	0.859
	N	50	50	50	50
Monthly Income	Pearson Correlation	-0.229	0.075	1	0.127
	Sig. (2 - tailed)	0.11	0.606		0.38
	N	50	50	50	50
Adequate Drinking Water Facilities Provide By the Management	Pearson Correlation	.315*	0.026	0.127	1
	Sig. (2 - tailed)	0.026	0.859	0.38	
	N	50	50	50	50

4. Limitations of the Study

Some of those restrictions faced on my way during the research are:

- The respondents were busy with their work, it was difficult for the researcher to meet the respondents and gain information.
- The study was limited to a short period only.

- The response of the employee in giving information was lukewarm.
- The sample size of the study is 120.

Period of the study

The primary data were collected from September 2023 To November 2023 among the selected sample respondents in the study area.

5. Findings of the Study

- Majority 84 percent of the respondents are male.
- Majority 40 percent of the respondents are in the age group of between 31 to 40 years.
- Majority 38 percent of the respondents qualification is IT / Diploma.
- Majority 40 percent of the respondents are above 9 years.
- Majority 60 percent of the respondents are highly satisfied.
- Majority 42 percent of the respondents are getting below 10000 salary.
- Majority 70 percent of the respondents are highly satisfied.

6. Recommendations of the study

- The company should try to improve the welfare measures.
- The company can provide better welfare activities to the employee.
- The company can adopt a better motivation policy.
- The company can give more attention on improving the employee welfare in the organization.
- The company must take adequate steps to find out timely welfare needs of the employees.

7. Conclusion

Employee welfare measures are the state of wellbeing, satisfaction, protection and help to motivate the employees. It was explored that employee welfare measures helps in employee satisfaction. With the result of improving the quality of work life among the employees, their involvement in job will be increased and productivity of the organization will be increased. Employee welfare measures boost the morale of the employees if they are effectively implemented and carried out. The welfare measures which are provided in Kallakurichi II - co - operative sugar mills ltd. in kachirayapalayam are appreciable, as the employees are satisfied with the existing welfare measures.

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