

A Study On Employee Welfare Measures At Butterfly Gandhimathi Appliances Ltd.

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ABSTRACT

The main aim of labour welfare is to provide welfare facilities and amenities as would enable the workers employed in industries (or) factories to perform their work in health and high moral. The Labour welfare activity of organization is providing maximum motivation to the labour by providing several labour benefits and welfare activities by which the labours are feeling happy to work within the organization. The study was conducted at **Butterfly Gandhimathi Appliances Ltd.** The study was aimed to bring out the solution for the problems faced by the employee availing the welfare measures. The simple random sampling was adopted for the sample size 20. The primary data was collected through questionnaires. The secondary data's are collected from websites and books. Percentage analysis and chi Square tools were used for analyzing the collected data. With the help of the result, we can identify the problem if any and find the solution for it.

Keywords: Labour Welfare, Solutions, Analysis, Result.

INTRODUCTION

Industrial progress depends on satisfied labour force and in this connection the importance of labour welfare measures was accepted long back. In 1931 the Royal Commission on Labour stressed the need of labour welfare primarily because of the harsh Treatment meted out to the workers This need was further emphasized in independent India by the Constitution, (1950). The importance of the labour welfare S.T. Edwards (1933) said: "One can buy a man's time his physical presence at a particular space, even a few muscular movements, but enthusiasm, initiative, loyalty and devotion to duty cannot be bought. They will have to be created through right employer-employee relations, provision of constructive opportunities for satisfying the major motivating desires of human action".

OBJECTIVES OF THE STUDY

Primary objectives:

To study on Employee welfare measure at BUTTERFLY GANDHIMATHI APPLIANCES LTD.

Secondary objectives:

- To identify the various welfare measures provided to the employee.

- To know their satisfaction towards the welfare measures.
- To understand how welfare measures, improve the motivation of the employee.
- To find out the employee preference regarding welfare measures which they like to have in future.

SCOPES OF THE STUDY

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

INDUSTRIAL PROFILE

India has emerged as one of the world's top ten countries in industrial production as per UNIDO,S new report titled' Yearbook of Industrial Statistics 2011'.India surpassed Canada, Brazil and Mexico in 2010 to reach the 9th position from 12th position held in 2009.The index of industrial production (IIP) quick estimates data for October 2011 shows a growth of

11.3 percent in the manufacturing sector as compared to October 2010. The cumulative growth during April-October 2010-2011 over the corresponding period 20092010 is 11 percent, according to data by the ministry of statistics of program implementation. The manufacturing industry in India is generally defined as a low investment and high return affair. The rapid growth selling market in India means that sales in the country could bring in more than \$ 1 billion by the fiscal year ending March 2013. The forecast was made by the world federation of direct selling association. The association pointed out that the current Indian market for direct selling product is worth around US \$ 600 million and provides employment to around 1.8 million people, of which 1.2 million are women. Hence, though India continues to witness a phenomenal growth of shopping malls and specialty retail stores, direct selling industry, too is on a fast route to success.

REVIEW OF LITERATURE:

Government of India, Ministry of Labours & Employment (1969), Report of the Committee on Labours Welfare.

Human Relations is a medium through which both employees and the company mutually co-operate to achieve more production through high morale which after all is the economic purpose of all business and industries. He said that if employees receive the same wage irrespective of their individual contribution to the goal, they will work less and that employees think working at a higher rate means fewer employees may be needed which discourages employees to work more. welfare measures must eliminate risk and insecurity. the organization besides fair wages must also provide facilities like medical aid, crèches,

subsidized food and transport required by workers. These should include factory health centre, factory dispensary and clinic for general treatment; infant welfare; women's general education; workers recreation facilities and education, etc,

Labour Bureau (1961-68), Industry Specific Survey Reports of Labour Bureau for the Period 1961-68, Shimla

The management knows that employees have their good days and their bad days and that, for the most part, the reasons for their ups and downs are unknown. It suggested that compensating 'hard workers' will be better done through basic pay for all and bonuses for extra performance. This research work's aim was to find out if it is possible to adequately compensate employees and how managers and team heads can motivate their employees with the scarce resources available to them. Every manager must motivate and encourage employees somehow reconciling the individual needs with the goals of the organization.

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The Committee on Labour Welfare (1969) the phrase to mean, Such facilities and amenities as adequate canteens, rest and recreation facilities, sanitary and medical facilities arrangements for travel to and from and for accommodation of workers employed at a distance from their homes, and such other services, amenities and facilities including social security measures as contribute to conditions under which workers are employed. Government, employers and trade unions have done a lot to promote the betterment of workers' conditions. The unions feel that welfare services ought to be provided either by the government or the employers. Organization, according to this principle, has an obligation or duty towards its workers to look after their welfare. The constitution of India also emphasizes this aspects of labour welfare.

RESEARCH DESIGN: Descriptive methodology is used in the present study.

Sample Population:

There are 800 employees are working at BUTTERFLY GANDHIMATHI APPLIANCES LTD.

Sample Size: The sample size chosen for the study is 200.

Sampling Area :The research was conducted at basic Labours of **Butterfly Gandhimathi Appliances Ltd.**

Sampling Method:

The research was made by the survey in accordance to the convenience of the labours. So the sample type is convenience sampling.

TOOLS USED FOR STUDY

The collected data was tabulated. For this study statistical tool used for analysis are:

- Simple Percentage method
- Weighted average method
- Chi-square test

CHI-SQUARE TEST:

Tabulates a variable into categories and computers a chi-square statistic based on the differences between observed and expected frequencies. This goodness of fit test compares the observed and expected frequencies in each category. If the calculated value is greater than the table value then the alternative hypothesis (H1) is accepted. If the calculated value is less than table value null hypothesis (HO) is accepted.

$$\chi^2 = \sum(O_i - E_i)^2/E_i$$

O= Observed value

E= Expected value

Degree of freedom = (Row - 1) x (Column - 1)

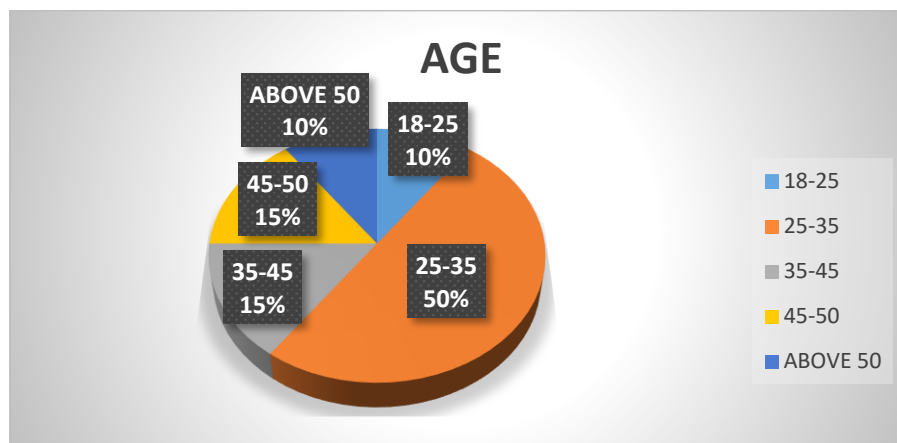
If calculated value > Table value (Reject Ho)

If calculated value < Table value (Accept Ho)

TABLE SHOWING THE AGE OF THE RESPONDENTS:

S.NO	AGE	PERCENTAGE
1	18-25	10%
2	25-35	50%
3	35-45	15%
4	45-50	15%
5	ABOVE 50	10%
	TOTAL	100%

CHART SHOWING THE AGE OF THE RESPONDENTS:



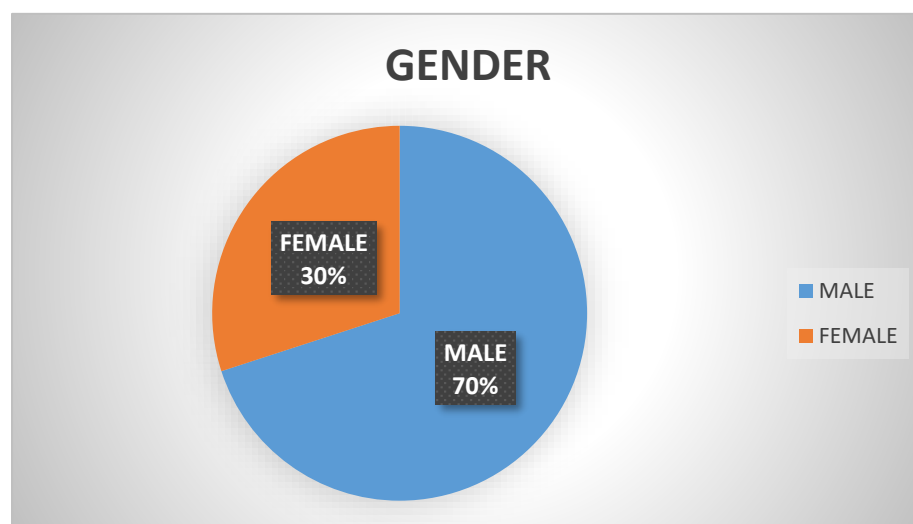
INFERENCE:

From the above data, it is clear that 10% of respondents are 18-25 age, 50% of respondents are 25-35 age, 15% of respondents are 35-45 age, 15% of respondents are 45-50 age, and 10% of respondents are above 50 age.

TABLE SHOWING THE GENDER OF THE RESPONDENTS:

S.NO	GENDER	NO.OF RESPONDENTS	PERCENTAGE
1	MALE	140	70%
2	FEMALE	60	30%
	TOTAL	200	100%

CHART SHOWING THE GENDER OF THE RESPONDENTS



INFERENCE:

From the above data, it is clear that 70% of respondents are the male, and 30% of the respondents are the female.

CHI – SQUARE TEST

Null Hypothesis (H0): There is no significant relationship between the sanitation and machine & tools.

Alternative Hypothesis (H1): There is a significant relationship between the sanitation and machine & tools.

Observed Frequency	Excepted Frequency	(O-E)	(O-E) ²	(O-E) ² /E
9	9.5	-0.5	0.25	0.02
5	4.5	0.5	0.25	0.05
3	2.5	0.5	0.25	0.1
1	2	-1	1	0.5
2	1.5	0.5	0.25	0.16

10	9.5	0.5	0.25	0.02
4	4.5	-0.5	0.25	0.05
2	2.5	-0.5	0.25	0.1
3	2	1	1	0.5
1	1.5	-0.5	0.25	0.16
Calculate χ^2 value				1.66

Degree of freedom = $(r-1) * (c-1)$

Level of significant = 5%

$$= (2-1) * (5-1)$$

$$= 4$$

Conclusion:

$$\chi^2 = \chi^2_{0.05}$$

$$1.66 < 9.488$$

$$1.66 < 9.488$$

Result:

Since, the table value is greater than the calculated value, we accept the null hypothesis. So we conclude that there is no significant relationship between the sanitation and machine & tools.

FINDINGS

- 50% of the respondents are at the age of 25-35.
- 70% of the respondents are Male.
- 30% of the respondents completed HSC.
- 80% of the respondents are Married.
- 50% of the respondents are having 5-10 yrs of Experience.
- 55% of the respondents are getting 10,000- 20,000 Rupee's as monthly Income.
- 55% of the respondents are agreed that the organization is having climate control facility.
- 70% of the respondents are strongly agreed that they have adequate ventilation facility.

SUGGESTION

- ❖ Management can improve some welfare measures to the respondents.
- ❖ The organization can provide better lighting and sanitation facilities to the respondents.

- ❖ The management can give required training to handle all the machines carefully to avoid unnecessary accidents.
- ❖ Restroom facility has to be sufficiently provided.
- ❖ Adequate drinking water can be placed in each floor of the organization.

CONCLUSION

The study is carried out mainly to improve the welfare activities thereby achieving the goal of an organization and to improve every activity. The study on Employee Welfare in Butterfly Gandhimathi Appliances limited are given better knowledge about the Employee Welfare Measure which adopted that they followed in the organization, this company concentrate more in human resources system and welfare measure of labour. The organization is well involved to protect the Labour. This study gave better experience for future studies. It was a privilege to carry out the study on Employee Welfare Measure in Butterfly Gandhimathi Appliances limited. By this research, the objective of the project has been achieved successfully by applying various methodologies. As an outcome, a clear inference and suggestions have been contributed so as to make this study a future reference.

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WEBSITES:

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2. <http://www.labourwelfare.com/>
3. <http://www.managementparadise.com/>
4. <http://www.yoursarticlelibrary.com>