



iJRASET

International Journal For Research in
Applied Science and Engineering Technology



INTERNATIONAL JOURNAL FOR RESEARCH

IN APPLIED SCIENCE & ENGINEERING TECHNOLOGY

Volume: 5 Issue: VIII Month of publication: August 2017

DOI: <http://doi.org/10.22214/ijraset.2017.8210>

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An Impact of Welfare Measures on Level of Satisfaction of Employees

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Abstract: Employee welfare is a broad concept including various benefits, services and facilities offered to employees by the Management. Through such generous fringe benefits the employer makes the life worth living for employees. The primary objective of this paper is analyses the various dimensions of labour welfare measures and to know the satisfaction levels of employees. This study helps to improve the welfare schemes in N.T.P.S Ibrahimpatnam. The data is collected through well structured questionnaire. Primary and secondary sources have been used as source of data. Percentage analysis and mean square method has been used for data analysis.

Keywords: Employee welfare, Training, Development, Employee relations, Employee loyalty and morale

I. INTRODUCTION

Welfare is comfortable living and working conditions". Employee welfare means the efforts to make life worth living for workman. "Welfare is comfortable living and working conditions". People are the most important asset of an organization, and the accounting profession has to assess and record the value and cost of people of an organization. Once this is accepted, the need for measuring the value for recording it in the books of accounts arises. The value of human assets can be increased substantially by making investment in their training and welfare activities in the same way as the value of repairs/ overhauling, etc.

While the cost on training, development, etc., can be recorded separately and to be within the eventual, the expenditure on welfare activities can be added to the 'investment' and the returns judged. The human value can depreciate by aging process which is generally hastened up by worries, unhealthy conditions, etc. once this process is slowed down, or at least if the employee is made to feel 'young in spirits' the value of this asset appreciates considerably.

Industrial success depends on a satiated employee force and the importance of employee welfare measures was stressed as early as 1931, when the Royal Commission on labor stated 'the benefits which go under this nomenclature, are of great importance to the worker and which he is unable to secure by himself. The schemes of labor welfare may be regarded as a "wise investment" which should and usually does bring a profitable return in the form of greater efficiency.

A. Definition of Employee Welfare

Labor welfare has been defined in various ways, though unfortunately no single definition has found universal acceptance.

"Efforts to make life worth living for worker"

"The oxford dictionary"

"The voluntary effort of the employers to establish, within the existing industrial system, working and sometimes living and cultural conditions of the employees beyond what is required by law, the customs of the industry and the conditions of the market"

"According to Encyclopedia of social sciences"

B. Objectives of The Employee Welfare

- 1) To increase employee loyalty and morale.
- 2) To combat trade unionism and socialist ideas.
- 3) To build up stable labour force, to reduce labour turnover and absenteeism.
- 4) To encourage productivity and capability among workers.
- 5) To earn goodwill and enhance public image.
- 6) To reduce the threat of further government intervention.

7) To make recruitment more effective (because these benefits add to job appeal)Employee relations.

An organization's director of industrial relations forms labor policy, oversees industrial labor relations, negotiates collective bargaining agreements, and coordinates grievance procedures to handle complaints resulting from management disputes with employees. The director of industrial relations also advises and collaborates with the director of human resources, other managers, and members of their staffs, because all aspects of human resources policy—such as wages, benefits, pensions, and work practices—may be involved in drawing up a new or revised work rules that comply with a union contract.

II. OBJECTIVES OF THE STUDY

The primary object of this paper is to know the level of satisfaction of various employees regarding welfare measures in N.T.P.S Ibrahimpatnam, some of the secondary objectives are like

- A. To know the level of satisfaction regarding rest room, drinking water facility, canteen facility.
- B. To know the level of satisfaction regarding education welfare scheme, extra- mural facility like social insurance.
- C. To know the level of satisfaction regarding medical and first aid facility, transportation facility.
- D. To know the level of satisfaction regarding T.A,D.A and various types of leaves.
- E. To know the level of satisfaction regarding library, games and sports facility, yoga centre.
- F. To know the level of satisfaction regarding relationship with various levels, recognition.etc

III. RESEARCH METHODOLOGY

The analysis of this study based on both primary and secondary data

A. Primary Data

It is collected through the questionnaire, a formalized instrument of asking information directly from respondent demographic characteristics, attitude, belief and feelings through personal contracts. Structured and on disguised form of questionnaire is used and consists of multiple choice questions.

B. Secondary Data

secondary data generated by various websites and journals.

C. Sample Design

- 1) *Sampling Unit*: the study is directed towards the all levels of N.T.P.S.
- 2) *Sample Size*: sample size of 100 is taken in this study

D. Data Analyses

To measure the Employees welfare schemes and its impact on employees efficiency 30 items questionnaire was administrated to the selected respondents. The scoring was analysed on five point scale and score was simplified in percentage as per the formula of Rao (1991) i.e. **Percentage score=Mean score - 1x 25**

Five categories of gradation were Excellent, Above average, Average, Below Average, And Unsatisfactory

E. Data Analysis and Interpretation

STATEMENTS	MS	%	CAG
You are satisfied from the Statutory welfare scheme like rest room	3.23	55.75	B.A
You are satisfied with the drinking water facility	4.25	81.25	EXC
Employees are satisfied with canteen facility	2.85	46.25	B.A
You are satisfied with the medical and first aid facility	3.55	63.75	AVG

You are satisfied with non- statutory welfare scheme like transportation	3.22	55.5	B.A
You are satisfied with education welfare scheme	2.35	33.75	U.S
The cordial relationship with the supervisor and the other worker is good	4.44	86	EXC
The settlement of grievances and complains of employees with regard to service	3.21	55.25	B.A
You are satisfied with the supporting environment at the workplace.	4.21	80.25	EXC
You are satisfied with the improvement in living condition of employees	3.56	64	AVG
The extra- mural facility like social insurance is provided by N.T.PS	4.35	83.75	EXC
The recreation facility provided by N.T.PS	3.55	63.75	AVG
Your satisfaction level with regard to the welfare measures like earned leave	3.85	71.25	A.A
Employees satisfaction level with regard to sick leave.	4.25	81.25	EXC
You are satisfied with casual leave welfare measure	4.42	85.5	EXC
The medical benefits welfare measure is provided by N.T.PS.	3.95	73.75	A.A
You are satisfied with leave travel allowance welfare measure.	2.25	31.25	U.S
The employees welfare facility like library is provided to you at your work place	2.15	28.75	U.S
You are satisfied with games and sports facility	2.35	33.75	U.S
You are satisfied with yoga centre welfare facility.	2.55	38.75	U.S
The employees welfare facility like gymnasium is provided to you at your work place	2.45	36.25	U.S
You are satisfied with cultural programs facility.	2.15	28.75	U.S
You are satisfied with training provided to you in your work	3.65	66.25	AVG
The relation between employees and management are harmonious	3.55	63.75	AVG
The trade unions playing a important role for the welfare of the employees	3.85	71.25	A.A
Employees are participated in decision making in the work place	2.25	31.25	U.S
You are happy with the hygiene factor like personal life relating to welfare of employees	2.95	48.75	B.A
The possibility of growth factor is satisfactory	2.85	46.25	B.A
You are happy with the factor like advancement	2.15	28.75	U.S
You are satisfied with the motivational factor like recognition	3.85	71.25	A.A

Table 1. Item wise mean score, percentage score and categories of Employees Welfare schemes and its Impact on employee's efficiency at N.T.P.S, Ibrahimpatnam

Fig-1Item wise percentage score and categories of Employee Morale and its impact on efficiency at N.T.P.S

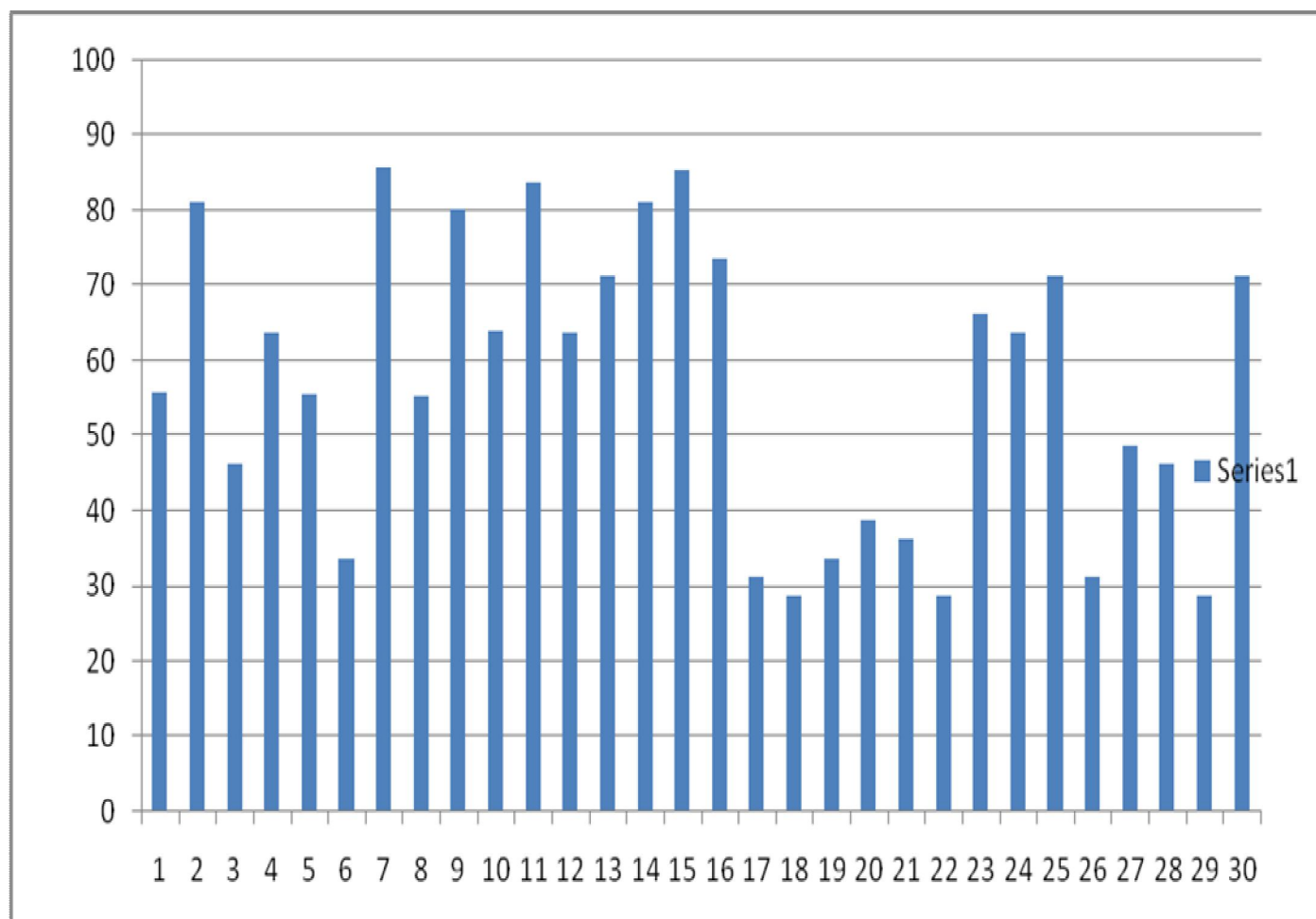
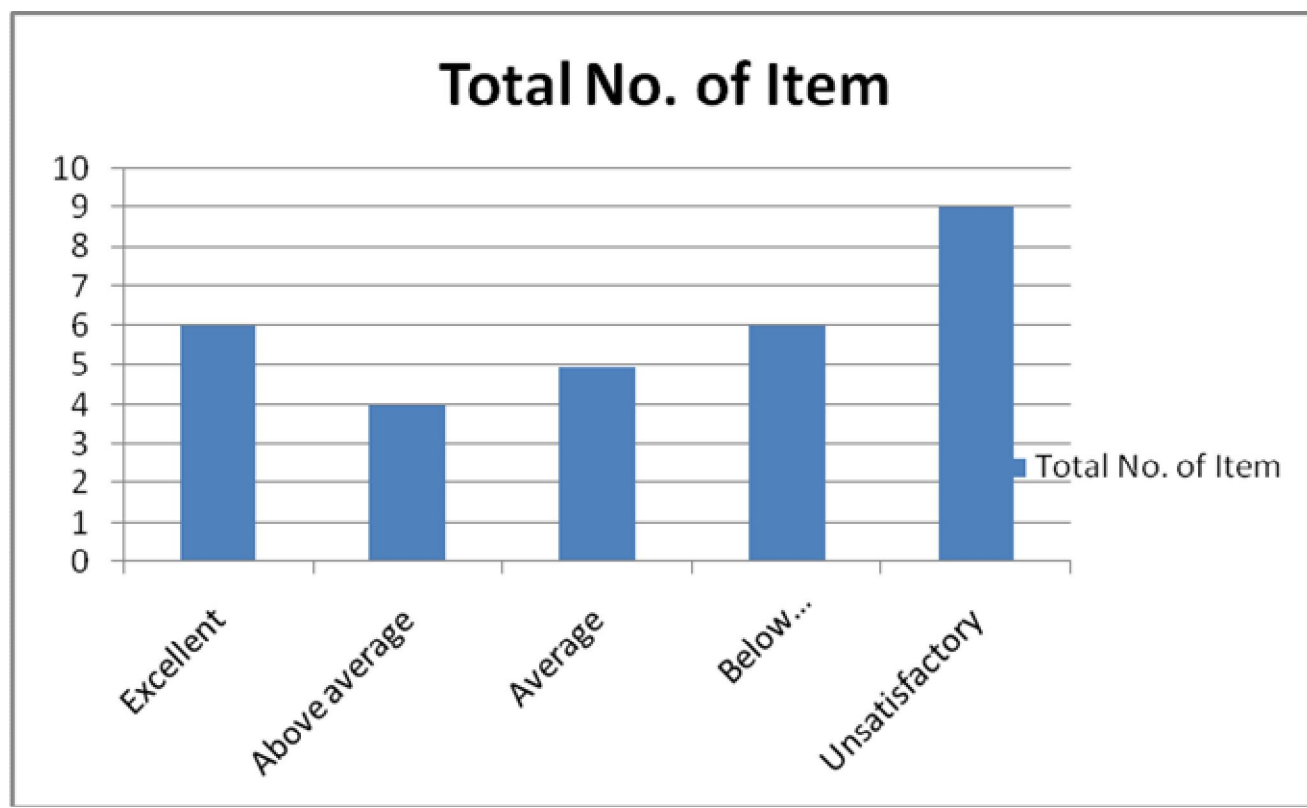


Table 2. Categories wise items of Employees welfare schemes and its Impact on employee's efficiency at N.T.PS

S.No.	Statement	Percentage (Range)	Item No	Total No. of Item
1	Excellent	80 and above	2,7,9,11,14,15	6
2	Above average	70 and above	13,16,25,30	4
3	Average	60and above	4,10,12,23,24	5
4	Below Average	45 and above	1,3,5,8,27,28	6
5	Unsatisfactory	below 45	6,17,18,19,20,21,22,26,29	9

Fig-2 Categories wise items of Employees welfare schemes & its Impact on Employee Efficiency



IV. CONCLUSION

The study of welfare measures at N.T.P.S appear below average. the average mean score and percentage score of 30 items are like 3.27 and 56%. As per the study it is observed that N.T.P.S. is provided various welfare measures to the employees and also follow the legislations of state and Indian Government. The management required to provide good facilities to all employees in such way that employees become satisfied about employee welfare facilities. It increases productivity as well as quality and quantity. so there is some requirement of making some provisions for improving the welfare activities through that employees will become happy, employees performance level become increase. It leads to improve favorable effects of profitability and products of the organization.

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