

THE INFLUENCE OF WELFARE MEASURES ON EMPLOYEES PRODUCTIVITY IN SMALL SCALE INDUSTRIES IN TAMILNADU

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Abstract

The concept of employee welfare is vibrant. Its broad viewpoint and contents are inclined to change, depending on social and economic changes that occur in society. Employee welfare includes various services, benefits, and facilities offered to employees by employers. An organization has to provide welfare facilities to its employees to keep their motivation levels high. All those services, benefits, and facilities offered to employees by the employer to make their life worth living, are included in employee welfare. This paper deals with the employee welfare measures in small-scale industries in Tamilnadu. It is found that the concept of welfare measures should not follow properly in an organisation.

Keywords: Employee welfare measures, Small scale industry, Tamilnadu

Introduction

An employee who feels appreciated will further be comfortable, satisfied and more prolific. It has leads not only to higher productivity but also improves the quality of performance which helps to capture the market share which is profitable for the company. A satisfied employee will not look into other job opportunities and it enables an employer to keep the best talents and record lower employee turnover. Welfare includes anything that is done for the comfort and improvement of employees and is facilitated over and above the wages. The provision of welfare measures helps in keeping the morale and motivation of the employees high to retain the employees for a longer duration. The welfare measures need not be in monetary terms only, they can also be in any form. Employee welfare includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families. The concept of employee welfare is dynamic. Its broad perspective and contents are prone to change depending on socio-economic changes that occur in society. The well-being and economic prosperity of the country are dependent on the productive capacity and contribution

of the workforce toward the material wealth of the society. Employee welfare includes the provision of various facilities and amenities in and around the workplace for the better life of the workers. It is a part of social security. In India, some welfare facilities are compulsory as per labour laws. While others are purely voluntary. It should be noted that expenditure on employee welfare is a profitable investment in the long period as it motivates the worker for higher productivity. Welfare is comfortable living

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

While the cost of 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. Unlike other assets which have depreciation value as years pass by value of human assets appreciates with passing years. The value can depreciate by the 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. Any investment constitutes the assets of a company and therefore, any investment for the welfare of labour would constitute an extra investment in an asset.

Labor welfare includes various facilities, services, and amenities provided to workers for improving their health, efficiency, economic betterment, and social status. Welfare measures are in addition to regular wages and other economic benefits available to workers due to legal

Provisions and collective bargaining. Labor welfare schemes are flexible and ever-changing new welfare measures are added to the existing ones from time to time. Welfare measures may be introduced by the employers, government, employees or by any social or charitable agency. The purpose of labor welfare is to bring about the development of the whole personality of the workers to make a better workforce.

The very logic behind providing welfare schemes is to create an efficient, healthy, loyal and satisfied labor force for the organization. The purpose of providing such facilities is to make their work-life better and also to raise their standards of living. They provide better physical and mental health to workers and thus promote a healthy work environment. Facilities like housing schemes, medical benefits, and education and recreation facilities for workers' families help in raising their standards of living. This makes workers' pay more attention and thus increases their productivity. Employers get a stable labor force by providing welfare facilities workers take an active interest in their jobs and work with a feeling of involvement and participation. Employee welfare measures increase the productivity of organization and promote healthy industrial relations thereby maintaining industrial peace. The Social evils prevalent among the labor such as substance abuse, are reduced to a greater extent by the welfare policies.

The concept of employee welfare is flexible and elastic and differs widely with time, regions, industry, country, social values and customs, degree of industrialization the general socio-economic development of the people and the political ideologies prevailing at a particular

Moment. It is also according to the age group, sociocultural backgrounds marital status economic status and educational level of the workers in various industries.

OBJECTIVE OF THE STUDY:

- To study the employee's welfare measures in small scale industries.
- To identify the satisfaction of employees concerning welfare activities.
- To know about the working condition.
- To suggest a new welfare scheme for employees.

RESEARCH METHODOLOGY

Research refers to the search for knowledge it is a systematic method of collecting and recording the fact in the form of data relevant to the formulated problems and arriving at a certain conclusion over the problems based on collected data.

Data Collection Methods:

- Primary data and secondary data were used

Research Design:

A proper research study is essential to get meaningful suggestions and conclusions from the study. So, it should be followed a descriptive approach as a research design.

Sampling Method:

Sampling is the selection of a subset of individuals from within a statistical population to estimate the characteristics of the whole population. In this study, Simple random sampling is used to select the samples for collecting data.

Sample Size:

The primary data is collected from 120 respondents from the organization. While the company's total headcount to 550

ANALYSIS AND INTERPRETATION

Table 1 TIME FRAME OF THE FIRST AID TREATMENT

S. No	Attributes	No. Of. Respondent	%
1	Immediately	38	32
2	With 15 Minutes	62	52
3	With 1 Hour	17	14
4	More Than 1 Hour	3	2
	Total	120	100

Sources: Primary Data

INTERPRETATION:

The majority of people are getting the treatment within 15 minutes, from the accident always having good care of employees, and they have a first aid facility in every department of the organisation. But few employees feel that the chemical address of their accident is elongated more than an hour as the lie-up clinic is not well equipped to treat all kinds of accidents. Hence the organisation should sign MoU with well-equipped hospitals.

Table 2 FOODS, SNACKS, DRINKS PROVIDED TO THE WORKPLACE

S. No	Attributes	No. Of. Respondents	%
1	Strongly Satisfied	20	17
2	Satisfied	40	33
3	Neutral	35	29
4	Dissatisfied	20	17
5	Strongly Satisfied	5	4
	Total	120	100

Sources: Primary Data

INTERPRETATION:

The majority of the employees are satisfied with the company's providing proper food, snacks, and drinks. Few of the employees feel that the quantity and quality of the food can be increased. The joiners feel that drinks can be both soft and hot drinks can be both soft and hot drinks.

Table 3: THE SATISFACTION LEVEL OF EMPLOYEES PRESENT WELFARE FACILITIES

S. No	Attributes	No. Of Respondents	%
1	Strongly Satisfied	40	33
2	Satisfied	46	38
3	Neutral	10	8
4	Dissatisfied	15	13
5	Strongly Satisfied	9	8
	Total	120	100

Sources: Primary Data

INTERPRETATION:

The maximum number of the respondents were satisfied with the employee welfare facilities in the organization. They provide various facilities like maintaining a healthy working environment, the right amount of spares, and seating to the employees but some of the respondents are not satisfied. So, the organisation includes the facilities like resting and eating facilities as well as sanitary and washing facilities and sanitary convergences must be provided for employees to use. The organisation can take suggestions from employees on a periodic basis which will enable them to be in phase with employee amputations whichever is feasible.

Table 4 WORK RISK ON THE JOB

S. No	Attributes	No. Respondents	Of. %
1	High Risk	5	4
2	Medium Risk	25	21
3	Low Risk	73	61
4	Other Risk	17	14
	Total	120	100

Sources: Primary Data

INTERPRETATION:

The majority of the respondents are having low risk in their job, the range of activities that are delegated to an employee and job depth is the ability of an employee to take apart to improve their performance. But some of the respondents are having medium risk in their work because of handling the chemicals. So, safety facility and try to decrease the risk in their job and make them feel safe in the organisation. The employees feel that the protection/safety costumes can be provided to avoid accidents against mishandling of chemicals.

Table 5 TRAINING PROGRAM IN THE ORGANISATION

S. No	Attributes	No. Of. Respondents	%
1	Senior Staff	0	0
2	Junior Staff	20	17
3	New Staff	65	54
4	Based on requirement	35	29
	Total	120	100

Sources: Primary Data

INTERPRETATION:

Most of the respondents said that the training is given more in the organisation to the new staff. They give training to new employees for handling the chemicals in the production department. And also they give training to the junior staff on any requirement of handling

new chemicals in the organisation. They should develop a training program for the staff about the communication skills and motivate them to work efficiently and encourage them to do their job effectively.

Table 6 WORKPLACE SAFETY INSPECTION

S. No	Attributes	No. Respondents	Of. %
1	Strongly Satisfied	20	17
2	Satisfied	35	29
3	Neutral	35	29
4	Dissatisfied	16	13
5	Strongly Dissatisfied	14	12
	Total	120	100

Sources: Primary Data

INTERPRETATION:

More respondents agree with the safety inspection in the workplace but few respondents feel that the safety inspection can be improved. The management should check that the workplace and work activities are healthy and safe. Workplace inspection helps to identify hazards and decide what measures to take before they lead to an accident or incident.

Table 7 HEALTH INSURANCE AND ACCIDENT BENEFITS

S. No	Attributes	No. Of Respondents	%
1	Strongly Satisfied	21	18
2	Satisfied	55	46
3	Neutral	29	24
4	Dissatisfied	10	8
	Strongly Dissatisfied	5	4
	Total	120	100

Sources: Primary Data

INTERPRETATION:

Maximum of the respondents are rated that the health insurance and accident benefit are good in the company they feel that it reduce their financial burdens. But few respondents are rated that they need do better because for minor injuries and accidents the company is not covered by health insurance. Hence the organisation should have local clinic tie-ups for the minor injuries not covered by insurance which will enable the company to provide direct care aits a decanted rate free of cost.

FINDINGS

- The majority of the employees are satisfied with the company's providing proper food, snacks, and drinks. Few of the employees feel that the quantity and quality of the food can be increased. The joiners feel that drinks can be both soft and hot drinks can be both soft and hot drinks.
- The majority of respondents said yes that the company takes care of the employees working the night shift. The organization provides good security and refreshment to make the employees more energetic.
- The maximum number of the respondent is satisfied with the employee welfare facilities in the organization. They provide various facilities like maintaining a healthy working environment, right employees but some of the number of spares, seating to the employees.
- The majority of the respondents being male feels that there is no need for any crèche facility while few feel that crèche facility of after school facilities can be accommodated. The female respondents feel that crèche facilities will be useful.
- The tables show that the majority of the respondent are having low risk in their job, the range of activities that are delegated to an employee and job depth is the ability of an employee to take a part to improve their performance. But some of the respondents are having medium risk in their work because of handling the chemicals.
- Most of the respondents said that the training is given more in the organisation to the new staff. They give training to new employees for handling the chemicals in the production department. And also they give training to the junior staff on any requirement of handling new chemicals in the organisation.
- The majority of people are getting the treatment within 15 minutes, from the accident always having good care of employees, and they have a first-aid facility in every department of the organisation.
- Most of the respondents are satisfied with the left approach of the organization, and they get easily permission but few respondents are not satisfied.

SUGGESTIONS

- Few employees feel that the chemical address of their accident is elongated by

more than an hour as the tie-up clinic is not well equipped to treat all kinds of accidents. Hence the organization should sign MoU with well-equipped hospitals.

- But few respondents said no so the company should take care of their health provide healthy food, and give some break to them otherwise stress an increased risk of accidents and illness. So, wherever possible, changing up schedules to avoid consecutive shifts and capping night work to eight hours can make a huge difference.
- The organisation should develop a communication system for illiterate people who work in the organisation.
- Safety facility and try to decrease the risk in their job and make feel safety in the organisation. The employees feel that the protection/safety costumes can be provided to avoid accidents against mishandling of chemicals.

CONCLUSION

Employee welfare measures are advocated to maintain strengthened manpower both physically and mentally. The study of various welfare measures brings to light the present measures taken by the company. The improvement in working conditions is suggested to improve the effectiveness of the employee welfare measures like food facilities, bunkers facilities, and housing facilities, crèche facilities which in turn would build the morale and increase the productivity of the employee.

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