

A STUDY ON EMPLOYEE WELFARE MEASURES WITH REFERENCE TO MILMA WAYANAD DIARY

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ABSTRACT

Employee Measures are required to retain the employee's self-esteem as their efficiency helps the companies in producing value added goods. The study is aimed to recognize the various measures implemented and satisfaction among employees. Out of 50 samples only 41 respondents responded. The 41 samples are collected through questionnaires is analysed and interpreted by using Simple average method and one-way ANOVA.

Key words-Statutory welfare measures, Non statutory welfare measures, satisfaction,

INTRODUCTION

The development of the country rests on the merchandises and services that are manufactured. Labour is the dynamic factor that helps in producing or servicing a good. The superiority of the product is constructed on the efficiency of the labour. The companies need to provide finest measures to the employees. These are constructed on compliance of the laws governing employee welfare measures.

LITERATURE REVIEW

1. **Chary and S. Narasimha (2020)**- The study explains different types of welfare measures practised by the employers and the employee's satisfaction level. The 120-sample data collected is analysed through ANOVA
2. **Yedlapalli Durga and Dr. D. Pranathi (2020)**- The author through this study wants to find out the various benefits provided by the organisation, the satisfaction level and provide the inputs on improvement of the welfare benefits to the employees. The 120 samples are collected through questionnaire. To analyse the data, statistical tools like regression and descriptive statistics are used.
3. **Bhati & Kumar (2013)**- The study is focused on provisions of welfare of their employees. The fifty samples are analysed by using ANOVA and Correlation. There was constructive relationship between the factors of employee satisfaction and welfare provisions.
4. **Nanda and Panda (2013)**- The authors have focused on welfare activities that create a better environment for work and better productivity.

OBJECTIVES

1. To understand the measures provided to the employees at Milma Wayanad Dairy.
2. To understand the satisfaction levels of employees corresponding to various measures offered at Milma Wayanad Dairy.

HYPOTHESIS

1. (H01): There is no difference in satisfaction level for various non-statutory facilities.
(H11): There is difference in satisfaction level for various non-statutory facilities.
2. (H02): There is no difference in satisfaction level for various statutory facilities.
(H12): There is difference in satisfaction level for various statutory facilities.

RESEARCH METHODOLOGY

The primary data is collected by questionnaires, interviews, company records and websites. The fifty employees are taken as sample and only forty-one employees responded. The data is analysed and interpreted by using Simple average method and one-way ANOVA.

ANALYSIS AND INTERPRETATIONS

Table-1 Hygiene maintained by the Organization.

Particulars	No. of respondents	Percentage
Highly Satisfactory	19	46
Satisfactory	16	39
Average Satisfactory	4	10
Dissatisfactory	2	5
Highly Dissatisfactory	0	0
Total	41	100

Interpretation: Around 46% are contented with the cleanliness in the view of employees' health and 5% are not satisfied

Table -2 Drinking Water Amenities provided by the organization

Particulars	No. of respondents	Percentage
Highly Satisfactory	21	52
Satisfactory	14	34
Average Satisfactory	4	10
Dissatisfactory	1	2
Highly Dissatisfactory	1	2
Total	41	100

Interpretation: 52% are satisfied highly with the drinking water amenities. 34% are satisfied and 4% are dissatisfied.

Table 3- Infrastructure Amenities provided by the organization

Particulars	Employees	Percentage
Highly Satisfactory	13	32
Satisfactory	17	41
Average Satisfactory	8	20
Dissatisfactory	1	2
Highly Dissatisfactory	2	5
Total	41	100

Interpretation: 32% are satisfied highly with infrastructure amenities, 41% are contented and 7% are not satisfied.

Table 4- Ventilation Provided by the Organization.

Particulars	No. of respondents	Percentage
Highly Satisfactory	17	42
Satisfactory	14	34
Averagely Satisfactory	8	20
Dissatisfactory	1	2
Highly Dissatisfactory	1	2
Total	41	100

Interpretation: 42% are satisfied highly with the ventilation 34% are satisfied and around 4% are dissatisfied.

Table -5 Latrines and Urinal Facilities Available at the Organization.

Particulars	No. of respondents	Percentage
Highly Satisfactory	16	39
Satisfactory	15	37
Average Satisfactory	8	20
Dissatisfactory	1	2
Highly Dissatisfactory	1	2
Total	41	100

Interpretation: 39% are satisfied highly with the latrine and urinals and 37% are satisfied and around 4% are dissatisfied.

Table 6- Monetary help Provided by The Organization.

Particulars	No. of respondents	Percentage
Highly Satisfactory	12	30
Satisfactory	15	38
Average Satisfactory	12	30
Dissatisfactory	1	2
Highly Dissatisfactory	0	0
Total	40	100

Interpretation: 30% are satisfied highly with monetary help and 38% are satisfied and around 2% are dissatisfied.

Table 7- ESI Facilities at The Organization.

Particulars	No. of respondents	Percentage
Highly Satisfactory	18	44
Satisfactory	15	37
Averagely Satisfactory	8	19
Dissatisfactory	0	0
Highly Dissatisfactory	0	0
Total	41	100

Interpretation: 44% are satisfied highly through the ESI Facilities and 37% are satisfied.

Table 8- Hike in salary

Particulars	No. of respondents	Percentage
Yes	37	92
No	3	8
Total	40	100

Interpretation: 92 % are satisfied with hike.

Table 9- Safety of Working at Night Shift.

Particulars	No. of respondents	Percentage
Yes	38	93
No	3	7
Total	41	100

Interpretation: 93% are satisfied with Safety Facilities provided for working in night shifts.

Table 10 Settlement of Grievances

Particulars	No. of respondents	Percentage
Highly Satisfactory	10	24
Satisfactory	11	27
Averagely Satisfactory	14	34
Dissatisfactory	4	10
Highly Dissatisfactory	2	5
Total	41	100

Interpretation: As per the table around 24% are highly satisfied with settlement provided for solving the grievances of employees.

Table-11 Employee Welfare Provides A Feeling of Safety and Improves Performance.

Particulars	No. of respondents	Percentage
Strongly Agree	15	37
Agree	17	41
Rarely	8	20
Disagree	1	2
Strongly Disagree	0	0
Total	41	100

Interpretation: As per the table around 37% strongly agree that welfare measures help in the improving of performance and 41% are agree that it helps them in providing cent percent efficiency.

Table 12. The Working Environment of Organization

Particulars	No. of respondents	Percentage
Highly Satisfactory	14	35
Satisfactory	16	40
Averagely Satisfactory	9	23
Dissatisfactory	0	0
Highly Dissatisfactory	1	2
Total	41	100

Interpretation: 35% are satisfied highly and 40 percent are satisfied.

Table 13- Flexibility of Working Hours.

Particulars	No. of respondents	Percentage
Highly Satisfactory	9	22
Satisfactory	16	39
Averagely Satisfactory	11	27
Dissatisfactory	3	7
Highly Dissatisfactory	2	5
Total	41	100

Interpretation: 22% are satisfied with Flexibility of hours and 5% are not satisfied

Table 14- Health Camp Provided by The Organization.

Particulars	No. of respondents	Percentage
Highly Satisfactory	13	32
Satisfactory	21	51
Averagely Satisfactory	7	17
Dissatisfactory	0	0
Highly Dissatisfactory	0	0
Total	41	100

Interpretation: 32% are satisfied highly with Health camp and 51% are satisfied.

Table 15- Location of The Canteen.

Particulars	No. of respondents	Percentage
Highly Satisfactory	22	53
Satisfactory	13	32
Averagely Satisfactory	6	15
Dissatisfactory	0	0
Highly Dissatisfactory	0	0
Total	41	100

Interpretation: 53% are satisfied with the location of the canteen.

Table 16- Hygiene and quality of food in The Canteen.

Particulars	No. of respondents	Percentage
Highly Satisfactory	21	51
Satisfactory	11	27
Averagely Satisfactory	8	20
Dissatisfactory	1	2
Highly Dissatisfactory	0	0
Total	41	100

Interpretation: 51% are satisfied with the hygiene and food in the canteen.

Table 17- Annual and first aid medical help

Particulars	No. of respondents	Percentage
Highly Satisfactory	12	29
Satisfactory	13	32
Averagely Satisfactory	14	25
Dissatisfactory	1	2
Highly Dissatisfactory	1	2
Total	41	100

Interpretation: 29% are satisfied highly with the medical help and annual check-ups that are organised by the company and 32% are satisfied.

Table 18- Maternity Leave Provided to The Employees.

Yes	34	92
No	3	8
Total	37	100

Interpretation: 92% of them are provided with maternity leave.

ONE WAY ANOVA

- (H01):** There is no difference in satisfaction level for various non-statutory facilities.
- (H11):** There is difference in satisfaction level various non-statutory facilities.

Satisfaction level Of Non-Statutory Facilities.

Non-Statutory Welfare Measures	Highly Satisfactory	Satisfactory	Averagely Satisfactory	Dis Satisfactory	Highly Satisfactory
Flexible Working Hours	9	16	11	3	2
Medical Camp	13	21	7	0	0
Pleasant Condition	12	15	12	1	1
Periodic Medical Examination	12	13	14	1	1
Total	46	65	44	5	4

One Way ANOVA Table

Sources of Variation	Sum of Squares	Degree of Freedom	Mean Square	F- Ratio	
				F- Ratio	(5% F- Limit)
Between Samples	318.8	4	79.7	2.43	3.06
Within Samples	492.4	15	32.83		
Total	811.2	19			

Interpretation: At 5% level of significance, the tabulate value is 3.06 the Calculated value = 2.43 Therefore, calculated value (2.43) < tabulated value (3.06) Hence, H₀ is accepted and H₁ is rejected. There is no significant difference in satisfaction level assigned by respondents for various non-statutory facilities.

2. (**H₀₂**): There is no difference in satisfaction level for various statutory facilities.

(**H₁₂**): There is difference in satisfaction level for various statutory facilities.

Satisfaction level Of Statutory Facilities

Statutory Welfare Measures	Highly Satisfactory	Satisfactory	Averagely Satisfactory	Dis Satisfactory	Highly Satisfactory
First aid	12	13	14	1	1
Canteen location	22	13	6	0	0
Health and Safety	15	17	8	1	0
Drinking Water	21	14	4	1	1
Ventilation	17	14	8	1	1
Latrine and Urinals	16	15	8	1	1
Total	103	86	48	5	4

One Way ANOVA Table

Sources of Variation	Sum of Squares	Degree of Freedom	Mean Square	F- Ratio	F- Ratio
				(-6.73)	(5% F- Limit)
Between Samples	21149	4	5287.25	(-6.73)	2.76
Within Samples	(-19634.2)	25	(-785.37)		
Total		29			

Interpretation: At 5% level of significance, the tabulate value is 2.76, the Calculated value = -6.73 Therefore, calculated value (-6.73) < tabulated value (2.76) Hence, H₀ is accepted and H₁ is rejected. There is no significant difference in satisfaction level assigned by respondents for various statutory facilities.

FINDINGS

- A majority of the workers at the organization are experienced, knowledgeable and literate.
- Amenities like Hygiene, water for drinking purpose. Canteen, infrastructure, ventilation, Latrines and Urinal facilities, Housing, educational facilities, ESI facilities, accident benefits Regular increment have provided a satisfactory consent from the workers
- Night shift workers are taken good care.
- Overtime payment is satisfactory.
- The loan, insurance and medical camp facilities provided is good.
- Flexibility of working hour is rated by the employees as good.
- Periodical medical examination and first aid facilities provided at the organization are satisfied by the employees.
- Maternity leave for women employees is provided at the organization.

SUGGESTIONS

- The employees should be briefed about the measures.
- Compensation scheme should involve the pension scheme and provident schemes.
- Transportation, frequent medical check-ups and better safety measures should be provided.
- Encourage extra co-curricular activities.

CONCLUSION

Every individual who is working in an organisation needs employee welfare measures as it boosts the spirit of working. The measures like compensation, maternity benefit, pension schemes, medical insurance and family insurance are very important. By providing better measures to the workers there will contentment among the workers.

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