



EMPLOYEE WELFARE

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ABSTRACT

Employee welfare plays a crucial role in enhancing organizational performance and fostering a positive work environment. This study explores various aspects of employee welfare measures within Coromandel International Limited, focusing on factors such as safety appliances, medical facilities, first aid services, canteen facilities, and education provisions for employee children. The research methodology involved both primary and secondary data collection, with a sample size of 100 respondents using simple random sampling techniques. Data analysis revealed high satisfaction rates among employees for medical facilities and safety appliances, while suggestions for improvement were identified in areas such as maintenance, post-retirement benefits, and education facilities. The study concludes that Coromandel International Limited demonstrates a strong commitment to employee welfare, with room for enhancements identified to further elevate employee satisfaction and organizational performance. Additionally, a comprehensive bibliography is provided, encompassing a range of scholarly sources on employee welfare and related topics, offering valuable insights for further research in this area.

INTRODUCTION

The ILO (International Labor Organization) defined, “welfare as a term which is understood to include such services and amenities as may be established in or the vicinity of undertaking to perform their work in healthy, congenial surrounding and to provide them with amenities conducive to good health and high morale”.

According to Arthur James Todd, “welfare as anything done for the comfort or improvement and social of the employees over and above the wages paid, which is not a necessity of the industry”.

Meaning of Employee Welfare:

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 are employed.

Concept of Employee Welfare:

Employee welfare defines as “efforts to make life worth living for workmen”. These efforts have their origin either in some statute formed by the state or in some local custom or in collective agreement or in the employer’s own initiative.

- To give expression to philanthropic and paternalistic feelings.
- To win over employee’s loyalty and increase their morale.
- To combat trade unionism and socialist ideas.
- To build up stable labor force, to reduce labor turnover and absenteeism.
- To develop efficiency and productivity among workers.
- To save oneself from heavy taxes on surplus profits.
- To earn goodwill and enhance public image.
- To reduce the threat of further government intervention.
- To make recruitment more effective (because these benefits add to job appeal).

Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration. The welfare measures need not be in monetary terms only but in any kind/forms.

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. Labor welfare entails all those activities of employer which are directed towards providing the employees with certain facilities and services in addition to wages or salaries.

Labor welfare has the following objectives:

- To provide better life and health to the workers
- To make the workers happy and satisfied
- To relieve workers from industrial fatigue and to improve intellectual, cultural and material conditions of living of the workers.

The basic features of labor welfare measures are as follow:

- 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 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 standard of living.

The important Benefits of welfare measures can be summarized as follows:

- 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 to pay more attention towards work and thus increases their productivity.
- Employers get stable labor force by providing welfare facilities. Workers take 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.

OBJECTIVES OF THE STUDY

- To study about welfare activities (Accommodation, health facilities) and welfare bodies provided by the organization.
- To study about employee work life and working atmosphere in the organization.
- To study about recreation and facilitative services to the employees.
- To find out the opinion of the employees about the various schemes prevailing at present in their work place.
- To study the Employee Welfare measures of organization and various participative welfare forums.
- To analyze the welfare measures of the employees in the organization and also to find out the root causes of dissatisfaction of employees regarding welfare schemes.
- To study the requirements of the employees towards better welfare measures like other companies.
- To understand the comprehensive skill of employees about Welfare and Health provisions.
- To suggest ways and measures to improve welfare in the organization.

SCOPE OF THE STUDY

The Scope of the study covers extent of all the facilities provided for the employees, right from their quarter allotment to their recreation, refreshment, before examining the township facilities in Coromandel, an attempt was more for their mental pleasure, to get relief from their work stress like parks, clubs, and libraries.

Hence the study specially deals with the township facilities of the Coromandel. It has been recognized that these benefits help employee in meeting some of their life's contingencies and to meet the social obligation of employee.

1. Employee demands:

Employee's demands more and varied types of welfare measure rather than pay hike because of reduction in tax burden on their part of employees and in view of the galloping price index and cost of living.

2. Trade union demands:

Trade union competes with each other for getting more and a new variety of welfare measure to their members such as life insurance, beauty clinics. If one union succeeds in getting one benefit, the other union persuades management to provide a new model fringe. Thus, the competition among trade union within an organization result in more and varied benefits.

3. Employee's preference:

Employee also prefers welfare measure to pay-hike, as welfare measure motivate the employee for better contribution to the organization. It improves morale and works as an effective advertisement.

4. As a social security:

Social security that society furnishes through appropriate organization against certain risks to which it members are exposed. Those risks are contingencies of life like accidents and occupational diseases. Employee has to provide various benefits like safety measure, compensation in case of involvement of workers in accidents, medical facilities, etc.

METHODOLOGY OF THE STUDY

METHODOLOGY MEANING AND DEFINITION:

Primary data and Secondary data are available to collect the information and the data of the present study welfare measures has been collected from the organization's office of Coromandel Private Limited.

Methods of data collection:

Basically, we have two types of data:

1. Primary data.
2. Secondary data.

PRIMARY DATA

Primary data is personally developed data and it gives latest information and offers much greater accuracy and reliability. There are various sources for obtaining primary data i.e., mail survey, Personnel interview, field survey and panel research etc. the study is dependent on primary data to a maximum extent, which is collected by ways of structure personnel interview with employees.

SAMPLE SIZE: 100 no' s.

SAMPLING PROCEDURE: Simple random sampling.

SECONDARY DATA

Secondary data means data that are already available that is they refer to the data which have already been collected and analyzed by someone else and which have been passed through the statistical process is called secondary data. Secondary data may either be published data or unpublished data that data are available.

Example: journals, books magazines and newspapers etc. are source of secondary data. Researcher must be very careful in using secondary data.

DATA ANALYSIS AND INTERPRETATION

TABLE-4.1 SATISFACTION REGARDING THE SAFETY APPLIANCES PROVIDED BY THE COROMANDEL INTERNATIONAL LIMITED.

Opinion	Number of Respondents	Percentage of Responses
Yes	36	72.00
No	14	28.00
Total	50	100.00

Inference:

- 72% of the employees feel that the safety appliances provided by the company are well satisfied.
- 28% of the employees feel that the safety appliances provided by the company are not satisfied.

Source: Field Study

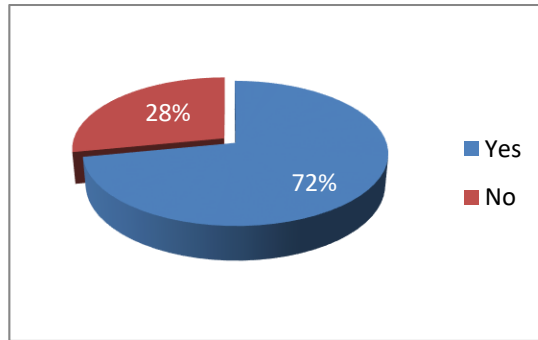


TABLE-4.2 SATISFACTION REGARDING THE MEDICAL FACILITIES PROVIDED BY THE COMPANY.

Opinion	Number of respondents	Percentage of Responses
YES	35	71.00
NO	15	29.00
Total	50	100.00

Inference:

- 71% of the employees feel that the medical facilities provided by the company are well satisfied.
- 29% of the employees feel that the medical facilities provided by the company are not satisfied.

Source: Field Study

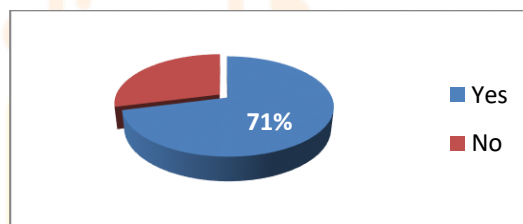
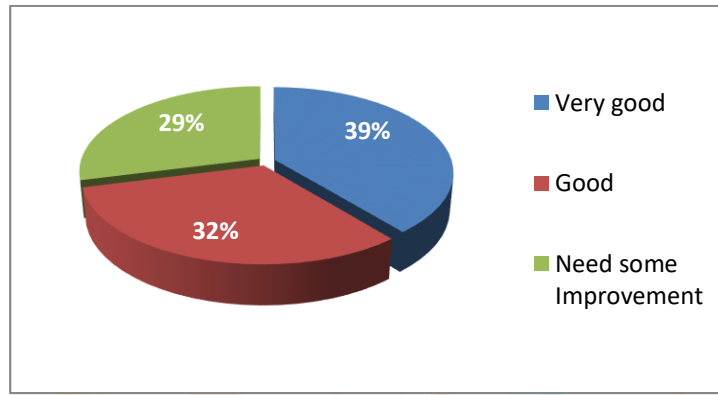


TABLE-4.3 OPINION REGARDING THE FIRST AID SERVICES IN THE ORGANIZATION.

Opinion	Number of Respondents	Percentage of Responses
Very good	39	39.00
Good	32	32.00
Need some improvement	29	29.00
Total	100	100.00

Inference:

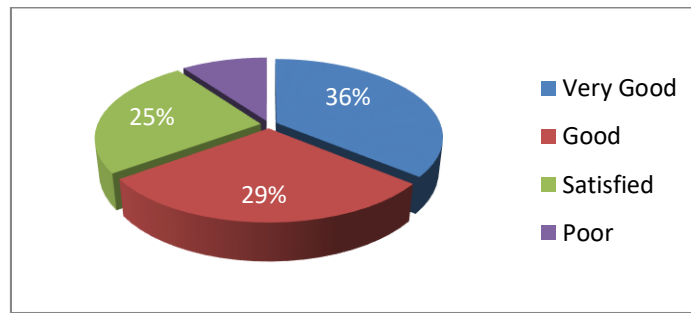
- 39% of the employees feel that the first aid services in the organization are very good.
- 32% of the employees feel that the first aid services in the organization are good.
- 29% of the employees feel that the first aid services in the organization need some improvement.

Source: Field Study**TABLE-4.4 OPINION REGARDING THE CANTEEN FACILITIES.**

Opinion	Number of Respondents	Percentage of Responses
Very good	36	36.00
Good	29	29.00
Satisfied	25	25.00
Poor	10	10.0
Total	100	100.00

Inference:

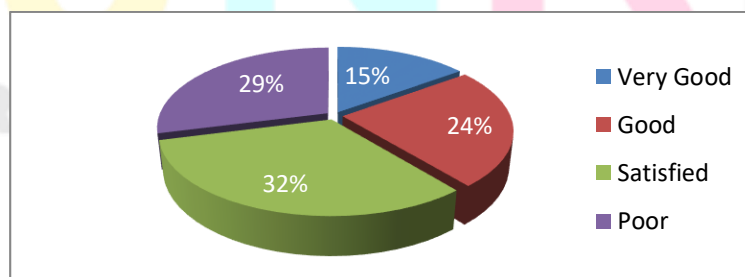
- 36% of the employees feel that the canteen facilities are very good.
- 29% of the employees feel that the canteen facilities are good.
- 25% of the employees feel that the canteen facilities are satisfied.
- 10% of the employees feel that the canteen facilities are poor.

Source: Field Study**TABLE-4.5 OPINION REGARDING EDUCATION FACILITIES FOR EMPLOYEE CHILDREN.**

Opinion	Number of Respondents	Percentage of Responses
Very good	15	15.00
Good	24	24.00
Satisfied	32	32.00
Poor	29	29.00
Total	100	100.00

Inference:

- 15% of the employees feel that Education facilities to their children are very good.
- 24% of the employees feel that Education facilities to their children are good.
- 32% of the employees feel that Education facilities to their children are satisfied.
- 29% of the employees feel that Education facilities to their children are poor.

Source: Field Study

SUMMARY

Industrial progress depends on the satisfied employee force, for that providing of adequate welfare measures is important. The ancient industrial system was not as complex and complicated as we find industries in modern world. The main industry of our ancestors was agriculture. The modern industrial working calls grew up in India after the advent of industrial revolution.

Due to division of employee in the factory system, the workers could get required satisfaction, the employers used to behave according to their whims and fancies. In the factory system the worker had to live in overcrowded colonies with very poor sanitary conditions, which adversely affect their health, social and family life. The work involved the use of bid machines, which exposed him to many hazards use to illiteracy and ignore.

Earlier, employer regarded their workers as a more factors production and didn't give much attention to their well-being and satisfaction. On the other hand, they cared more for machines.

The wages also were low and the employers dictated the terms and condition of service. To protect the workers and to give them just hare in the profits of the factory, the sate interfered and laid down certain laws, rules and enactments and made them binding on the part of employers who employee a certain number of workers.

Employee welfare implies setting up of minimum desirable standards and the provision of facilitates like health, food, clothing, housing, medical assistance, education, job security, recreation etc., such facilities enable the workers and his family lend a god work life, family life and social life.

Employee welfare also operates to neutralize the includes both social and economic contents of weaker section of society it aims at social to promote economic development by increasing production and productivity through able distribution.

Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration. The welfare measures need not be in monetary terms only but in any kind/forms.

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. Labor welfare entails all those activities of employer which are directed towards providing the employees with certain facilities and services in addition to wages or salaries.

The purpose of providing welfare amenities is to bring about the development of the workers his social, psychological, economic, moral, cultural and intellectual development to make him a good worker, a good citizen and a good member of the family. The need for the employee welfare arises from the very nature of industrial system, which is characterized by two basic facts.

One, the conditions under which are carried on is not congenial for the health. Second, when an employee joins an industry, he has to work in an entire strange atmosphere, create problems of adjustment. When a worker, who is in fact a retaliante, comes to work in a factory has to work and live unhealthy, congested factories and areas, with no outdoor recreation facilities.

FINDINGS

- Most of the employees are satisfied with medical facilities provided by the company.
- First aid services in the organization were satisfied by the 39% of the employees
- 72% of the employees are satisfied with the safety appliances provided by the company.
- Most of them feel that canteen is well maintained with good quality and hygienic. Standard of the service is up to their satisfaction.
- Most of the employees are satisfied with the Recreational facilities provided by the company.
- High percentage of employees are with the loan facilities (for marriages and education for children)
- High number of employees feel about transport convenience being provided by the organization is Excellent.
- 70% of the workers are satisfied regarding the awards given to them.
- High number of employees are satisfied with the Air-condition office environment provided by the organization.
- Most of the employees feel that maintenance and regular repair works are to be improved.
- Some of the employees are not satisfied with the post-retirement medical facility provided by the organization.
- Most of the employees feel that education facilities need to be improved.
- 10% of the employees are not satisfied with the leave facilities provided at Coromandel International Ltd.
- Some of the employees have shown their dissatisfaction regarding grievance procedure in the organization.

CONCLUSION

Coromandel is well organized, better administered and well managed organization with properly defined policies, aim and objectives and also time-tested procedures and practices managed by variable competent and enlightened leadership of top executive and other officers assisted by sincere delighted and honest staff workforce.

The process of study includes a detailed study on the welfare activities in Coromandel. The study was conducted to find out the welfare facilities provided in the organization, which influences the satisfaction of employees towards welfare facilities. I have used a well-structured questioner comprising 20 questions. The sample size consisted of 100 respondents; simple random sampling was a technique used for drawing sampling.

In Coromandel, Visakhapatnam the employees are provided with many welfare benefits. It includes both statutory and non-statutory measures. Overall, from the survey it is found that most of the employees in the organization are satisfied with the welfare facilities provided by the management.

The welfare facilities such as canteen facility, washing facility, uniform, nose guards and ear clips also medical expense reimbursement has been appreciated by most of the employees in the organization. The organization has provided an excellent medical, transport, recreation, co-operative and housing facilities to motivate the employees and improve their performance. The drinking water facility, canteen facility provided by the organization are good.

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