



A STUDY ON EMPLOYEE WELFARE BENEFIT IN A PUBLIC SECTOR SOAP AND DETERGENT COMPANY

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Abstract

Industries constitute the backbone of any economy of the country and the prosperity of any country is related to its industrial wealth and their judicious utilization. Welfare measure is one of the key success factors of any organization. Employee welfare means anything done for the comfort and improvement, of the employees. Labour welfare is an important aspect of any industry. It acts as a social security measures that contribute to improve the condition under which workers are employed. The various measures provided by the employer will have immediate impact on the health, physical and mental efficiency, alertness, morale and overall efficiency of the worker and thereby contributing to the higher productivity. Welfare measure can be classified into Statutory and non-statutory welfare schemes. Statutory scheme are compulsory to provide by an organization and the non statutory schemes differ from organization to organization. The present study is undertaken to know the satisfaction levels of employees towards welfare measures. To achieve the objective the data is collected from 100 employees of the organization with random sampling technique. It is found that the employees are aware of the welfare facilities and are satisfied with the facilities given in the organization.

Keywords: Labour Welfare, Job Satisfaction.

Introduction

Employee welfare is one of the most significant factors determining the productivity and advancement of industries lies in the efficiency and experience of the workers. Employee welfare is an area of social welfare conceptually and operationally. It covers a broad field and connotes a state of well being, happiness, satisfaction, conservation and development of human resources and also helps to motivation of employees.

Labour welfare may be understood as including such services, facilities and amenities, which may be established in, Orin the vicinity of undertakings to perform their work in healthy and congenial surroundings and to avail of facilities which improve their health and bring high morale – ILO report The Oxford dictionary defines employee welfare as: “Efforts to make life worth living for workers”.

Welfare measures are in addition to regular wages and other economic benefits available to workers due to legal provision and collective bargaining. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for long duration. The welfare measures need not be a monetary term only but in any form like good working conditions, creation of industrial harmony, industrial relations, insurance against diseases, accident, unemployment for the workers and their families.

The purpose of labour welfare is to bring the development of the personality of the workers to make a better workforce, reduce turnover and absenteeism, improve their standards of living and increase the productivity.

Some of the Employee Welfare Measures are

- Educational facilities
- Canteen facilities
- Washing facilities
- Recreational facilities
- Scholarships to the children
- Staff Retirement Benefits Scheme
- Medical allowances
- Conveyance Alliance
- Housing allowances
- Marriage
- Leave Travel Concession etc...



Review of literature

(Bhavani & Thamil, 2011), their study concludes that the employees working in the large manufacturing companies were more satisfied comparative to small manufacturing companies to Tamilnadu, because of effective and adequate labour welfare provision their industrial relations and the organization success towards its direction.

(Bhagat & Patil, 2015), their study relieved that the employees are satisfied the first aid, sitting and drinking water facilities, lighting, safety measures and not satisfied with welfare facilities like Cleanliness and Latrines and Urinals.

(Maria & Devi, 2013), the study carried out to find the effectiveness and satisfaction level of employees was achieved. The finding showed that the employees were highly satisfied on their welfare measures provided in the organization.

(Regi, Golden S, & Franco, 2013), their study stated that the employees are satisfied with overall welfare measures like safety measures, promotion facilities, medical facilities, grievances handling procedures, recreation facilities, welfare measures and union activities and welfare measures provided in the organization.

(Satyanarayana & Reddy, 2012), the study undertaken to know the satisfaction level of employees about labour welfare measures, revealed that majority of the employees are satisfied with all the welfare measures provided by the organization.

(Sabarirajan, Meharajan, & Arun, 2010), the study showed that 15% of the employees are highly satisfied, 22% respondents are satisfied, 16% of them are highly dissatisfied with the welfare measures provided in the organization. They found that there exists significant relationship between welfare measures and level of work satisfaction.

(Salaria & Salaria, 2013), they found that only 40% of employees are satisfied in welfare amenities provided by the company.

(S & Dr. Basavaraj, 2013), they study focused on only statutory measures followed in the organization. It was found that employees were satisfied with welfare facilities like canteen facilities, rest rooms, drinking water, lighting, restroom, lunch room, first aid facility, cleanliness.

(Subashree & Dr. P Uma, 2015), the study showed that the workers' satisfaction level on welfare measures has a significant relationship with their age and the awareness level on welfare measures with respect to their experiences has a significant association.

(Tiwari, 2014), they focused on to study the employee welfare facilities and its impact on employee efficiency by taking 22 items of welfare facilities and the mean score and the percentage score showed 3.64 (66%) which conclude that the employees are satisfied with the welfare facilities.

(Venugopal, Bhaskar, & Usha, 2011), they found that the employees are satisfied with both Statutory and non Statutory welfare measures and their exist a positive correlation between them.

Statement of the Problem

The real need for welfare arises from long aim of the job and social invasion of the factory. The working environment of any job in a factory or a workshop imposes some adverse affects on the workers because of the heat, noise, smell etc. involved in the manufacturing process. There are also occupational hazards and environmental hazards inherent and inevitable in the manufacturing process which cannot be removed or reduced. As a result welfare benefits have to be provided for the welfare of the workers. This study is done to know the employees satisfaction towards welfare benefit.

Objectives of the Study

1. To study the existing welfare facilities provided to the employees
2. To study the satisfaction of employees towards the present welfare facilities

Research Methodology

The study was conducted using descriptive method to obtain a accurate description of the situation. A structured questionnaire was used for the purpose of the study. Sampling technique like non-probability and random sampling was used covering 100 workers in Soap and Detergent manufacturing sector in Bangalore. The data collected were consolidated, tabulated and analyzed with percentage methods.



Limitation of the Study

1. The information is collected only by 100 employees of the organization
2. The feedback given by the respondents is limited to the employees own attitude, perception, knowledge, feeling and awareness.

Findings

1. Majority of the respondents (92%) are aware of welfare officer
2. Only 12% of the respondents viewed the welfare officer as highly effective.
3. Only 46% and 47% of the respondents are highly satisfied with the environmental protection facilities and medical benefit.
4. 56% of the respondents are highly satisfied with accident benefits
5. Only 17% of the respondents are highly satisfied with First Aid facility.
6. 49% of the employees are highly satisfied with safety measure and 89% are trained in using safety measure and equipment.
7. Only 40% of the employees are of the opinion that the company is excellent in handling emergency situation.
8. 42% of the employees are highly satisfied with the canteen facilities
9. Only 11% of the employees are highly satisfied with conveyance allowance.
10. 56% of the employees are highly satisfied with the basic amenities facilities
11. 48% of the employees are dissatisfied with the vacation package facilities.
12. Only 48% of the women employees are highly satisfied with Maternity Benefit and there is not crèches available for women to nurse their children.

Table 1 Showing the Responses of Employees on various Welfare Facilities

Welfare Facilities	HS	Percentage	S	Percentage	N	Percentage	DS	Percentage	HDS	Percentage	Total
Accident Benefit	56	0.56	23	0.23	12	0.12	7	0.07	2	0.02	100.00
Basis Amenities Facilities	56	0.56	28	0.28	12	0.12	2	0.02	2	0.02	100.00
Canteen Facilities	42	0.42	17	0.17	32	0.32	5	0.06	3	0.03	100.00
Conveyance Allowance	11	0.11	15	0.15	39	0.39	23	0.23	12	0.12	100.00
Environment Protection Facilities	46	0.46	18	0.18	19	0.19	8	0.08	9	0.09	100.00
First Aid Facility	17	0.17	10	0.10	32	0.32	12	0.12	29	0.29	100.00
Maternity Benefit	12	0.12	7	0.07	3	0.03	3	0.03	0	0.00	25.00
Medical Benefit	47	0.47	22	0.22	16	0.16	12	0.12	3	0.03	100.00
Safety Measures	49	0.49	18	0.18	30	0.30	3	0.03	0	0.00	100.00
Vacation Package	8	0.08	6	0.06	16	0.16	48	0.48	22	0.22	100.00

HS-Highly satisfied, S-Satisfied, N- Neither Satisfied nor Dissatisfied, DS- Dissatisfied, HDS- Highly Dissatisfied.

Suggestions

1. The welfare officer has to interact with the employees in order to identify their requirements and grievances.
2. It is suggested that the medical facilities have be improvised and first aid should be made available to the employees at emergencies.
3. As it is found that there is no vacation packages provided to the employees, it can be suggested that to retain and increase the spirit and enthusiasm of the employees they should be provided with the recreation and vacation package.
4. There is need for improvement in the canteen facilities.
5. Through the women employees are highly satisfied with maternity benefits they opine that there is need for having crèches to nurse their children.

Conclusion

The aspects of employee welfare require a serious through and an honest and open approach that money and environment given to the employees never go waste. When the employees are seen with utmost care and importance they in turn show genuine interest in the growth and development of the organization. Based on the study it is clear that the public sector has to improve in their welfare facilities.