

Impact of Labour Welfare Measures on Employee Satisfaction

R. Velanganni, G. Santhoshkumar, S. Robin

ABSTRACT: Well-being is considered a subjective concept because it applies to time and space. Improvements have an effect on the process. As a consequence, possible changes in welfare material continue to change with time and space. It has also been noted that the definition of welfare varies from country to country and from site to site. Second, welfare is a positive concept that, if a minimum standard of living is to be established, it would require certain lowest acceptable circumstances of existence, both biologically and socially. Thus, when this is defined, it is necessary to take care of the components of healthcare in terms of health, food, clothing, housing, medical assistance, insurance and so on. However, as a definition, labor welfare has both positive and negative aspects, it deals with the providing of opportunity that allow the worker and his family to lead a good life, both socially and personally, and on the negative, it provides opportunities for unpleasant consequences and labor problems.

I. INTRODUCTION

The term welfare brings in certain ideas, implying well-being, good health, satisfaction, stability and the human development resources. The idea of welfare was a general concept concerning the physical, psychological, moral and social well-being of the person. The basic concept of well-being is the wellbeing of man, his family and his society. It's a combination of three things in the way that altogether of these elements work organized. and complement each other independently.

A. The Concept

The definition of labor varies from country to country, from industry to industry and from time to time and from region to region. It also depends on the kind of problems faced by society that are shaped by age group, sex, socio-cultural background, economic status and the level of education of employees in different areas.

The use of the theory of social rights as a driving force for every worker and for those who are involved in it.[1]-[5]

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B. Definition

There could not be just one single definition to find universal acceptance. The simplest of all could be to understand that labour welfare as " efforts to make life worth living for worker ". The Social Sciences Welfare Encyclopedia is characterized as a voluntary effort by employers to create, within the established industrial system, the working and sometimes living and cultural conditions of employees beyond what is required by law, the norms of the industry and the market conditions.."

Another description on the welfare of workers describes it as ' which covers all the efforts made by workers to support their staff above and beyond the basic standard of working conditions laid down in the factory act and above and beyond the provisions of social regulations providing for the prevention of accidents, old age, poverty and sickness. '

C. Statement of Problem

This study is important to find out how labor welfare facilities significantly influence the level of employee satisfaction and If statutory and non-legislative social welfare services are good indicators of employee satisfaction.

II. NEED OF THE STUDY

1. The dynamics workers and supervisors relationship play a vital role with respective employee satisfaction.
2. The labor welfare measures provided in an organization affect the attitude of employees towards work.
3. To promote the employee's welfare measures like recreation facilities

A. Purposes of the analysis

1. To research steps for the welfare of workers.
2. To identify the attributes of welfare measures leading to employee satisfaction.
3. To evaluate the relationship between labour welfare measures and employee satisfaction.[6]-[10]

III. SCOPE OF THE STUDY

1. The scope of the study is to understand employee welfare in the company since employee welfare is very important, the study limitations more on types of welfare provided to the employees within and outside the organization.

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2. The scope of the study is limited to labor welfare schemes.
3. This study helps to assist top management to pick up the measures for labor welfare in approving for employees.[11]-[15]

IV. RESEARCH METHODOLOGY

The descriptive methodology is used which is single cross-sectional in nature, this method is helpful to know the measures taken for the welfare of the labors in both statutory and non statutory benefits which lead to employee satisfaction

A.Primary data: interview method, direct observation and also by a structured questionnaire

B.Secondary data: available books, articles, websites, and journals

C.Sample design– sample technique used in simple random sampling, convenience sampling technique

D.Sample size: The sample size of 250 labors was chosen from this industry

Primary data: interview method, direct observation and also by a structured questionnaire

□Secondary data: available books, articles, websites, and journals

□Sample design– sample technique used in simple random sampling, convenience sampling technique [16]-[20]

V. LIMITATIONS

1. The laborers were not able to express their opinion in front of the superiors and co-workers.
2. Unable to meet all the due to lack of time, the researcher labor of concern.
3. Bias from the part of respondents was another limitation of the study[21]-[25]

VI. LITERATURE REVIEW

Meenakshi and Yadav Kumar (2013) The paper looks to the authorities at work safety initiatives under shifting monetary conditions. This examination means that workers should be provided with these workplaces It was the product of additional care among staff. With a specific final objective of preserving good current relations and stability in associations, the corporate division must concentrate on these steps in an effective manner, keeping in mind the opinion of the establishments on social welfare figures..

KeerthisriyaDr.Panatulamurali (Krishna 2014) The results indicate that the overall level of awareness of the various provisions of the Factory Act is not a high level, but rather an acceptable level, provided by the industries, of all accounts necessary among the employees. Health and health assessed by the company that keeps workers happy.

R Santana Krishnan (2015) In this study, humane requirements and application in any country influence social protection practices. In India, before health and other

regulations were implemented, the condition of employment was bleak, exploitation of child labor, long-term work, terrible cleanliness and lack of appearance of well-being initiatives was common. Of Existence of industrial plants in India. This article details initiatives and services for social security.

K. Logasakthi& K. Raja Gopal (2013)This investigator sees the welfare actions taken in the combined sector, the standard of success of the leader and the overall nature of the working life of the staff and employees. The collection of data was done on the timeline. Now and again, the distinct meeting was required around that time to close the questionnaire, to break down the compiled information. the analyst utilized basic rate examination.

A. Statistical Hypothesis

1. H1 - There was no mean difference in employee satisfaction score among the demographic classification of the employees.
2. H2 - There was no mean difference in labor facility score among the demographic classification of the employees.
3. H3 - There was no correlation between employee satisfaction and welfare facilities

VII. RESULTS & DISCUSSION

1. There was no significant mean difference in the employee satisfaction scores among difference age ways
2. There was no significant mean difference in the employee satisfaction scores among difference between male and female employees
3. There was the significant mean difference in the employee satisfaction scores among there is no difference between employee qualification
4. There was no significant mean difference in the employee satisfaction scores among difference experience of employees
5. There was no significant mean difference in the employee satisfaction scores among difference marital status of employees
6. There was no substantial mean difference between employee compensation gaps in employee satisfaction scores
7. There was no significant mean difference in the employee satisfaction scores among the difference between job designation of the employees
8. There was a significant mean difference in employee facilities score among different experience in employees
9. There exist a positive correlation between employees satisfaction and facility it is not significant
10. There exist a significant positive correlation between employee satisfaction and statutory facilities
11. There exist a significant positive correlation between employee satisfaction and non-statutory facilities

VIII. SUGGESTIONS

1. All employees should actively participate in welfare activities
2. The superior need to have a good rapport with their subordination to build a healthy relations The organization need to provide a better and ergonomically sitting arrangement to the workers
3. The organizations need to take care that the workers get paid on specified due dates to avoid any contingency
4. The organization need to provide workers with good employee engagement activity and recreational facilities so have to retain the enthuse in the worker.

IX. CONCLUSION

The health facilities provide their employees with better working conditions and a better living environment, which, as an improvement in moral satisfaction, is committed to the purpose of the company.. From the study there is no significant difference between the employee satisfaction and facilities and there is a positive relationship between the employee satisfaction and statutory and with the non-statutory facilities. From the study, it is found that some of the workers are not satisfied with the relationship with their superior building good so the organization should take care so that healthy communication occurs between the workers and superior. Most of the workers are neutral in their response with respect sitting arrangements in the organization. According to this study some of the workers expecting to improve existing welfare facilities within the organization.

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