

# A Study on Employee Welfare at Sree Chakra in Madurai Literature Review

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## ABSTRACT

Employee welfare means anything done. Employee welfare is an improvement fact of industrial relation giving satisfaction to the worker in this factory. Employee welfare including various services benefits and facilities offered to employee. In this research used to the descriptive research and primary data collected from 90 respondents through questionnaire. then statistical tools is used for chi-square, percentage analysis. Employee welfare toward employee satisfaction.

**KEYWORDS:** *employee welfare, facility, job satisfaction, commitment*

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## INTRODUCTION

An employee welfare activity in India was large Influenced by the humanitarian approach. The economic development of a country depends upon the production of commodities and services after the employee gave been hired, trained and remunerated they need to be retained and maintained for overall growth of an organization. welfare facilities gave been mainly development to look after the wellbeing of an employee which ultimately leads to physical mental and moral health of an employee.

The factors of the welfare are safety helmet at the work place, first aid box for the emergency in case of any injuries to the employee while doing the work, most wanted in our daily life is food and drinking water basic facility so that should be provided, in case the employee at different place come and work for them shelter should be given from employees may suffer from the location so the factory should have that facility. The committee on employee welfare 1909 was set up by the government of India under chairmanship of Shri. R. K. Malviya revived at the functioning of the various statutory and non- statutory welfare facility in industrial establish in the employees. The act make detailed provisions in regards to various matters relation to employer to workers.

## NEED FOR THE STUDY:

➤ Now a days the problem arise due to the welfare measures does not given properly to the employees. So it is necessary to know about the welfare measures.

➤ So it is important to know about the facilities that are provided by the company.

## SCOPE OF THE STUDY:

The study is extended to the employees in SREE CHAKRA GRC which forms the universe of the study. The study covers only some department employees working in the organization. The employee welfare studied include both Non statutory welfare. . The study emphasizes in the following scope. The employees suggestions and recommendations are also given at the end of the report. the result of the study helps the management to know about the employees and that also encourage them to take action to reduce their problems.

To identify the employee welfare satisfaction at SREE CHAKRA GRC.

## REVIEW OF LITERATURE

patro, chandra sekhar( 2017)study in employee welfare employee plays an important role in the industrial production of the company. hence, the organization should give cooperation to the employees in order to increase the production and to earn higher profits. employee benefit constitute a major vehicle for the provision of income and security.

manasa, b. r., and c.n. krishn anaik. (2015)"employee welfare measures-a study on cement corporation. the analysis of

their study concept of employee welfare. the study resultant that employee's in auto sector are highly satisfied with the intra-mural welfare measure. welfare facilities provided to customer. by the study suggestion are made that it may be railway minimize the cost of social burden and apply for government for betterment of employee welfare.

ramana,t. venkata, and e. lokanadha reddy. (2015)."a study on employee welfare refer to they want to assess the overall satisfaction level regarding welfare program. through their papers they want to obtain correction by the study suggestion are made that it may be railway minimize the cost of social burden and apply for government for betterment of welfare provisions. between statutory and non-statutory activities at industry and to obtain relationship between employees.

lalitha, k., and t. priyanka..(2014)" welfare facilities provided at the company (bosch limited bangalore). the study discusses extend of awareness among the employee's with various statutory and nonstatutory welfare measure. it is found that most of the welfare facilities like medical canteen, working environment safety measure etc. are provide by company and most of the employee's are satisfied with the welfare facilities.

suratkumari, m., and r. s. bindurani.(2013) "a study on employees welfare, of the organization labour welfare problems of sugar industry. the analysis was based on the firsthand data collected from the sugar factories of eastern uttar pradesh. the study found that the conditions of work in sugar factories of eastern region of uttar pradesh were not very satisfactory particularly in respect of safety employee welfare facility.

gallie, duncan, et al.(2013) "teamwork, skill development and employee welfare." british journal of industrial relations 50.1 : 23-46. "human resource management and human relations said that provision of intra. mural and extra mural welfare facilities help in improving the quality of work life of employee's there by good human relations will develop among different employee

upadhyay, devina, and anu gupta. (2012). Satisfied employees are reported to have high morale. Welfare measures and work experience does not necessarily relates to satisfaction. the analysis of their study concept of employee welfare. the study resultant that employee's in auto sector are highly satisfied.

chaudhay, dr asiya, and roohi iqbal.(2011) "an empirical study on effect of welfare measures on employees satisfaction in " studied that the concept of employee's

**DATA ANALYSIS:**

**TABLE NO: 1 Gender:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	60	66.7	66.7	66.7
	Female	30	33.3	33.3	100.0
	Total	90	100.0	100.0	

**SOURCE: primary data**

**INTERPRETATION**

From the above table it is clear that the highest 67% are male and 33% of the respondents are female.

welfare has been used by many organization as a strategy of imp rousing productivity of employee. it is argued that welfare services can be used to secure the employee force by providing proper human conditions of work.

venugopal, d.,(2011) a study on employee welfare any relation exists between welfare provisions and employee's satisfaction. his study also reviews on welfare provisions and employee's satisfaction. from their study they concluded that voluntary welfare measure should be provided to employee. they study the level of awareness of employee about the various welfare measures.

sabarirajan, a., t. meharajan, and b.(2010) "a study on the various welfare measures and their impact on qwl provided by the textile mills with reference to salem district. the statutory welfare measure provided by employees. they study analysis and interpret about the statutory welfare measures in the proposed sample unit. it stated the employee's welfare is a comprehensive term including various services offered to employees of the organization. Research methodology:

**RESEARCH METHODOLOGY**

Research Methodology is the systematic way to reversed problem. It may be understood as a science of studying how much is done scientifically.

**RESEARCH DESIGN**

The research design used in this study is descriptive analysis. descriptive research is defined as a research method that describes the characteristics of the population or phenomenon that is being studies. This methodology focuses more on the "what" of the research subject rather than the "why of the research subject.

**STUDYING AREA:**

My study area is sree chakra in Madurai

➤ sampling technique:

Simple Random Sampling Method is adopted to collect the primary data. The respondents the purpose of the study are selected systematically. Simple random sampling is a type of probability sampling, which doesn't include random selection of participants. The opposite is probability sampling, Where participant are randomly selected, and each has equal change of being chooses.

➤ source of data

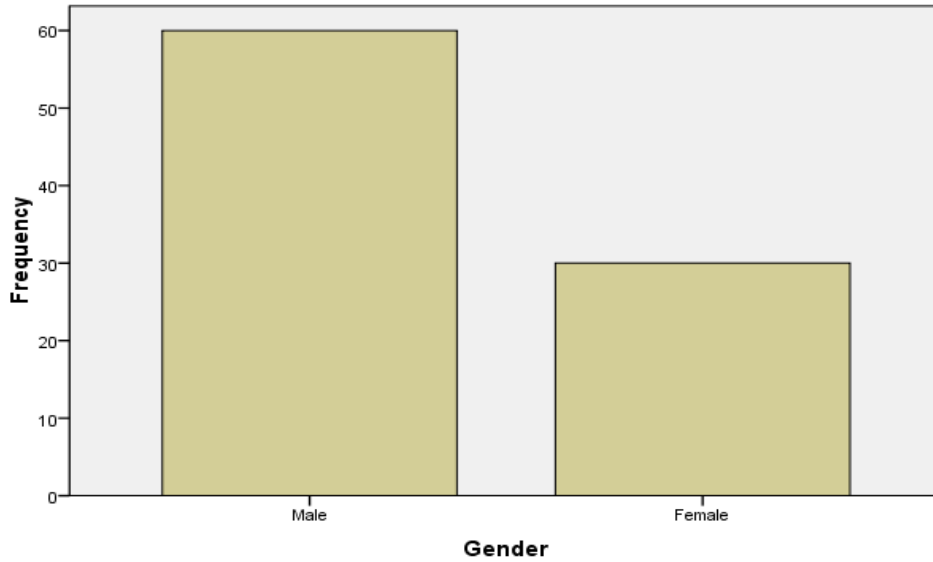
After establishing the objectives & determining the design of the research, it is necessary to collect accurate data.

The methods used for the collection of data are,

➤ Secondary data

➤ Primary data.

**CHART NO: 1 Gender:**



**TABLE NO: 2 rate the quality of food provided in the canteen**

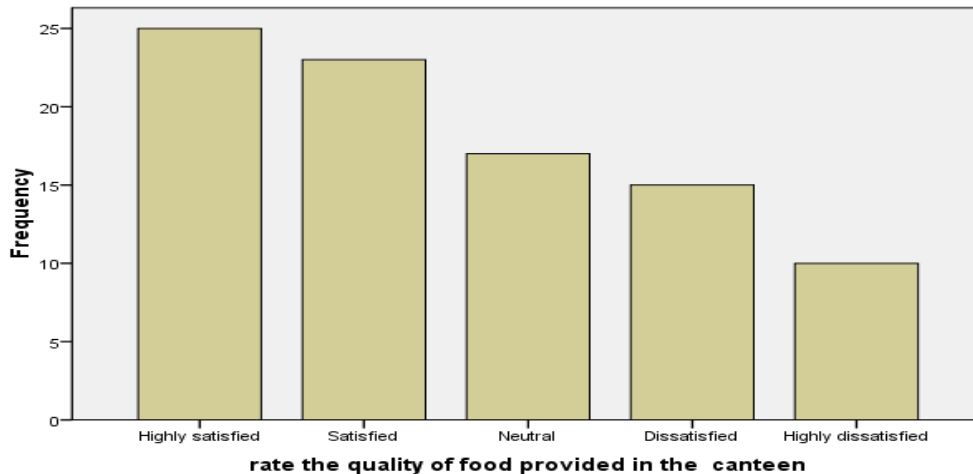
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Highly satisfied	25	27.8	27.8	27.8
	Satisfied	23	25.6	25.6	53.3
	Neutral	17	18.9	18.9	72.2
	Dissatisfied	15	16.7	16.7	88.9
	Highly dissatisfied	10	11.1	11.1	100.0
	Total	90	100.0	100.0	

**SOURCE: Primary Data**

**INFERENCE:**

From the above table it is observed that, 27% of respondents are between Highly satisfied, 25% of respondents are Satisfied, 18% respondents are Neutral, 16% of respondents are Dissatisfied, 11% of the respondents are Highly dissatisfied.

**CHART NO: 2 rate the quality of food provided in the canteen**



**TABLE NO: 3 Hospital facilities/medical facilities provided by the company**

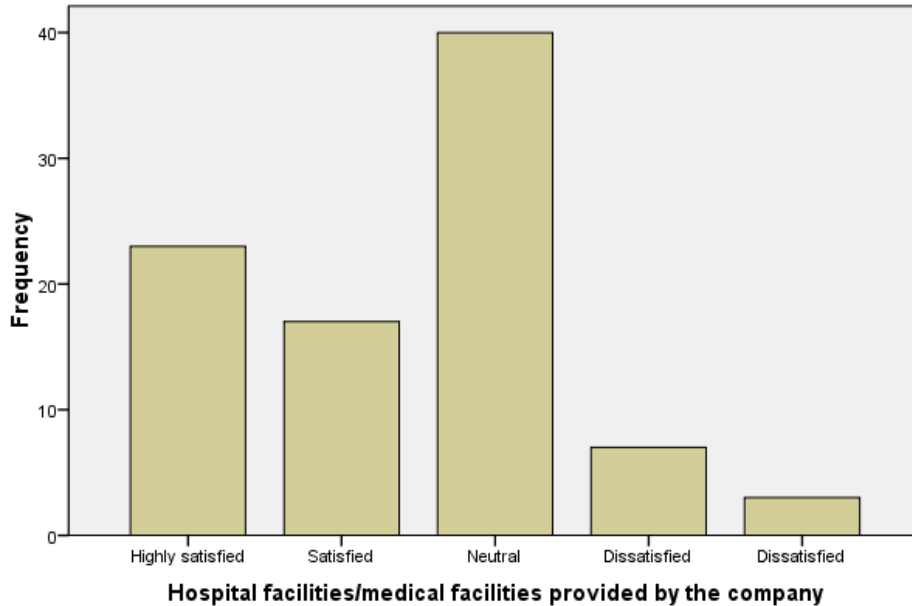
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Highly satisfied	23	25.6	25.6	25.6
	Satisfied	17	18.9	18.9	44.4
	Neutral	40	44.4	44.4	88.9
	Dissatisfied	7	7.8	7.8	96.7
	Dissatisfied	3	3.3	3.3	100.0
	Total	90	100.0	100.0	

**SOURCE: Primary Data**

**INFERENCE:**

From the above table it is observed that, 25% of respondents are between Highly satisfied, 18% of respondents are Satisfied, 44% respondents are Neutral, 7.8% of respondents are Dissatisfied, 3.3% of the respondents are Highly dissatisfied.

**CHART NO: 3 Hospital facilities/medical facilities provided by the company**



**TABLE NO: 4 basic facilities**

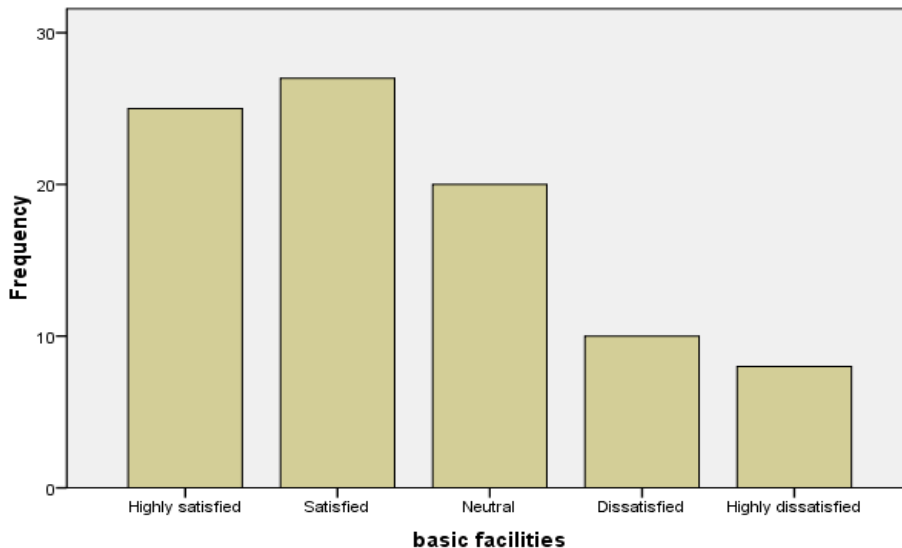
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Highly satisfied	25	27.8	27.8	27.8
	Satisfied	27	30.0	30.0	57.8
	Neutral	20	22.2	22.2	80.0
	Dissatisfied	10	11.1	11.1	91.1
	Highly dissatisfied	8	8.9	8.9	100.0
	Total	90	100.0	100.0	

SOURCE: Primary Data

**INTERPRETATION**

From the above table it is observed that, 27.8% of respondents are between Highly satisfied, 30% of respondents are Satisfied, 22.2% respondents are Neutral, 11.1% of respondents are Dissatisfied, 8.9% of the respondents are Highly dissatisfied.

**CHART NO: 4 basic facilities**



**TABLE NO: 5 education facilities provided by the company**

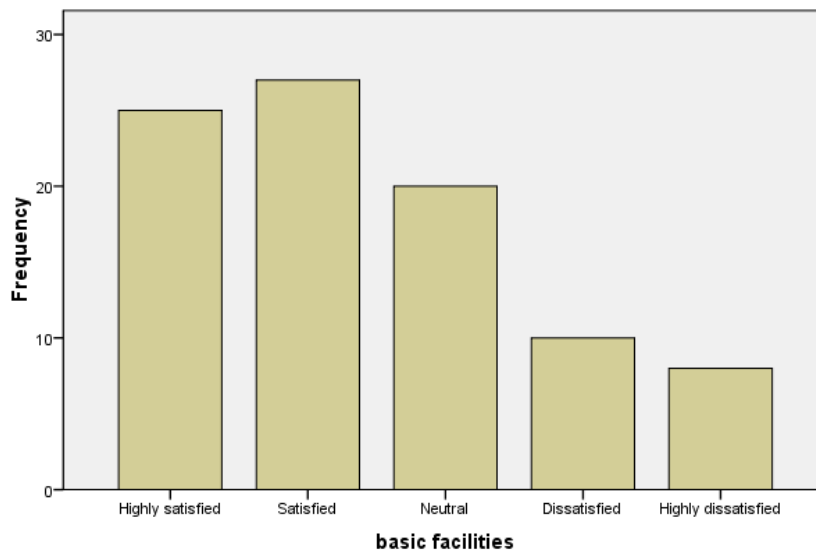
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Highly satisfied	30	33.3	33.3	33.3
	Satisfied	42	46.7	46.7	80.0
	Neutral	10	11.1	11.1	91.1
	Dissatisfied	5	5.6	5.6	96.7
	Highly dissatisfied	3	3.3	3.3	100.0
	Total	90	100.0	100.0	

SOURCE: Primary Data

**INTERPRETATION**

From the above table it is observed that, 33.3% of respondents are between Highly satisfied, 46.7% of respondents are Satisfied, 11.1% respondents are Neutral, 5.6% of respondents are Dissatisfied, 3.3% of the respondents are Highly dissatisfied.

**CHART NO: 5**



**TABLE NO: 6 rate the club facility provided by the company**

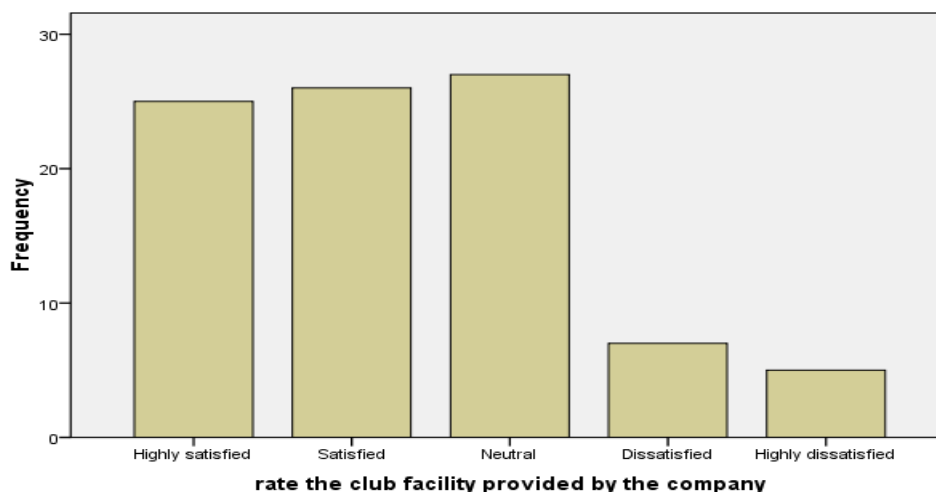
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Highly satisfied	25	27.8	27.8	27.8
	Satisfied	26	28.9	28.9	56.7
	Neutral	27	30.0	30.0	86.7
	Dissatisfied	7	7.8	7.8	94.4
	Highly dissatisfied	5	5.6	5.6	100.0
	Total	90	100.0	100.0	

**SOURCE: Primary Data**

**INTERPRETATION**

From the above table it is observed that, 27.8% of respondents are between Highly satisfied, 28.9% of respondents are Satisfied, 30% respondents are Neutral, 7.8% of respondents are Dissatisfied, 5.6% of the respondents are Highly dissatisfied.

**CHART NO: 6 rate the club facility provided by the company**



**TABLE NO: 7 Birthday gift provided by the company**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Highly satisfied	26	28.9	28.9	28.9
	Satisfied	19	21.1	21.1	50.0
	Neutral	30	33.3	33.3	83.3
	Dissatisfied	9	10.0	10.0	93.3
	Highly dissatisfied	6	6.7	6.7	100.0
	Total	90	100.0	100.0	

**SOURCE: Primary Data**

**INTERPRETATION**

From the above table it is observed that, 28.9% of respondents are between Highly satisfied, 21.1% of respondents are Satisfied, 33.3% respondents are Neutral, 10% of respondents are Dissatisfied, 6.7% of the respondents are Highly dissatisfied.

**CHART NO: 7 Birthday gift provided by the company**



**TABLE NO: 8 Transport facilities provided by the company**

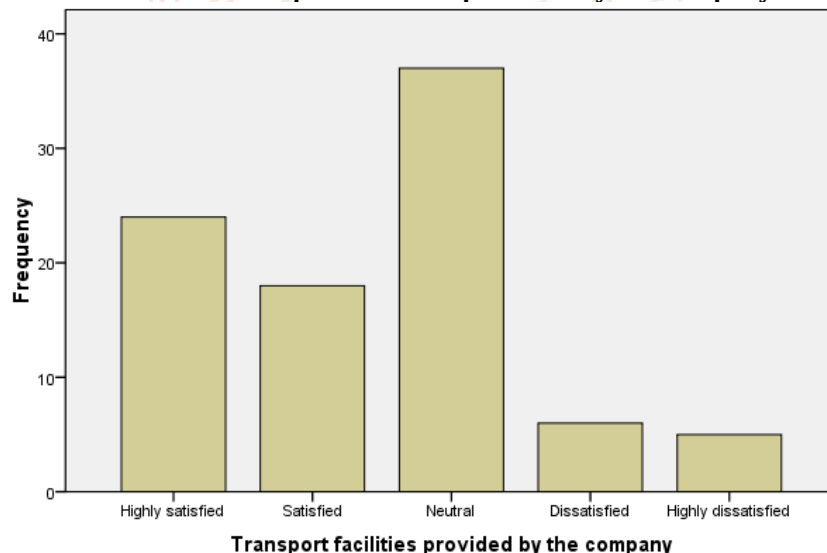
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Highly satisfied	24	26.7	26.7	26.7
	Satisfied	18	20.0	20.0	46.7
	Neutral	37	41.1	41.1	87.8
	Dissatisfied	6	6.7	6.7	94.4
	Highly dissatisfied	5	5.6	5.6	100.0
	Total	90	100.0	100.0	

**SOURCE: Primary Data**

**INTERPRETATION**

From the above table it is observed that, 26.7% of respondents are between Highly satisfied, 20% of respondents are Satisfied, 41.1% respondents are Neutral, 6.7% of respondents are Dissatisfied, 5.6% of the respondents are Highly dissatisfied.

**CHART NO: 8 Transport facilities provided by the company**



**TABLE NO: 9 rate the Commercial establishment**

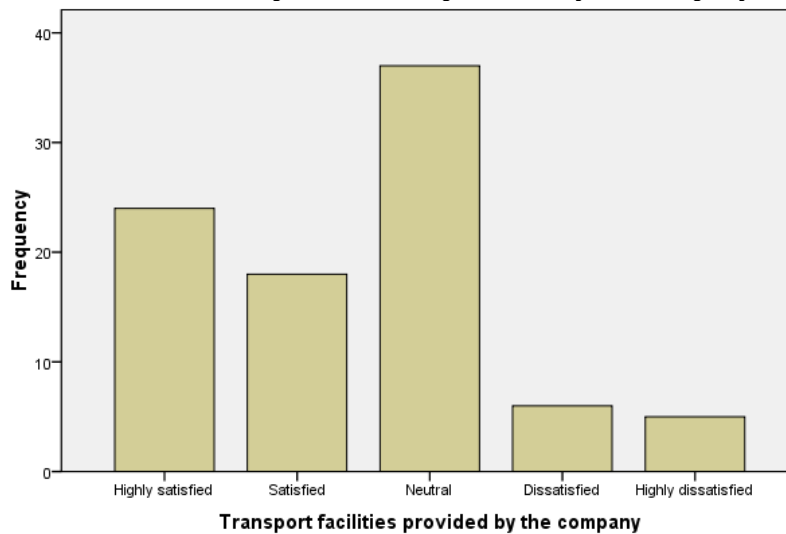
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Highly satisfied	26	28.9	28.9	28.9
	Satisfied	12	13.3	13.3	42.2
	Neutral	44	48.9	48.9	91.1
	Dissatisfied	4	4.4	4.4	95.6
	Highly dissatisfied	4	4.4	4.4	100.0
	Total	90	100.0	100.0	

**SOURCE: Primary Data**

**INTERPRETATION**

From the above table it is observed that, 28.9% of respondents are between Highly satisfied, 13.3% of respondents are Satisfied, 48.9% respondents are Neutral, 4.4% of respondents are Dissatisfied, 4.4% of the respondents are Highly dissatisfied.

**CHART NO: 9 Transport facilities provided by the company**



**TABLE NO: 10 rate the community development measures taken by the company**

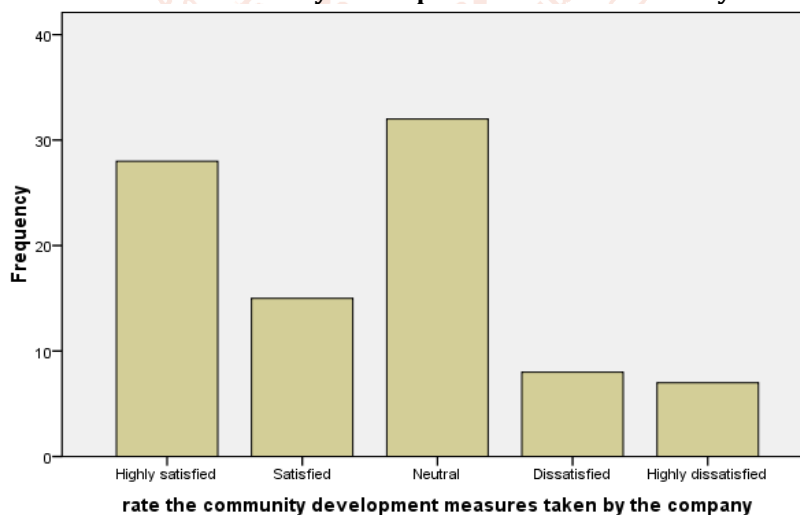
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Highly satisfied	28	31.1	31.1	31.1
	Satisfied	15	16.7	16.7	47.8
	Neutral	32	35.6	35.6	83.3
	Dissatisfied	8	8.9	8.9	92.2
	Highly dissatisfied	7	7.8	7.8	100.0
	Total	90	100.0	100.0	

**SOURCE: Primary Data**

**INTERPRETATION**

From the above table it is observed that, 31.2% of respondents are between Highly satisfied, 16.7% of respondents are Satisfied, 35.6% respondents are Neutral, 8.9% of respondents are Dissatisfied, 7.8% of the respondents are Highly dissatisfied.

**CHART NO: 10 rate the community development measures taken by the company**



**TABLE NO: 11 recreational facilities provided by the company**

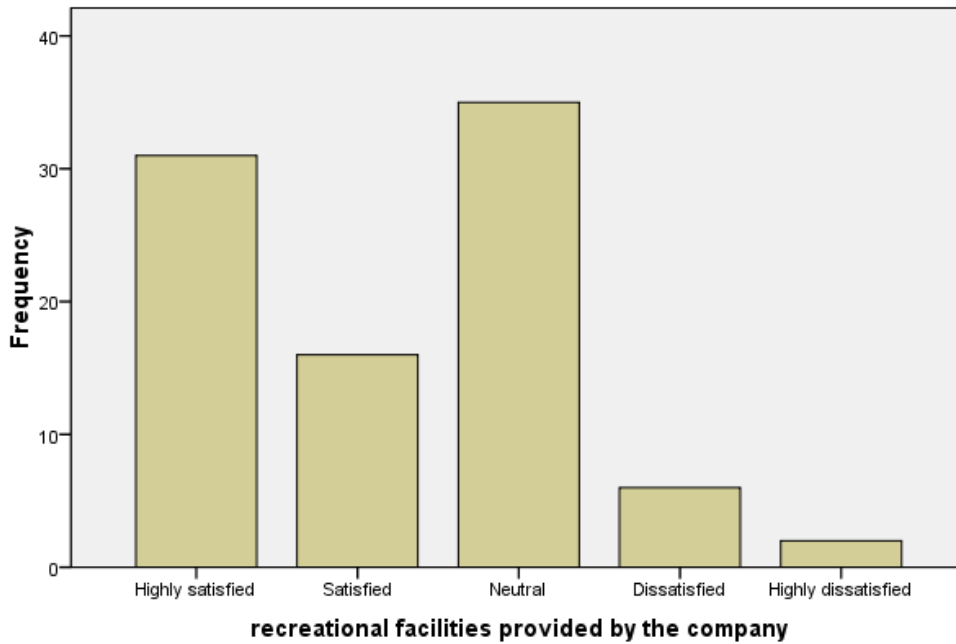
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Highly satisfied	31	34.4	34.4	34.4
	Satisfied	16	17.8	17.8	52.2
	Neutral	35	38.9	38.9	91.1
	Dissatisfied	6	6.7	6.7	97.8
	Highly dissatisfied	2	2.2	2.2	100.0
	Total	90	100.0	100.0	

**SOURCE: Primary Data**

**INTERPRETATION**

From the above table it is clear that, 34.4% of the respondents are Highly satisfied, 17.8% of the respondents are Satisfied, 38.9% of the respondents are Average, 6.7% of the respondents are Dissatisfied, and 2.2% of the respondents are Highly dissatisfied

**CHART NO: 11 recreational facilities provided by the company**



**TABLE NO: 12 rate the lunch room facility provided by the company**

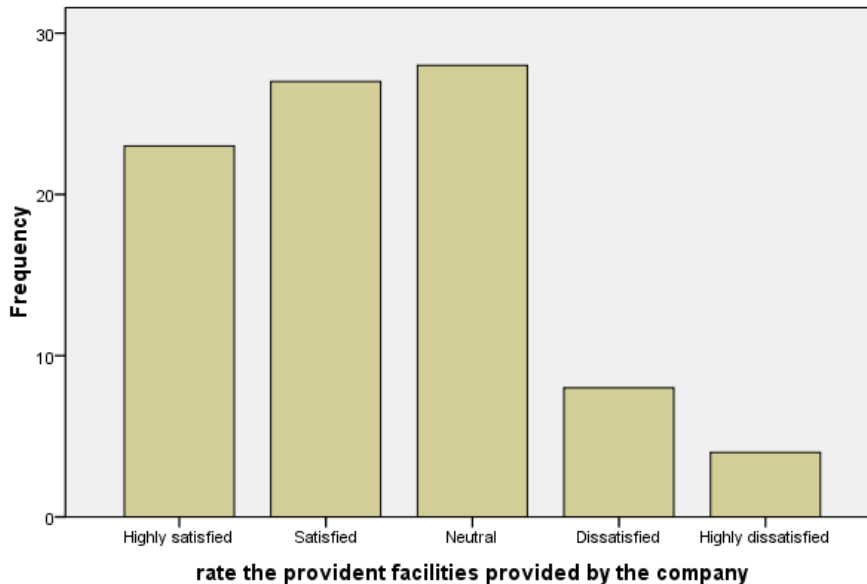
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Highly satisfied	23	25.6	25.6	25.6
	Satisfied	27	30.0	30.0	55.6
	Neutral	28	31.1	31.1	86.7
	Dissatisfied	8	8.9	8.9	95.6
	Highly dissatisfied	4	4.4	4.4	100.0
	Total	90	100.0	100.0	

**SOURCE: Primary Data**

**INTERPRETATION**

From the above table it is clear that, 25.6% of the respondents are Highly satisfied, 30% of the respondents are Satisfied, 31.1% of the respondents are Average, 8.9% of the respondents are Dissatisfied, and 4.4% of the respondents are Highly dissatisfied.

**CHART NO: 12 rate the Provident Facilities Provided by the Company**





**TABLE NO: 13 rest room facilities provided by the company**

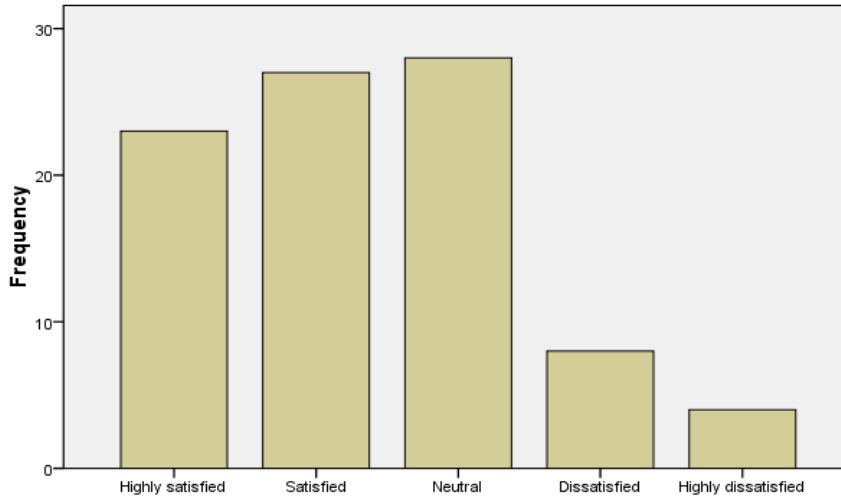
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Highly satisfied	23	25.6	25.6	25.6
	Satisfied	17	18.9	18.9	44.4
	Neutral	40	44.4	44.4	88.9
	Dissatisfied	7	7.8	7.8	96.7
	Highly dissatisfied	3	3.3	3.3	100.0
	Total	90	100.0	100.0	

**SOURCE: Primary Data**

**INTERPRETATION**

From the above table it is clear that, 25.6% of the respondents are Highly satisfied, 18.9% of the respondents are Satisfied, 44.4% of the respondents are Average, 7.8% of the respondents are Dissatisfied, and 3.3% of the respondents are Highly dissatisfied.

**CHART NO: 13 Rate the Provident Facilities Provided by the Company**



rate the provident facilities provided by the company

**TABLE NO: 14 rate the first aid facilities provided by the company**

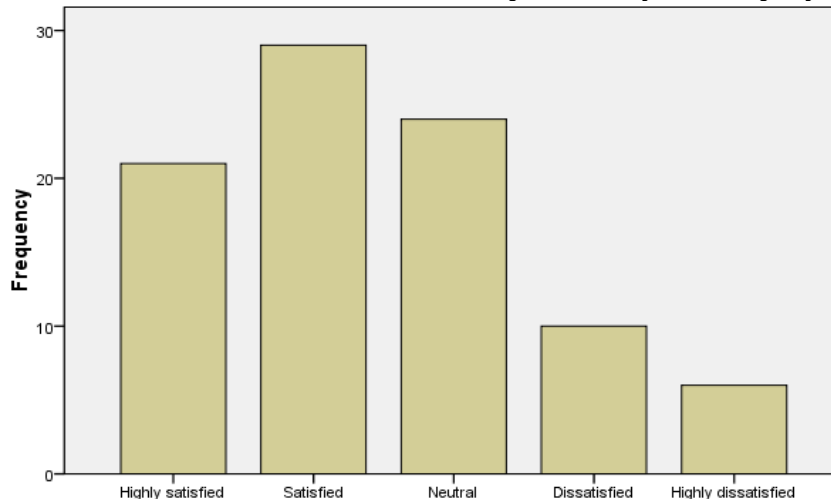
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Highly satisfied	21	23.3	23.3	23.3
	Satisfied	29	32.2	32.2	55.6
	Neutral	24	26.7	26.7	82.2
	Dissatisfied	10	11.1	11.1	93.3
	Highly dissatisfied	6	6.7	6.7	100.0
	Total	90	100.0	100.0	

**SOURCE: Primary Data**

**INTERPRETATION**

From the above table it is clear that, 23.3% of the respondents are Highly satisfied, 32.2% of the respondents are Satisfied, 26.7% of the respondents are Average, 11.1% of the respondents are Dissatisfied, and 6.7% of the respondents are Highly dissatisfied.

**CHART NO: 14 rate the first aid facilities provided by the company**



rate the first aid facilities provided by the company

**TABLE NO: 15 rate the gym facilities provided by the company**

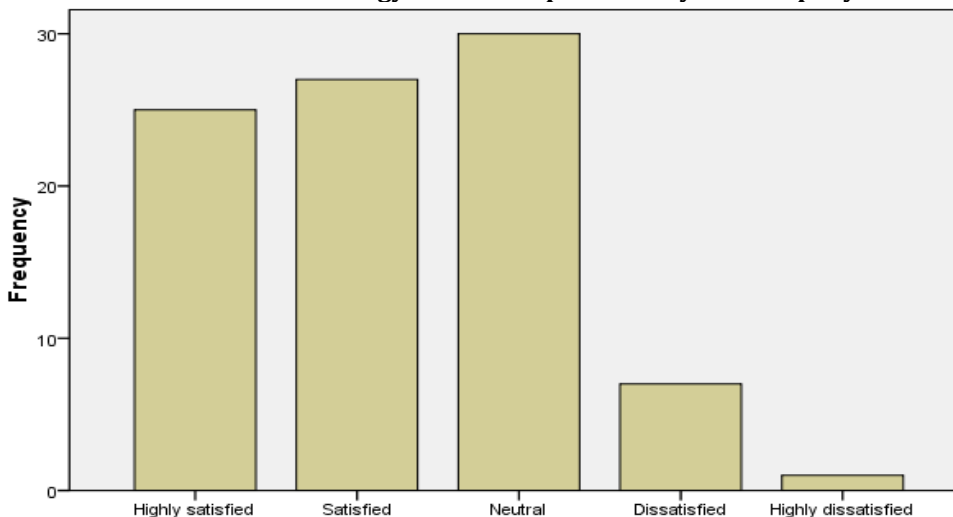
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Highly satisfied	25	27.8	27.8	27.8
	Satisfied	27	30.0	30.0	57.8
	Neutral	30	33.3	33.3	91.1
	Dissatisfied	7	7.8	7.8	98.9
	Highly dissatisfied	1	1.1	1.1	100.0
	Total	90	100.0	100.0	

SOURCE: Primary Data

**INTERPRETATION**

From the above table it is clear that, 27.8% of the respondents are Highly satisfied, 30% of the respondents are Satisfied, 33.3% of the respondents are Average, 7.8% of the respondents are Dissatisfied, and 1.1% of the respondents are Highly dissatisfied.

**CHART NO: 15 rate the gym facilities provided by the company**



**CONCLUSION**

The study entitled **A STUDY ON EMPLOYEE WELFARE AT SREE CHAKRA IN MADURAI** Aims to find out the employees awareness and satisfaction level with respect to the various welfare schemes, working condition and social security schemes provided by the company.

Though the company has started 11 years back the employee welfare, working conditions and s security schemes, ventilation has to provided to the employees satisfactory. The top management and employees need more friendly relationship in the organization .then employees Suggestion and recommendations are also included in the project. It is concluded that this project will be very much helpful to the management to impart better welfare measures, working condition and social security schemes to the employees.

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