

A STUDY ON RURAL EMPLOYEE'S WELFARE MEASURES IN K.R.V SPINNING MILL PRIVATE LIMITED

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ABSTRACT

The present study is made an attempt to identify the employee welfare measures adopted in spinning industry. Employee welfare means anything done for the comfort and improvement of the employees over and above the wages paid which is not a necessity of the industry. The basic purpose of employee welfare is to enrich the life of employees and keep them happy. Employees spend at least half their time at work or getting to it, or leaving it. They know that they contribute to the organization when they are reasonably free from worry and they feel that when they are in trouble/ problems, they are due to get something back from the organization. People are entitled to be treated as full human beings with personal needs, hopes and anxieties.

INTRODUCTION

Employee welfare is a term including various services, benefits and facilities offered to employees by the employers. The welfare measures need not be monetary but in any kind/forms. This includes items such as allowances, housing, transportation, medical insurance and food. Employee welfare also 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. Through such generous benefits the employer makes life worth living for employees. Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages.. The welfare measures need not be in monetary terms only but in any kind/forms. Employee welfare includes monitoring of working International Journal of Engineering Technology, Management and Applied Science sconditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families.

SELECTION METHOD

- Minimum qualification
- Sex
- Age (above 17 years)
- Finger flexibility
- Eye sight
- Color blindness
- Height(153 cms)
- Weight(min. 40 kgs)
- Experience(fresh candidate)
- Extracurricular activities

ANNUAL LEAVE WITH WAGES

The company is working on seven days in a week basis. On rotation the workers are getting their weekly off.As per the provision of the factories Act 1948, all the workers are provided with one-day annual leave for the 20 worked days in the previous year.Apart from this maximum 9 days of national and festival holidays are allowed in a calendar year.

PAYMENT OF WAGES / SALARY

Wages

The wages are disbursed to worker on 7th of every week.

Salary

The salary to staff is being paid on 1st of every month by way of cherub.

STATUTORY BENEFITS

Provident Fund

The company is deducting 12% of basic plus dearness allowance of employees as employee's contribution to provident fund and the company is contributing 12% as its contribution. In this 3.67% goes to provident fund and the remaining 8.33% goes to family pension scheme.

ESI Scheme

The company is deducting 1.75% on total wages/salary of employees as contribution to ESI scheme and the company is contributing 4.75% as its contribution.

The various benefits which the employees enjoying under this scheme are,

- ❖ Sickness benefit
- ❖ Maternity benefit
- ❖ Funeral benefit
- ❖ Dependents benefit
- ❖ Medical benefit
- ❖ Disablement benefit

TAMIL NADU EMPLOYEE WELFARE FUND

Scholarship for worker's children.

- ❖ Funeral expenses up to Rs. 1000/- for the workers.
- ❖ Medical facilities.

BONUS

The minimum bonus payable as per the bonus Act is 8.33%. Last year the company had declared 22% of bonus to its employees.

WELFARE FACILITIES

The workers are provided with the following facilities

- ❖ canteen facility
- ❖ incentives
- ❖ loan
- ❖ safety measures
- ❖ uniform
- ❖ union

STATEMENT OF THE PROBLEM

Welfare activities influence the sentiment of the workers. When the workers feel that the employees and state are interested in their happiness, their tendencies to crumble disappear. The welfare measure such as cheaper food in canteens, free medical and educational facilities, indirectly increases the real involvement of the workers.

SCOPE OF THE STUDY

- ❖ The scope of the study was extended to all sections in the K.R.V spinning mills Ltd., the statutory employee welfare measure, non-statutory employee welfare measures, social security measures were given more importance in this study. Regarding the employees of the study covers all categories of the workmen.
- ❖ The present study has been undertaken to find out effectiveness of employee welfare measure in spinning industry.
- ❖ To find out the practical difficulties involved in welfare measure that can be evaluated through their study.
- ❖ The study can be used to bring out the solution for the problem faced by the employees.

OBJECTIVES OF THE STUDY

- ❖ To study the awareness of employees towards welfare measures provided by K.R.V Spinning Mills.
- ❖ To find the employee welfare measures provided by the organization.
- ❖ To find our satisfaction level of employees towards welfare measures.
- ❖ To provide suggestions in order to improve loan facilities in K.R.V spinning Mills
- ❖ To provide suggestion in order to improve the canteen facilities in K.R.V spinning mills.

RESEARCH METHODOLOGY

RESEARCH DESIGN

A research design is purely and simply the framework for a study that guides the collection and analysis of the data. Having identified the objectives of the study survey method of descriptive research has been follows.

SAMPLING

Sampling is selection of respondents and it remains the only choice when the population contains infinitely many members. Random sampling has been adopted to collect the requisite data. At the same time representation from all groups occupation and categories are ensured.

SAMPLE SIZE

The study is based only on the opinion and expectation of employee. Total number of sample taken for the study is 75 respondents.

SAMPLE DESIGN

Convenience sampling techniques were used for the study.

AREA OF THE STUDY

The research is conducted and confined to Nangavalli, Salem district.

TOOLS USED FOR ANALYSIS

we are going to use the simple percentage analysis

LIMITATIONS OF THE STUDY

- Due to scarcity of time and considering the reasons available, the study was limited to 75 employees.
- The findings are based on the information given by the respondents.
- The researcher thought it might be difficult for the workers to recount the events that took place more than a year back.

FINDINGS,

- ❖ The majority of the respondents 36% are in the age group above 35 years.
- ❖ 52% of the respondents are female and 48% of the respondents are male.
- ❖ The majority of the respondents 43% have experience of 1-2 years in K.R.V Spinning mills.
- ❖ The majority of the respondents 79% are married, 21% of the respondents are unmarried.
- ❖ Regarding Educational qualification 33% of the respondent's have qualified only 10thstd.
- ❖ Majority of the respondents 33% are in the income level of Rs 7001-10000 per month.
- ❖ 40% of the respondents with regard to quantum of work felt that they are given only normal work.
- ❖ Majority of the respondents 84% have accepted that they are motivated by Training.
- ❖ 31% of the respondents prefer promotion to be the kind of motivation.
- ❖ 48% of the respondents are satisfied with the promotion policy of the K.R.V Spinning mills private ltd.
- ❖ 89% of the respondents are satisfied with the working environment.
- ❖ 69% of the respondents feel comfortable in sharing their opinion at work place.
- ❖ 89% of the respondents feel that they have good relationship with superiors.
- ❖ 44% of the respondents agree there is prefer flow of communication from the management to the employee.
- ❖ The majority of 41% of the respondents have freedom to work and completed their jobs.
- ❖ 81% of the respondents say that they are treated well by the managers.
- ❖ 40% of the respondents felt that the working hours at K.R.V Spinning mill is comfortable.

- ❖ 85% of the respondents are aware of all employee welfare measures at K.R.V spinning mills.
- ❖ 76% of the respondents are satisfied with the adequacy or safety measures and equipments at K.R.V spinning mills.
- ❖ 75% of the respondents stated loan facilities are available at K.R.V spinning mills.
- ❖ 80% of the respondents stated that the remuneration package depends on number of working hours.
- ❖ 87% of the respondents have agreed that there is conflict with supervisor.
- ❖ 93% of the respondents have agreed that the organization have taken steps for their career growth and development.
- ❖ Majority of 40% of the respondents were sometimes with conflicts.
- ❖ Majority of 35% of the respondents were good with Recruitment & Selection Procedures.
- ❖ Majority of 77% of the respondents were Permanent with Nature of jobs.
- ❖ Majority of 30% of the respondents were said to be the Work environments are the major reason for their stress in job.
- ❖ Majority of 57% of the respondents were said to be No regarding with Job suits talents.
- ❖ Majority of 54% of the respondents were Promotion with Present position.
- ❖ Majority of 40% of the respondents were Moderate with Workload.
- ❖ The Lighting were the foremost satisfied level of Health Measures ranked by the respondents the Disposal of Waste are ranked least by the respondents.
- ❖ The Machine in Motion were the foremost satisfied level of Safety Measures ranked by the respondents, the Floors, Stairs are ranked least by the respondents.
- ❖ The Canteen facilities were the foremost satisfied level of Welfare Measures ranked by the respondents, the Welfare Officer are ranked least by the respondents.
- ❖ The House Rent Allowance were the foremost satisfied level of Monetary Factors ranked by the respondents, the Promotion are ranked least by the respondents.
- ❖ Status were the foremost satisfied level of Non-Monetary Factors ranked by the respondents, the Work Life Balance are ranked least by the respondents.
- ❖ Therefore there is no significant relationship between gender of respondents and respondents of the salary or wages.
- ❖ Therefore there is no significant relationship between gender of respondents and respondents of the bonus.
- ❖ The Degree of determination is 33% of the work experience and monthly income.
- ❖ The chi-square test reveals that the hypothesis is rejected. It states with that there is no relationship between the earning and advantage of K.R.V. spinning mill and employee welfare measures.
- ❖ The chi-square test reveals that the hypothesis is rejected. It states with that there is no relationship between the facilities of K.R.V. spinning mill and employee welfare measures.

SUGGESTIONS

- ❖ The company should start plans for granting scholarship for the employee children.
- ❖ There should be a welfare officer in the company.
- ❖ The company should pay more attention for improving the canteen facility.
- ❖ Most of the employees , below the age group of less than 30 years are getting more vehicle loan and the employees belongs to age group more than 30 are getting more housing loan and therefore it is suggested to reduce interest rate for housing loan and vehicle loan.

CONCLUSION

The study was conducted by the researcher in order to find out the employee welfare facilities among the employees at K.R.V SPINNING MILLS, NANAGAVALLI. The sample size was 75 the response from the employees was highly encouraging and they were highly obliging in providing required data for research. The study has enhanced and widened the researcher's knowledge in employers' welfare facilities. The study reveals that the employees are moderately satisfied with welfare facilities and other facilities provided by K.R.V Spinning mills.

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