

A STUDY ON EMPLOYEE WELFARE IN TEAM KNITS TIRUPUR

Submitted in partial fulfillment of the requirements for the award of

Bachelor of Commerce (General)

by

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MAY – 2024



DEPARTMENT OF BUSINESS ADMINISTRATION

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the Bonafide work of **K.TAMIZHVANAN (41740041)** who carried out the project training “**A STUDY ON EMPLOYEE WELFARE**” under my supervision from January to April 2024.

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DATE: 02.05.2024

PLACE: Chennai

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K.TAMIZHVANAN

ABSTRACT

The study is undergone at **TEAM KNITS PRIVATE LIMITED**. Employee benefits are indirect means of compensating workers; employees receive these benefits above and beyond their regular salaries or wages. Unlike wages alone, benefits foster economic security and stability by insuring beneficiaries against uncertain events such as unemployment, illness, and injury. Furthermore, some benefit programs serve to protect the income and welfare of families. Some types of benefits are also used as incentives to encourage increased worker productivity. The range of employee benefits includes educational, employee incentive, family, government, health, lifestyle, recreational, retirement, savings, and transportation benefits. The study analyse the employee benefits provided by the industry.

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CHAPTER – 1

INTRODUCTION

1.1 INTRODUCTION ABOUT THE TOPIC

In addition to compensation in the form of wages and salaries, organizations provide workers with various services and Programs known as employee benefits.

Employee benefits are indirect means of compensating workers; employees receive these benefits above and beyond their regular salaries or wages. Unlike wages alone, benefits foster economic security and stability by insuring beneficiaries against uncertain events such as unemployment, illness, and injury. Furthermore, some benefit programs serve to protect the income and welfare of families. common distinction between direct forms of employee compensation, such as wages, and indirect compensation, or benefits, is that the former creates an employee's standard of living, whereas the latter protects that standard of living.

1.1.1 TYPES OF BENEFITS

- 1) Educational Benefits
 - a) Helping Continuing Education
 - b) Tuition Fees Payments
 - c) Personal Development
 - d) Scholarships
- 2) Employee Incentive Benefits
 - a) Bonuses
 - b) Direct Deposit
 - c) Parking
 - d) Food services
- 3) Health Benefits
 - a) Sick Days Holidays
 - b) Health Club Memberships
- 4) Lifestyle Benefits
 - a) Life Insurance
 - b) Vacation
- 5) Individual Retirement Accounts
 - a) Pension Programs
 - b) Transportation

PROFILE OF THE COMPANY

1.2. COMPANY PROFILE

ABOUT AEPC



Incorporated in 1978, AEPC is the official body of apparel exporters in India that provides invaluable assistance to Indian exporters as well as importers/international buyers who choose India as their preferred sourcing destination for garments.

A quick look at how the Apparel Export Promotion Council (AEPC) has been the moving force behind lot of achievements:

- It has Head Office in Gurgaon with Registered Office at Okhla and 10 offices pan India.
- AEPC today is a powerful body for the promotion and facilitation of garment manufacturing and their exports.

For Indian exporters, AEPC is a one-stop shop for information advise technical guidance workforce and market intelligence. Members have access to updated trade statistics potential markets information on international fairs and assistance in participating at these fairs. It also plays a large role in identifying new markets and leading trade delegations to various countries

1.2.1 OUR PRODUCTS:

TEXTILES

- **T.SHIRT**
- **PANT**
- **SHORTS**
- **LADIES T.SHIRTS**

1.2.2 VISION OF SHCPL

Sri Home was established with the purpose of making cleaner homes. We provide access to hygiene through our exclusive range of products, focusing on various aspects of a clean home. Bathroom, Kitchen, Apparel, Vehicle and more.

We put customers ahead in priority. All our products are carefully created to satisfy their needs and make their space a safe and happy home.

At Sri Home, We go the extra mile in quality and testing and perfecting our products based on our customer reviews. We care about your home just like ours, we are committed to a dirt-free, hygienic lifestyle that will make you worry less and live more.

1.2.3 MISSION OF SHCPL

The company's mission is to make cleaning and polishing tasks effortless and enjoyable for everyone. Through continuous research and development, the company strives to introduce new and improved products that cater to the evolving needs of its customers.

1.3.OBJECTIVES OF THE STUDY

- To understand the extent of awareness among employees, about the different benefits offered by the organization.
- To know the various medical facilities offered to employees in the organization.
- To know the satisfaction level of employees regarding monetary benefits apart from basic salary.
- To study the satisfaction levels of the employees about retirement benefits.

1.4.NEED FOR THE STUDY

As employee is a real power of an organization and directly he is related with productivity and profitability of the company. so the company provides him with the benefits. These benefits act as a motivating factor in increasing productivity. This plays an important role in reducing absenteeism so the benefit facilities are directly related to organizational benefits.

This study is to analyze the employee benefits of at **Sri Home Consumables Private Limited**, in order to know the availability of employees to the initiatives taken by the organization for their benefits and the level of employee satisfaction towards the initiatives and the impact of their employee benefits.

1.5.SCOPE OF THE STUDY

Achieving these goals involves a transformation in management practices, processes and culture. Therefore, in order to obtain an idea about the real portrait of Employee benefits. This is a thorough and readable review of employee benefit practice which will interest all of those faced with implementing.

The study focuses on discovering the factors affecting their benefits of employees in **Sri Home Consumables Private Limited** . This study identifies the various measures that are followed by the organization to improve the benefits in which employee are highly satisfied.

1.6.LIMITATION OF THE STUDY

- Due to the time constraint the study is made only with limited respondents.
- There is a chance of personal bias which affects the original data.
- Limited number of respondents has been chosen due to time constraint and this could affect the accuracy of result to certain extent.

CHAPTER – 2

2.1 REVIEW OF LITERATURE

Gupta and Shaw, (2014) This is perhaps because benefits have been viewed as a relatively unproblematic and inconsequential aspect of the employment relationship - a simple HR issue, rather than an increasingly important part of the reward-effort bargain. Alternatively, the dearth of empirical studies may be because benefits, like pay, is an area of employment practice that is relatively hidden, making data difficult to access.

Furtado (2014) in a study on compensation and benefit systems has found that these systems should be strategically designed for the purpose they are intended to plan and the results they are trying to drive. Benefits include health, retirement and provident fund plans designed to help protect and ensure employees' financial security, as well as programs providing pay for time not worked. Over a period of time, employee benefits of insurance coverage and some pre-requisite to a comprehensive range of benefits. Benefit strategy is the one definable link in a strategic chain. Benefit system is the fundamental part of all organizations. The companies on the top have better planned and implemented benefit systems.

Gresham (2013) in a study on responsibility in plan language found that the responsibility of an employee to handle health costs through a consumer directed plan. Explanation on the defined contribution retirement products, reflections, reason it is necessary that benefits manager should continuously reassess their programs and communications with their employees.

Giesel (2011) in a study on New York city council passes has found that grocery stores and other retailers that sell groceries to make substantial contributions toward their employees health insurance coverage costs by the new York council, estimated amount of contribution to each employee per hour, coverage of the mandate, implications of the legislation for the Employees Retirement Income Security Act.

Oberoi (2010) in a study on rewards and benefits has found that it is not just how much reward our staff that matters. Rather, it is what reward them for how measure the results of this investment. Variable pay, benefits differentiated rewards and performance matrices these are all key aspects play the important role in ROI measurement and essential part of an organization's reward architecture. In benefits. Organization have the mindset that their high performance will only stay with them if their salary was externally competitive not only on aspects, but also in terms of benefits and total remuneration.

Shikari (2010) in a study on Employees superior performance and rewarding them found that Ugam Solutions started its Annual Golden Pyramid Awards in 2002. The Golden Pyramid Awards are given to Ugam employees who have made a difference in their work employees who are passionate about their work have shown excellent results. The winners are looked up to and it is an award is won by any team member.

Gibson, (2009) Benefits have been growing as a proportion of remuneration since the 1990s, with estimates suggesting they represent 20-30 per cent of total compensation costs in the USA, UK and Australia, and 10-20 per cent in many Western European nations.

Miller (2008) in a study on health paid leave benefits has found that health coverage remains by far the most costly benefits provided to employees more than one quarter of human resource professionals, 29%, indicated their organization now provide health saving accounts, paid family leaves and paid paternity leave all declined in 2008 compared with 2007.

Steven G Aldana, Nicolaas P Pronk (2001) This literature review demonstrates that the health risks and failure of employees to participate in fitness and health promotion programs are associated with higher rates of employee absenteeism. When determini how to manage absenteeism, employers should carefully consider

the impact that health promotion programs can have on rates of absenteeism and other employee-related expenses.

A study by **Kumar and Yadav** (2002) titled satisfaction level from employee welfare schemes in sugar factories in Gorakhpur division, revealed the overall satisfaction level of workers from welfare schemes was low in both the private and State sugar factories. Further, the workers in both sectors ranked the four employee welfare schemes according to their importance, which fell in the following order case scheme, medical scheme, followed by education and recreation schemes.

Robinson, Sparrow, Clegg, & Birdi (2006) in a study identified the key behaviour, which were found to be associated with employee engagement. The behaviours included belief in the organization, desire to work to make things better, accepting of the business context and the „superior picture“, being respectful of and helpful to colleagues, willingness to „go the extra mile“ and keeping up to date with developments in the field.

Joseph (2009) studied in the article points out that the structure of a welfare state rests on its social security fabric. Government, employers and trade unions have done a lot to promote the betterment of worker"s conditions.

Manzini and Gwandure (2011) studied that the concept of employee welfare has been used by many organizations as a strategy of improving productivity of employees; especially in the mobile industry since work related problems can lead to poor quality of life for employees and a decline in performance. It is argued that, welfare services can be used to secure the labour force by providing proper human conditions of work and living through minimizing the hazardous effect on the life of the workers and their family members.

A research in different organizations by **Patro** (2012) identified that the employees are assets of any organization. The needs of the employee must be satisfied in order to meet the goals of the organization.

Lalitha and Priyanka (2014) ideated that 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

healthiness, developed relations and insurance against illness, accident and joblessness for the workers and their families.

Patro (2015) in a comparative analysis of welfare measures in public and private sector found that an employees" welfare facility is the key dimension to smooth employer-employee association. These welfare facilities improve the employees" morale and loyalty towards the management thereby increasing their pleasure, fulfillment and performance.

According to the **Anil Parbhakar and Ghazala Ishrat** (2013): Organizations today need to change themselves by being more innovative, creative and reorienting themselves towards employees 'based system that focuses on motivation, empowerment and freedom. Empowerment involves removing limits and recognizing the talent of employees in order to prevent employee dissatisfaction. Empowerment thus inspires change and increases the level of individual's commitment and helps in achievement of Organizational goal.

According to the **Dr.K.Lalitha and T.Priyank** (2014): 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.

DR. J.K. RAJU (2015):In this article it tells us to understand the relationship between employee welfare facilities & organizational branding, and how it helps to build a positive image in the minds of the employees of the organization. The main objective of study the welfare facilities provided at Synthetic Industries Ltd., Paper deals with the detailed study of the organization.

B.Rajkuar (2014): In this article the author states that Labour welfare is a important fact of Industrial relations. These give satisfaction to the worker and ensure that proper remuneration is achieved. With the growth of Industrialization, Mechanization and Computerization, labour welfare measures has got fillip. The workers In the Industries cannot cope up with pace of modern life with minimum sustenance

amenities. The workers are in need of added stimulus to keep body and mind together.

CHAPTER – 3

RESEARCH METHODOLOGY

3.1 METHODOLOGY

This study is descriptive in nature based on survey method. The study aims at finding out the welfare programs provided to employees in **Sri Home Consumables Private Limited**. This study was based mainly on primary sources. The primary data was collected from the employees with help of the questionnaire. The secondary data were collected from the books, records and journals. By adopting convenience sampling, 110 respondents were selected for this study. The essential data were collected with the help of questionnaire.

3.1.1 Definition of Research

Research is common parlance refer to a research for knowledge. One can also define research as scientific and systematic search for pertinent information on a specific topic. Research is an art of scientific investigation.

3.2. RESEARCH DESIGN

A research design is the arrangement of conditions for collection and analysis data in a manner that aims to combine relevance to the researcher purpose with economy in procedure".It constitutes the blueprint for the collection, measurement and analysis of data. As such the design includes an outline of what the researcher will do form writing the hypothesis and its operational implication to the final analysis of data.

3.2.1 Research Type

In this study Descriptive research is used.

3.2.2 Descriptive research

The researcher has to describe the present situation in order to know the perception of the employee. Hence descriptive research study is used. Descriptive research can only report what has happened and what is happening.

3.3. SOURCES OF DATA

The two sources of data collection are namely primary & secondary.

3.3.1 Primary Data:

Primary data are fresh data collected through survey from the employee by using questionnaire.

3.3.2 Secondary Data:

Secondary data are collected from books, websites, journals and internet.

3.4. STRUCTURE OF QUESTIONERE

Questionnaire was divided into two sections. First part was designed to know the general information about workers and the second part contained the respondent's opinions about worker's experience.

3.5. SAMPLE SIZE

Total number of sample taken for the study is 110 respondents.

3.6. SAMPLING TECHNIQUE

Convenience sampling method:

A convenience sample is one of the main types of non-probability sampling methods. A convenience sample is made up of people who are easy to reach

3.6.1 Period of the study:

The duration of study is from February 05,2023 to March 31,2023 which is a three months of study

3.7. ANALYTICAL TOOLS

3.7.1 Simple Percentage Analysis:

This method is used to compare two or more series of data, to describe the relationship or the distribution of two or more series of data. Percentage analysis test is done to find out the percentage of the response of the respondent. In this tool various percentage are identified in the analysis and they are presented by the way of Bar Diagrams in order to have better understanding of the analysis.

$$\text{Simple Percentage} = \frac{\text{No. of Respondents}}{\text{Total No. of Respondents}} \times 100$$

3.7.2 Chi-Square Analysis:

Chi-square, which is a statistical test used to compare expected data with what we collected. What a chi-square will tell us is if there is a large difference between collected numbers and expected numbers. If the difference is large, it tells us that there may be something causing a significant change. A significantly large difference will allow us to reject the null hypothesis, which is defined as the prediction that there is no interaction between variables. Basically, if there is a big enough difference between the scores, then we can say something significant happened. If the scores are too close, then we have to conclude that they are basically the same.

$$(O - E)^2$$

$$\chi^2 = \frac{\sum \frac{(O - E)^2}{E}}$$

E

Where,

O – Observed value

E – Expected value

CHAPTER – 4

DATA ANALYSIS AND INTERPRETATION

4.1. PERCENTAGE ANALYSIS

TABLE NO: 4.1: Gender of the respondents

Gender	No. of the respondents	Percent
Male	78	70.9
Female	32	29.1
Total	110	100

Gender

110 responses

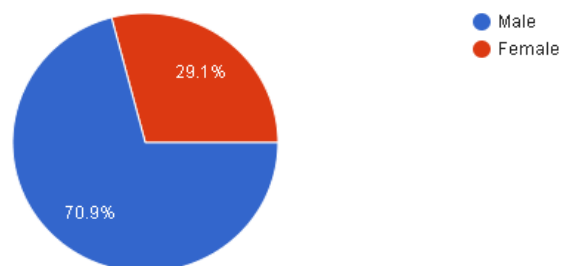


CHART NO: 4.1: Gender of the respondents

INTERPRETATION:

From the above table, it is interpreted that, 70.9% of the respondents are male, 29.1% of the respondents are female.

TABLE NO: 4.2: Age of the respondents

Age	No. of the respondents	Percent
20-25	48	43.6
26-30	17	15.5
31-35	16	14.5
Above 35	29	26.4
Total	110	100

Age

110 responses

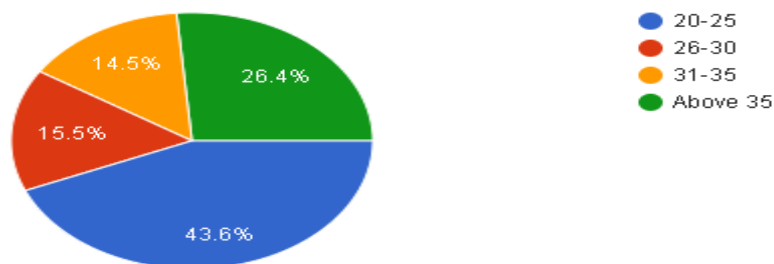


CHART NO: 4.2: Age of the respondents

INTERPRETATION:

From the above table we could understand that 43.6% of the respondents are age of between 20-25. 15.5% of them are age of between 26-30. 14.5% of them are age of between 31-35. 26.4% of them are age of above 35.

TABLE NO: 4.3: Education qualification of the respondents

S.NO	Particular	No.of respondents	Percentage
1	12th Pass	30	27.3
2	10th Pass	27	24.5
3	UG	37	33.6
4	PG	16	14.5
TOTAL		110	100

Qualification

110 responses

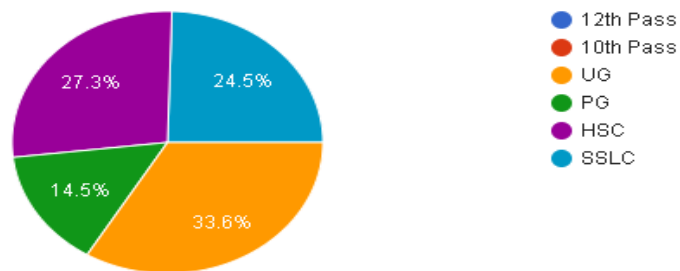


CHART NO: 4.3: Education qualification of the respondents

INTERPRETATION:

From the above table we could understand that 27.3% of the respondents are 12th pass. 24.5% of them are 10th pass. 33.6% of them are UG. 14.5% of them are PG.

TABLE NO: 4.4: Monthly income of the respondents

Particulars	NO.OF RESPONDENTS	PERCENTAGE
BELOW 10000	11	7.4
11,000 TO 15,000	15	11.6
16,000 TO 20,000	54	32.2
21,000 TO 25,000	21	38
26,000 TO 30,000	9	9.9
TOTAL	110	100

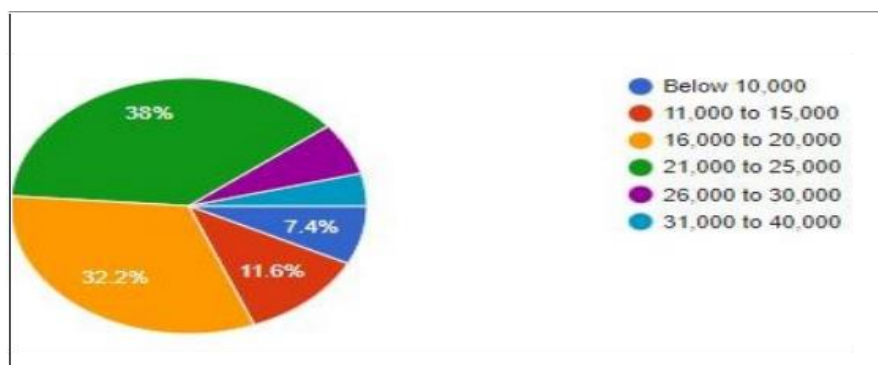


CHART NO: 4.4: Monthly income of the respondents

INTERPRETATION:

From the above table it is interpreted that,7.4% of the respondents are below 10,000,11.6% of the respondents are 11,000 to 15,000, 32.2% of the respondents are 16,000 to 20,000, 38% of the respondents are 21,000 to 25,000, 9.9% of the respondents are 26,000 to 30,000.

TABLE NO: 4.5: Does the organization provide transport facility?

Particulars	No. of the respondents	Percent
Yes	77	70
No	33	30
Total	110	100

Does the organization provide transport facility?

110 responses

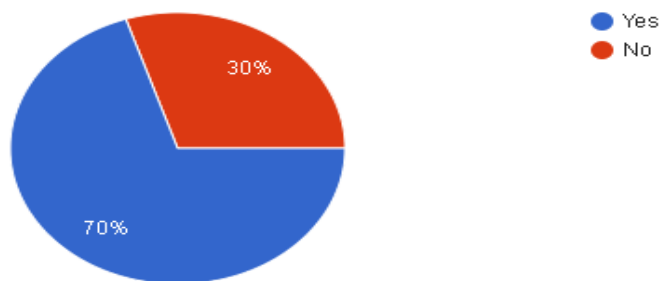


CHART NO: 4.5: Does the organization provide transport facility?

INTERPRETATION:

From the above table we could understand that 70% of the respondents are answered yes. 30% of them are answered no

TABLE NO: 4.6: How do you rate the working hours of the organization?

Particulars	NO.OF RESPONDENTS	PERCENTAGE
Highly Satisfactory	42	38.2
Satisfactory	25	22.7
Average	24	21.8
Dissatisfactory	19	17.3
Highly Dissatisfactory	0	0
TOTAL	110	100

How do you rate the working hours of the organization?

110 responses

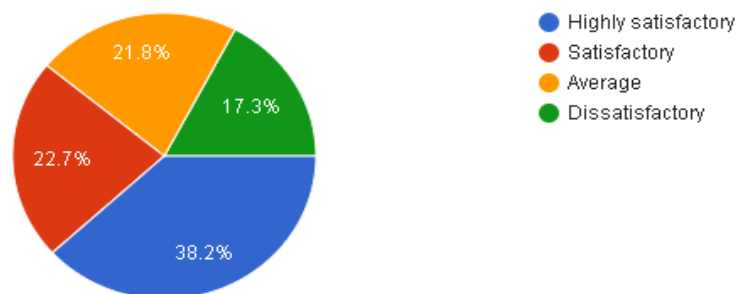


CHART NO: 4.6: How do you rate the working hours of the organization?

INTERPRETATION:

From the above table we could understand that 38.2% of the respondents are highly satisfied. 22.7% of them are satisfied. 21.8% of them are average. 17.3% of them are dissatisfie

TABLE NO: 4.7: How do you rate the sitting arrangement of the organization?

Particulars	NO.OF RESPONDENTS	PERCENTAGE
Highly Satisfactory	50	45.5
Satisfactory	28	25.5
Average	16	14.5
Dissatisfactory	16	14.5
Highly Dissatisfactory	0	0
TOTAL	110	100

How do you rate the sitting arrangement of the organization?
110 responses

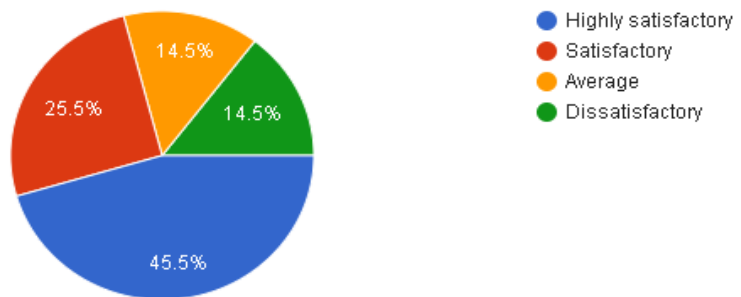


CHART NO: 4.7: How do you rate the sitting arrangement of the organization?

INTERPRETATION:

From the above table we could understand that 45.5% of the respondents are highly satisfied. 25.5% of them are satisfied. 14.5% of them are Average. 14.5% of them are dissatisfied.

TABLE NO: 4.8: How do you rate the conveyance allowance offered by the organization?

Particulars	NO.OF RESPONDENTS	PERCENTAGE
Highly Satisfactory	13	11.8
Satisfactory	22	27.3
Average	30	20
Dissatisfactory	45	40.9
Highly Dissatisfactory	0	0
TOTAL	110	100

How do you rate the conveyance allowance offered by the organization?

110 responses

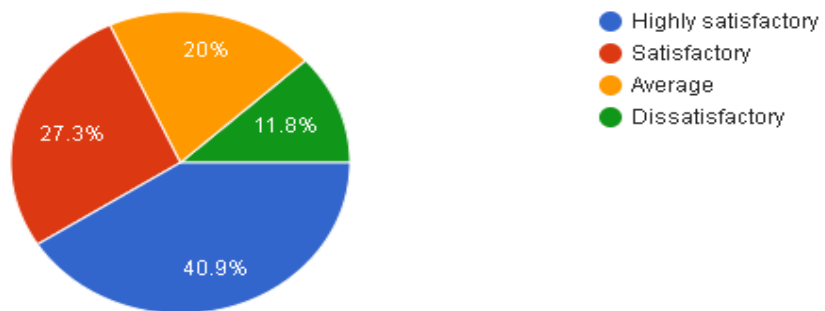


CHART NO: 4.8: How do you rate the conveyance allowance offered by the organization?

INTERPRETATION:

From the above table we could understand that 11.8% of the respondents are highly satisfied. 27.3% of them are satisfied. 20% of them are average. 40.9% of them are dissatisfied.

TABLE NO: 4.9: Do you get regular increments?

Particulars	No. of the respondents	Percent
Yes	83	75.5
No	27	24.5
Total	110	100

Do you get regular increments?

110 responses

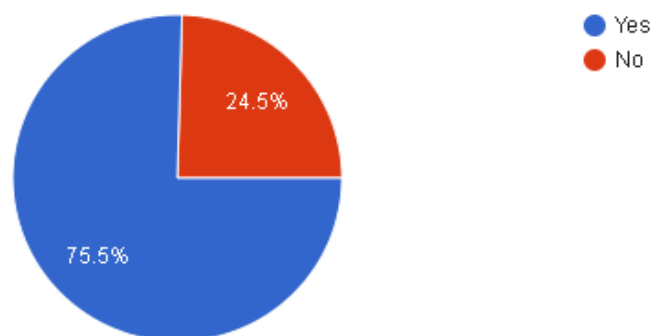


CHART NO: 4.9: Do you get regular increments?

INTERPRETATION:

From the above table we could understand that 75.5% of the respondents are answered yes. 24.5% of them are answered no.

TABLE NO: 4.10: How do you rate leave policy of the organization?

Particulars	NO.OF RESPONDENTS	PERCENTAGE
Highly Satisfactory	48	43.6
Satisfactory	21	19.1
Average	21	19.1
Dissatisfactory	20	18.2
Highly Dissatisfactory	0	0
TOTAL	110	100

How do you rate leave policy of the organization?

110 responses

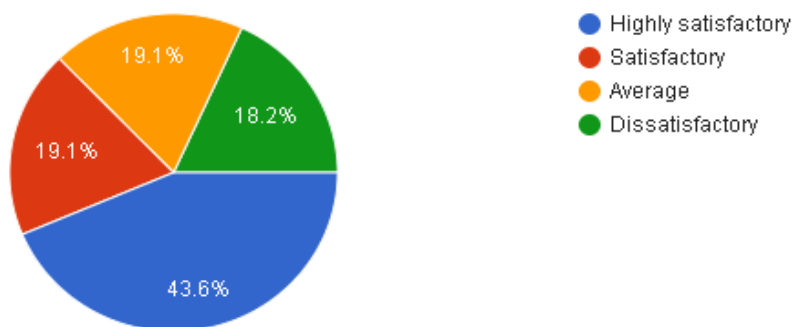


CHART NO: 4.10: How do you rate leave policy of the organization?

INTERPRETATION:

From the above table we could understand that 43.6% of the respondents are highly satisfied. 19.1% of them are satisfied. 19.1% of them are average. 18.2% of them are dissatisfied.

TABLE NO: 4.11: Rate the overtime allowance offered by the organization?

Particulars	NO.OF RESPONDENTS	PERCENTAGE
Highly Satisfactory	46	41.8
Satisfactory	30	27.3
Average	17	15.5
Dissatisfactory	17	15.5
Highly Dissatisfactory	0	0
TOTAL	110	100

Rate the overtime allowance offered by the organization?

110 responses

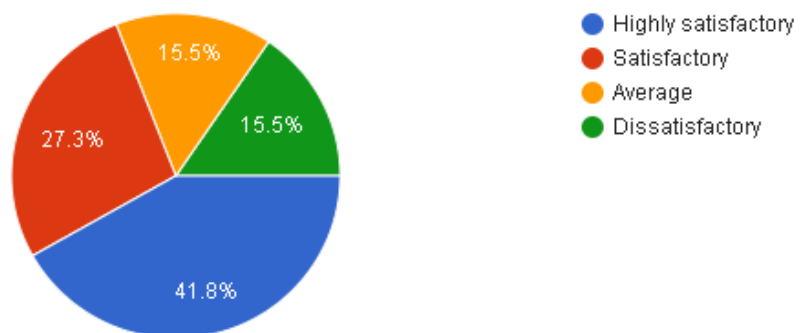


CHART NO: 4.11: Rate the overtime allowance offered by the organization?

INTERPRETATION:

From the above table we could understand that 41.8% of the respondents are highly satisfied. 27.3% of them are satisfied. 15.5% of them are average. 15.5% of them are dissatisfied.

TABLE NO: 4.12: How do you rate the working environment of the organization?

Particulars	NO.OF RESPONDENTS	PERCENTAGE
Highly Satisfactory	45	40.9
Satisfactory	27	24.5
Average	19	17.3
Dissatisfactory	19	17.3
Highly Dissatisfactory	0	0
TOTAL	110	100

How do you rate the working environment of the organization?

110 responses

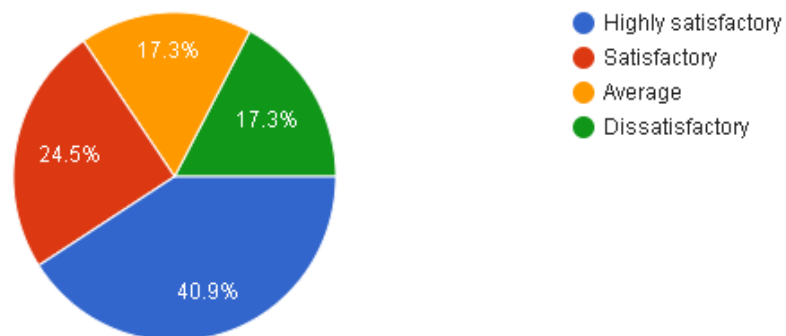


CHART NO: 4.12: How do you rate the working environment of the organization?

INTERPRETATION:

From the above table we could understand that 40.9% of the respondents are highly satisfied. 24.5% of them are satisfied. 17.3% of them are average. 17.3% of them are dissatisfied.

TABLE NO: 4.13: Rate the overall satisfaction with employee benefit activities of the organization?

Particulars	NO.OF RESPONDENTS	PERCENTAGE
Highly Satisfactory	56	50.9
Satisfactory	22	20
Average	16	14.5
Dissatisfactory	16	14.5
Highly Dissatisfactory	0	0
TOTAL	110	100

Rate the overall satisfaction with employee benefit activities of the organization?

110 responses

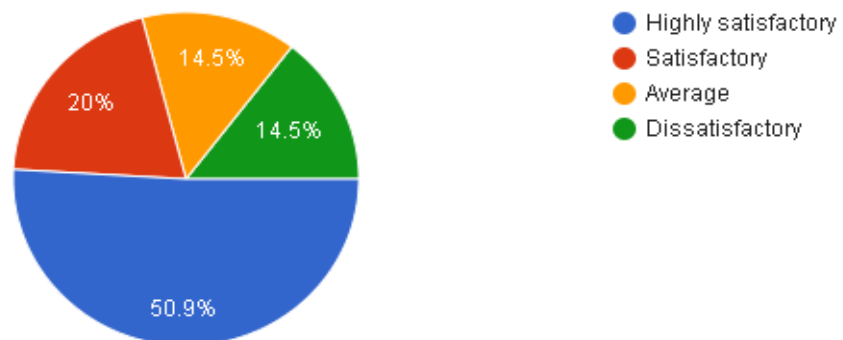


CHART NO: 4.13: Rate the overall satisfaction with employee benefit activities of the organization?

INTERPRETATION:

From the above table we could understand that 50.9% of the respondents are highly satisfied. 20% of them are satisfied. 14.5% of them are average. 14.5% of them are dissatisfied.

TABLE NO: 4.14: Are any insurance services for the employees in the organization?

Particulars	No. of the respondents	Percent
Yes	87	79.1
No	23	20.9
Total	110	100

Are any insurance services for the employees in the organization?

110 responses

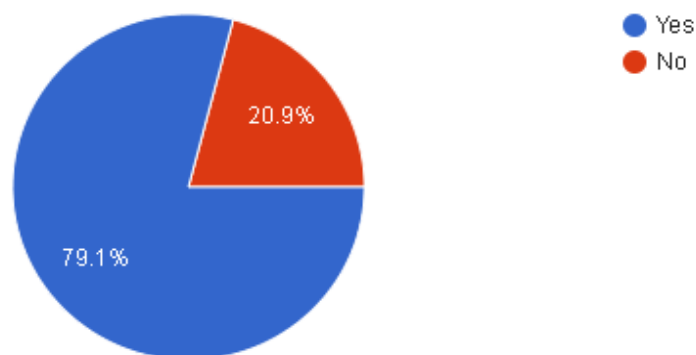


CHART NO: 4.14: Are any insurance services for the employees in the organization?

INTERPRETATION:

From the above table we could understand that 79.1% of the respondents are answered yes. 20.9% of them are answered no.

TABLE NO: 4.15: How do you rate the monetary benefits provided by the organization other than salary?

Particulars	NO.OF RESPONDENTS	PERCENTAGE
Highly Satisfactory	45	40.9
Satisfactory	26	23.6
Average	22	20
Dissatisfactory	17	15.5
Highly Dissatisfactory	0	0
TOTAL	110	100

How do you rate the monetary benefits provided by the organization other than salary?

110 responses

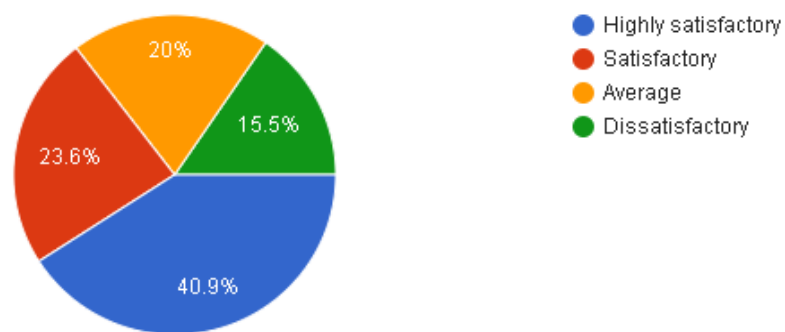


CHART NO: 4.15: How do you rate the monetary benefits provided by the organization other than salary?

INTERPRETATION:

From the above table we could understand that 40.9% of the respondents are highly satisfied. 23.6% of them are satisfied. 20% of them are average. 15.5% of them are dissatisfied.

TABLE NO: 4.16: Do you satisfied with total leaves in 1 month?

Particulars	NO.OF RESPONDENTS	PERCENTAGE
Highly Satisfactory	13	11.8
Satisfactory	22	27.3
Average	30	20
Dissatisfactory	45	40.9
Highly Dissatisfactory	0	0
TOTAL	110	100

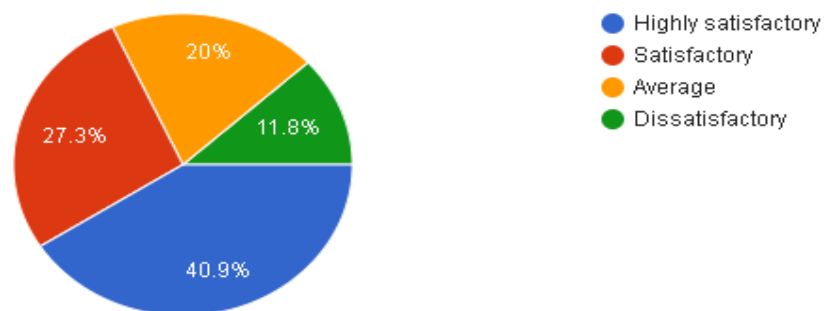


CHART NO: 4.16: Do you satisfied with total leaves in 1 month?

INTERPRETATION:

From the above table we could understand that 11.8% of the respondents are highly satisfied. 27.3% of them are satisfied. 20% of them are average. 40.9% of them are dissatisfied.

CHAPTER – 5

5.1. FINDINGS OF THE STUDY

- ❖ Majority (70.9%) of the employees are male.
- ❖ Majority (43.6%) of the respondents are age of between 20-25.
- ❖ Majority (33.6%) of the respondents are UG.
- ❖ Majority (32.2%) of the respondents are earning 16,000 to 20,000 per month
- ❖ Majority (70%) of the respondents are answered yes for transport facility.
- ❖ Majority (38.2%) of the respondents are highly satisfied with the working hours of the organization.
- ❖ Majority (45.5%) of the respondents are highly satisfied sitting arrangement of the organization.
- ❖ Majority (40.9%) of the respondents are dissatisfied with the conveyance allowance offered by the organization.
- ❖ Majority (75.5%) of the respondents are answered yes for getting regular increments.
- ❖ Majority (43.6%) of the respondents are highly satisfied with the leave policy of the organization.
- ❖ Majority (41.8%) of the respondents are highly satisfied with the overtime allowance offered by the organization.
- ❖ Majority (40.9%) of the respondents are highly satisfied with the working environment of the organization.
- ❖ Majority (50.9%) of the respondents are highly satisfied with the overall satisfaction with employee benefit activities of the organization.
- ❖ Majority (79.1%) of the respondents are answered yes for the insurance services for the employees in the organization.
- ❖ Majority (40.9%) of the respondents are highly satisfied with the monetary benefits provided by the organization other than salary.
- ❖ Majority (40.9%) of the respondents are highly satisfied with the total leaves in 1 month.

CHAPTER – 6

SUGGESTION AND CONCLUSION

6.1. SUGGESTION AND RECOMENDATION

- ❖ Providing meal allowance for employees.
- ❖ Providing personalized employee rewards for their skills.
- ❖ Reducing work load pressure.
- ❖ Working environment is hot so provide more fans and ventilation
- ❖ In some areas employees have less access to transportation so provide company vehicle to that particular workers.
- ❖ Now the salary is increased after 5 years reduce that into 3 years.
- ❖ Give senior employees a paid vacation in summer holidays.
- ❖ Increase the break period from 1 to 2 afternoon and evening.
- ❖ Providing education loan to employees for higher education.
- ❖ Increase leave taken for 1 month from 3 to 6 days.
- ❖ Increase the conveyance allowance because majority of the respondents are not satisfied.
- ❖ Provide medical allowance for older employees and medically unfit employees.

6.2. CONCLUSION

- ❖ This study is carried out to analyse the employee benefits at Sri Home Consumables Private Limited.
- ❖ The company is providing some employee benefits to the workers such as overtime allowance, Insurance, good working environment.
- ❖ Even though the company is providing with sufficient facilities to the employees. The company may provide some more facility like meal allowance, Reducing work load, providing more fans and ventilation for achieving organizational objectives.

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ANNEXURE – QUESTIONNAIRE

1) What is your name?

2) What is your gender?

A. Male

B. Female

3) What is your age?

A. 20-25

B. 26-30

C. 31-35

D. Above 35

4) What is your qualification?

A. 12th Pass

B. 10th Pass

C. UG

D. PG

5) What is your monthly income?

A. 11,000 to 15,000

B. Below 10,000

C. 11,000 to 15,000

D. 6,000 to 20,000

E. 21,000 to 25,000

6) Does the organization provide transport facility?

A. Yes

B. No

7)How do you rate the working hours of the organization?

- A. Highly satisfactory
- B. Satisfactory
- C. Average
- D. Dissatisfactory

8)How do you rate the sitting arrangement of the organization?

- A. Highly satisfactory
- B. Satisfactory
- C. Average
- D. Dissatisfactory

9)How do you rate the conveyance allowance offered by the organization?

- A. Highly satisfactory
- B. Satisfactory
- C. Average
- D. Dissatisfactory

10)Do you get regular increments?

- A. Yes
- B. No

11)How do you rate leave policy of the organization?

- A. Highly satisfactory
- B. Satisfactory
- C. Average
- D. Dissatisfactory

12)Rate the overtime allowance offered by the organization?

- A. Highly satisfactory
- B. Satisfactory
- C. Average

D. Dissatisfactory

13)How do you rate the working environment of the organization?

A. Highly satisfactory

B. Satisfactory

C. Average

D. Dissatisfactory

14)Rate the overall satisfaction with employee benefit activities of the organization?

A. Highly satisfactory

B. Satisfactory

C. Average

D. Dissatisfactory

15)Do you satisfied with total leaves in 1 month?

A. Highly satisfactory

B. Satisfactory

C. Average

D. Dissatisfactory

16)Are any insurance services for the employees in the organization?

A. Yes

B. No

17)How do you rate the monetary benefits provided by the organization other than salary?

A. Highly satisfactory

B. Satisfactory

C. Average

D. Dissatisfactory

