

**A STUDY ON EFFECTIVENESS OF EMPLOYEE WELFARE MEASURES
AT ULTRAMARINE & PIGMENTS LTD, RANIPET**

Submitted in partial fulfilment of the requirements for the award of
MASTER OF BUSINESS ADMINISTRATION

by

SWETHA.R

REGISTER NO : 42410134



**DEPARTMENT OF BUSINESS ADMINISTRATION
SCHOOL OF MANAGEMENT STUDIES**

SATHYABAMA

**INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)**

**Accredited with Grade “A++” by NAAC I Category – 1 University by UGC
Approved by AICTE I Jeppiaar Nagar, Rajiv Gandhi Salai, Chennai - 600 119**

DECEMBER - 2023



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**INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)
CATEGORY - 1 UNIVERSITY BY UGC**

SCHOOL OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **SWETHA . R 42410134** who carried out the Project Training “ **A STUDY ON EFFECTIVENESS OF EMPLOYEE WELFARE MEASURES AT ULTRAMARINE AND PIGMENTS LTD, RANIPET** ” under my supervision from October 2023 to December 2023.

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DECLARATION

I **SWETHA. R (42410134)** hereby declare that the Project Report entitled “ **A STUDY ON EFFECTIVENESS OF EMPLOYEE WELFARE MEASURES AT ULTRAMARINE AND PIGMENTS LTD, RANIPET** ” done by me under the guidance of **Dr.C. LAKSHMI** is submitted in partial fulfilment of the requirements for the award of Master of Business Administration degree.

DATE: 22.12.2023

PLACE: Chennai

SWETHA.R

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I am pleased to acknowledge my sincere thanks to the Board of Management of **SATHYABAMA** for their kind encouragement in doing this project and for completing it successfully. I am grateful to them.

I convey my sincere thanks to **Dr. G. Bhuvaneswari, MBA., Ph.D., Dean -School of Management Studies** and **Dr. A. Palani, M.Com., M.Phil., M.B.A., Ph.D., - Head - School of Management Studies** for providing me necessary support and details at the right time during the progressive reviews.

I would like to express my sincere and deep sense of gratitude to my Project Guide **Dr.C. LAKSHMI** for her valuable guidance, suggestions and constant encouragement which paved the way for the successful completion of my project work.

I wish to express my thanks to all Teaching and Non-teaching staff members of the **School of Management Studies** who were helpful in many ways for the completion of the Training.

SWETHA. R

24th Oct, 2023**TO WHOM IT MAY CONCERN**

This is to certify that **Ms.Swetha.R**, Register no. **42410134** student of second year M.B.A., of Sathyabama Institute of Science & Technology, Chennai – 600 119 has successfully completed her project titled ***"A study on effectiveness of employee welfare measures at Ultramarine & Pigments Ltd.,"*** in our organization from 21.09.2023 to 23.10.2023

During the period of her association with us, she had been exposed to different processes and was found diligent, hardworking and inquisitive. Ms.Swetha.R shows a lot of skill in her work and we found her to be self-motivated and extremely curious towards learning new concepts. Her conduct was good and satisfactory

Wishing her all the best in her future endeavours

Thanking You

Yours faithfully,

for **ULTRAMARINE & PIGMENTS LTD.,**


(S.RAJASEKARAN)

Deputy General Manager (Technical)

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ABSTRACT

This research project investigates the multifaceted landscape of employee well-being, specifically focusing on the effectiveness of various welfare measures within organizations. With the contemporary workforce placing an increasing emphasis on work-life balance and holistic job satisfaction, Utilizing a mixed-methods research design, this study incorporates both quantitative surveys and qualitative interviews to capture a comprehensive view of the subject. The main objective of the study is to find out the welfare of the employees in their job which is being influenced by various factors like pay, working conditions, supervision, subordinate relationship, job security participation in decision making and welfare facilities.

This research contributes to the ongoing discourse on effective human resource management, emphasizing the integral role of employee well-being in achieving sustained organizational success. The welfare measures are more important for every employee, without welfare measures employee cannot work effectively in the organization.

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CHAPTER-1

INTRODUCTION

1.1 INTRODUCTION

Employee Welfare means satisfied the employees wants and needs which includes the perks like bonus, EPF, allowances , medical insurance and some benefits provided to the employees apart from their regular salary. Employee welfare also includes monitoring of working condition, creation of industrial 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 main goal of employee welfare is to ensure that the workplace is enjoyable and safe for everyone and to ensure the physical and mental well-being of the employee. Employee Satisfaction is most important. Satisfied employees are also more likely to be creative and innovative and come up with breakthroughs that allow a company to grow and change positively with time and changing market conditions. The welfare measures are more important for every employee. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration.

Satisfied employees tend to adjust more and handle pressure with ease as compared to frustrated ones. Employees who are not satisfied with their jobs would find a problem in every small thing and be too rigid. Employee satisfaction has become one of the critical issues in total quality management. There are five types of employee welfare are there such as : Intramural facilities, Extramural facilities, Statutory facilities, Mutual facilities , Voluntary. In Every organization should provide statutory and non-statutory welfare measures but some organization provides some more welfare facilities to the employees and their work life.

CATEGORIES OF EMPLOYEE WELFARE

- Intramural Facility
- Extramural Facility
- Statutory Facility
- Mutual Facility
- Voluntary Facility

It is very difficult to classify the broad categories into welfare activities

- **Intramural Facility :**

The facilities provided inside the factory are known as intra-mural facilities. These facilities include activities relating to minimisation of industrial fatigue, provision of safety measures like fencing and covering of machines, good layout of the plant and machinery, sufficient lighting conditions, provision of first aid appliances etc.

- **Extramural Facility :**

Facilities offered to the workers outside the factory are known as extra-mural facilities. They include better housing accommodations, indoor and outdoor recreation sports, educational facilities etc. The provision of these facilities is voluntary. Earlier, due attention was not given to the provision of extra-mural facilities to the workers but now it is realised that these facilities are very important for the general welfare and upliftment of the workers.

- **Statutory Facility :**

Under this category, welfare facilities are provided according to the labour legislations passed by the Government. The nature and coverage of these facilities vary from country to country. Again these facilities may be either intra-mural facilities or extra-mural facilities. These facilities must be provided by all the employers and cannot be ignored.

The National Commission of Labour has divided all the statutory measures under two distinct heads:

1. Facilities which have to be provided irrespective of the size of the establishment e.g., drinking water.
2. Facilities which are to be provided subject to the employment of a specified number of persons, e.g., creches.

- **Mutual Facility :**

These facilities are usually outside the scope of the statutory facilities. These activities are voluntarily undertaken by the workers themselves for their own interest. As such the employer has no say in it.

- **Voluntary Facility :**

The facilities which are voluntarily provided by the employers come under this category. Hence these are not statutory. No doubt, the activities under this category ultimately lead to increase in the efficiency of workers. In Every organization should provide statutory and non-statutory welfare measures but some organization provides some more welfare facilities to the employees and their work life.

WHY IS EMPLOYEE WELFARE IMPORTANT ?

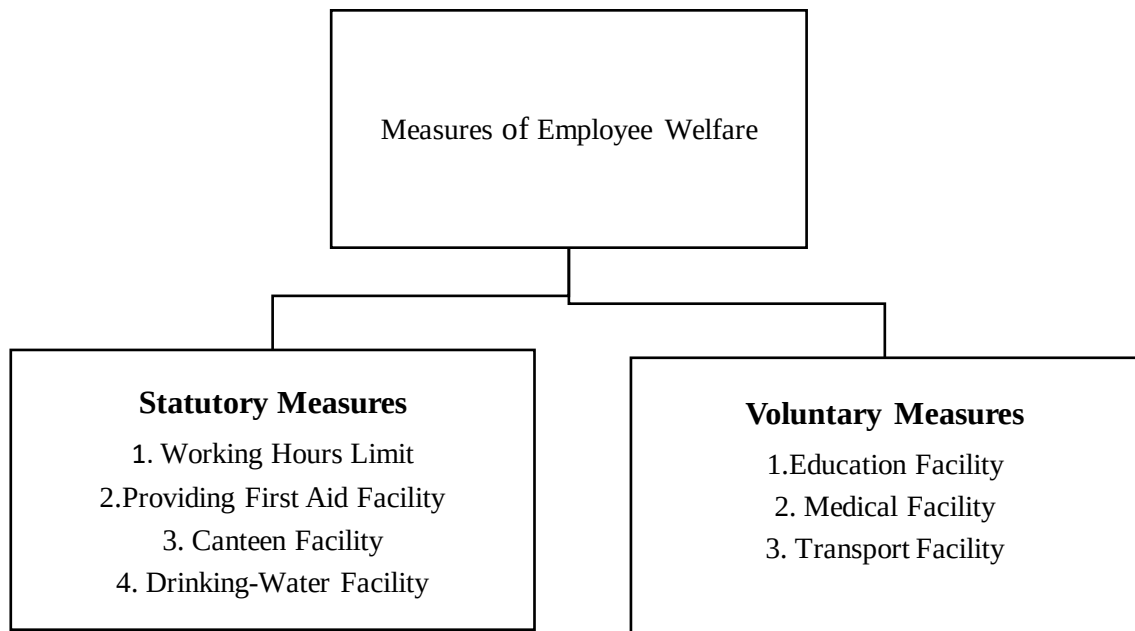
It helps to improve the loyalty and morale of the employees. The welfare measure helps to improve the goodwill and public image. It helps to improve industrial relations with employee and industrial peace and. It “also helps to improve employee” productivity.

1. Lack of strong trade union movement – In the absence of strong trade unions and effective leaders, welfare work helps the workers in the industry to stand on their own feet, think properly and systematically of their interests, progress hand in hand and participate in the nation’s development.

2. Illiteracy – In India, the number of educated workers is low. Being illiterate, they are unable to receive advanced industrial training, understand the problems in industries, and understand their own interests and those of nations.

3. Lack of training – The number of trained workers in India is very low. Thus, it is necessary to have training facilities for such a vast workforce.

MEASURES OF EMPLOYEE WELFARE



EMPLOYEE WELFARE BENEFITS

- Employees would start working sincerely and honestly.
- It would improve the productivity and efficiency of the employees.
- The attachment and belongingness among the employees would be developed.
- Employees would be healthy and they would be mentally and physically fit to perform in the best manner. Thus; it promotes a healthy work environment.

- Employees can enjoy stable, developed, dedicated employees; moreover, employees will work with interest and with full involvement.
- Higher Productivity, higher efficiency, promotes health industrial relations, ultimately industrial peace can be achieved.
- Absenteeism, labor turnover such problems of the employees would not arise in the organization.
- Employees would come forward to share additional responsibilities of the company.
- It will improve the standard of living of the employees.
- Work environment, work culture will be developed in the organization

1.2 STATEMENT OF THE PROBLEM

- The Statement of the problem for ultramarine & Pigments could address concerns related to employee welfare, such as potential gaps in health and safety protocols , inadequate benefits,or sufficient work-life balance.
- The goal is identify specific challenges faced by employees and propose solutions within the project.if there are issues with occupational health, the problem statement might explore ways to enhance safety measures and employee well-being within the Ultramarine& Pigments context.
- The study aims to investigate the existing employee welfare measures within the organization to identify potential shortcomings and areas for improvement. Key concerns include understanding the effectiveness of current programs in addressing employees' well-being, gauging satisfaction levels, and exploring whether these measures align with evolving workforce expectations. By pinpointing these issues, the research intends to propose actionable recommendations for enhancing overall employee welfare and organizational success."

1.3 NEED OF THE STUDY

- The need of this study is to provide the welfare measures to create efficient, healthy, loyal and satisfied work force for the organization.
- To know the level of awareness of employees about the various welfare measures provided to them.
- To study how the welfare facilities provided help in increasing the services and job satisfaction.
- To offer useful suggestions for improving the effectiveness of welfare measures.
- The need of this study is to provide the welfare measures to create efficient, healthy, loyal and satisfied work force for the organization.

1.4 SCOPE OF THE STUDY

- The present study has been undertaken to study and find out effectiveness of Employee Welfare measures. To find out the practical difficulties involved in welfare measures that can be evaluated through this study.
- The study can be used to bring out the solution for the problem faced by the employees availing the welfare measures. If employees were treated with good welfare facilities it will increase their productivity, motivate and retain them.
- So the scope of the study is obvious and the management can gain advantage through this study.

1.5 OBJECTIVES OF THE STUDY

- To study the effectiveness of the Employee welfare measures in Ultramarine & pigments LTD.
- To know the satisfaction level and opinion of the employees regarding the welfare measures adopted by the company

- To identify the safety measures in the organization and how to know which safety measures is effective
- To identify which type of Employee welfare measures give more satisfaction of the employees.
- To study the superior and peer relationship and identify whether the management consider employee opinion while framing welfare measures

1.6 LIMITATIONS OF THE STUDY

- Duration of the project is only 30 days which is not sufficient for a detail study.
- Personal bias of the respondent and their busy schedule also was a limiting factor in the collection of the data.
- The perception bias or attitude of the respondents may also act as hurdle to the study. Some of the employees had not co-operated in filling up and answering the questionnaire.
- The study is limited to Ranipet only.
- Interaction with the company professional was limited, due to their busy schedule.
- Not all the information required was freely available.

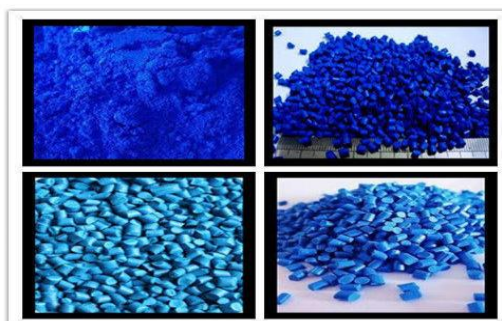
1.7 INDUSTRY PROFILE :

Ultramarine & Pigments, started in 1961, is one of the largest pigment and surfactant manufacturing industry of Indian origin, having two factories in south India. It specializes in the manufacture of inorganic pigments and organic surfactants with international quality standard. Today the company produces diverse range of products. Ultramarine & Pigments Ltd is equipped with an excellent infrastructural setup which includes most modern production equipments, process and quality control instruments, continuously updated technical know-how, quality management and assurance systems.

Ultramarine and Pigments Limited (UPL) is an Indian public limited company listed on the Bombay Stock Exchange. For over 50 years, They have consistently offered quality products with excellent technological expertise. UPL has manufacturing facilities in Chennai and Ranipet, Tamil Nadu, as well as two ITES divisions. Industry serve clients in over 40 countries, including India. It manufacture a range of inorganic pigments, detergents, and cosmetic-grade surfactants.

SKU Pigments (P) Ltd. have invested almost their two decades in manufacturing, exporting and supplying Dyestuffs and chemicals. This is the main reason that now they are recognized as best Ultramarine Blue Pigment Manufacturers in India.

Ultramarine & Pigments Ltd's revenue jumped 0.39% since last year same period to ₹132.33Cr in the Q1 2023-2024. On a quarterly growth basis, Ultramarine & Pigments Ltd has generated 4.42% jump in its revenue since last 3-months.



1.8 COMPANY PROFILE

Ultramarine & Pigments Ltd., one of the largest manufacturers of Ultramarine Blue, Violet Pigments & Surfactants in the world, with customer network in more than 40 countries. UPL is a public limited, listed company existing since 1960's manufacture environmentally safe, non-toxic and high quality Inorganic Pigments. Second largest manufactures of Ultramarine blue. Three Manufacturing Facilities in South India – Chennai, Ranipet & Naidu pet . In Ranipet employer over 260.



TOTAL PRODUCTION CAPACITY

- | | |
|-------------------------------|-------------|
| ➤ Surfactants | – 70000 MTA |
| ➤ Pigments | – 8000 MTA |
| ➤ Spl. Sufactants & Chemicals | – 4000 MTA |

GROUP COMPANIES

- Ultramarine and Pigments Ltd
- Thirumalai chemicals Ltd
- Optimistic Organic SDN BHD
- Chemidye
- Lapiz Digital Services

1.3.1 RANGE OF PRODUCTS

Thirumalai Chemicals Ltd:

- Phthalic Anhydride
- Maleic Acid
- Maleic Anhydride
- Fumaric Acid

Lapiz:

- Publishing Services
- E- learning Solutions
- Health Care Services
- Content Services
- E commerce Services

TCL Specialities LLC:

- Derivatives of Fumaric Acid

Chemidye:

- Diethyl Phthalate

Lapiz:

- Publishing Services
- E- learning Solutions
- Health Care Services
- Content Services
- E commerce Services

UPL MILESTONES

- 1960 Ultramarine Blue Production at UPL, Chennai
- 1975 LABSA & Detergent production at UPL, Ranipet
- 1991 Ultramarine Blue Production at UPL, Ranipet
- 1996 Film Sulphonation Plant at UPL, Ranipet
- 1999 Pigments – UPL, Ranipet QMS Certification
- 2000 Surfactants – UPL, Ranipet QMS Certification
- 2001 UPL, Ranipet EMS Certification
- 2001 AOS production at UPL, Ranipet
- 2003 AOS noodles & powder production at UPL, Ranipet



Ultramarine Blue



Ultramarine Violet



Metal Oxides



Bismuth Vanadate

MCT PLANT



Reactors & Tanks

Distillation Unit



Pigments Applications



Surfactants Applications



Multipurpose Plant



CERTIFICATIONS :

- ISO 9001 | ISO 141001 | ISO 45001
- Kosher
- Halal
- Industry and state-level Awards for safety
- ICC award for water Management & Energy Management
- ISO 17025 certified quality assurance (Accredited to National Accredita and Calibration Laboratories)
- National Award for corporate social responsibility
- UK REACH for Ultramarine Blue & Violet

CHAPTER-2

REVIEW OF LITERATURE

In this Chapter, the researcher has made an attempt includes, understanding the basic concepts of Employee welfare measures and analyzing research studies made by earlier researchers in respect of strategies that are used by company to make employee get engaged, for this, the researcher has used various books, research Journals and websites. The detailed list is further elaborated in the Bibliography. Through this Literature Survey researcher wants to find out which are the important parameters of employee welfare .

N. M. Joshi (1927) employee welfare work covers “all the efforts that employers make for the benefit of their employees over and above the minimum standards of working conditions fixed by the social legislation providing against accidents, old age, unemployment and sickness”.

Panindikar (1933) defines employee welfare as “work for improving the health, safety and general well-being and the industrial efficiency of the workers beyond the minimum standard laid down by labour legislation.”

Richardson, (1954) an eminent defines; Employee welfare work as, “any arrangement of working conditions, organization of social and sports club and establishment of funds by a firm which contribute to workers” health and safety, comfort, efficiency, economic security, education and recreation.”

Hopkins, (1955) “Welfare is fundamentally an attitude of mind on the part of management, influencing the method in which management activities are undertaken. Employers concerned with introducing or extending welfare programme now or in the future must be concerned, not only with the past and current experience, but with developing trends”

Rajwant Singh (1987) , in his paper ‘ Labour welfare measures’-A study on implementation of labour welfare measures must overcome , before the

dawn of the new century. This country can find the ways of people's meeting for basic needs like sources of income, food, education, housing, health and hygiene.

Subramanya (1994) characterizes government managed savings as a certification by the entire group to every one of its individuals, of the support of their way of their, or possibility of middle of the road living conditions, by methods for redistribution of pay, in view of national solidarity.

P.V Satyanarayana (1997) in his work A study on the welfare measures and their impact on QWL provided by the sugar companies declared that improved quality of work life among the employees increases their involvement in job and results in increased productivity of the organization.

Robinson, clog (2000), The essential habit that has been linked to employee welfare and safety measures has been established through research, these behaviours include faith in the business and a willingness to improve things.

Michael (2001) in his book, " Human Resource Management and Human Relations" said that the provision of intra-mural and extra -mural facilities help in improving the quality of work life of employee's thereby good human relations will develop among different cadres of employees.

A Baker; K Hailer; S A Ferguson (2002), suggested that the organization should provide good fencing facilities to avoid accidents in the industry. Health and safety also suggested that the organization should provide safety equipment to all workers, who work at height occasionally or daily.

Grover Chris (2003), in his paper ' welfare measures ' – A study on new labour's welfare program to reconstitute the army of labour. So it able to fulfil its role in managing economic stability. The labour is as cheap as possible for employee through various direct and indirect wages and requiring more benefits for paid employment

Punekar, Deodar and Sankaran (2004) in their book , “ Labor welfare, Trade Unionism and Industrial Relations ” stated that labor welfare is anything done for the comfort and improvement, intellectual and social-well being of the employees over and above the wages paid which is not a necessity of the industry.

Karl Aiginger (2005) reexamined the labour market regulations and its comparative effect. He concluded that the main reason for low growth in Europe is the inflexible labour market, which is linked with welfare cost

Upadhaya (2006) studied an awareness and implementation of labour welfare measures in Garment and hosiery industry of Noida depicted a pathetic or quite deplorable picture of this area. 52% respondents belonging to the unskilled category and they are mobile in nature or contractual and piece rate worker.

Courtney Coile and Jonathan Gruber (2007) examined and established that “forward looking incentive measures for social security are significant determinants of retirement”. Alison Earle and Jody Heymann (2006) carried out a research on about workers availing time off if worker themselves or any members of their family fall sick.

Randhir Kumar Singh (2009) establish that there is a relation between impact on manpower productivity and welfare measures when he conducted research on welfare measures and its impact on manpower productivity.

Aswat Appa (2010) in his book, “Human Resource Management “discussed the various types of benefits and services provided to employees in terms of payment for time not worked, insurance benefits, compensation benefits, pension plans etc. He also discussed the ways to administer the benefits and services in a better way.

Subhashish Patnaik (2011) voiced ,that wellbeing pleasantries ,arranged by the connotation. It reasoned over every 1 , of the rules ought to be taken, through the administration .Numerous laborers aren't content with flask

offices. Games exercises, a diversions office isn't generally enough for laborers.

Reddy (2012) found satisfaction of maximum employee concerning the welfare measure in cement division of KCP Ltd. They conducted the research to find out the satisfaction level and employee welfare measures.

Meenakshi Yadav (2013) in his paper welfare measures ' - A Study on analysis of workers reveals the welfare measures in the corporate sector.. These are : loans and compensation facilities, education, housing , subsidized food, better working environment , stability of work force and provision of cooperative societies.

Dr. Usha Tiwari (2014) in her research A examine of employee welfare facilities and its effect on worker overall performance at Vindhya Telelinks Ltd carried out a studies on employee benefits worker blessings and its effect on employee performance at Vindhya Telelinks Ltd.

B.R.Manasa and C.N.Krishnanaik (2015) in their paintings titled - Employee Welfare Measures - A Study of Cement Corporation of India devices, in Thandur and Adilabad suggested that the employee benefit facilities provided by means of the corporation are excellent and commendable. However, there may be nevertheless room for further improvements to enhance employee performance, effectiveness and productivity to assist the agency attain its goals.

Divya (2016) assessed the working conditions and welfare activities given to the employees in ARFA creations. This study also analyzed the level of satisfaction of employees regarding welfare facilities. This study stated that employee satisfaction increases with better employee welfare activities.

Hemalatha K A (2017), "RESEARCH ON IMPACTS OF EMPLOYEE CARE SERVICES ON JOB SATISFACTION". This article indicates that there is no shortage of opportunities for a qualified worker to paintings longer in the identical agency, many groups are actually seeking out equipped employees to paintings in their agency by offering provide top welfare measures for personnel..

G.Aarthi and P. Srinivasan (2018) performed a examine on the effect of employee happiness measures inside the car enterprise. By studying the precis of the consequences, we decided that the safety and nicely-being practices, observed

through the organization, had been glad and desired certain enhancements within the device.

Logasakthi and Rajagopal (2019) Revealed the employees enjoy not only the satisfaction of their jobs but also various facilities given by the firms. The labors extend their maximum support for the improvement of the company. The personal department takes care of the total human resources in the company.

Johnson and brown (2020) delves into the impact of specific welfare measures, such as health and wellness programs, flexible work arrangements, and professional development opportunities.

Ms. Masrath Ayesha (2021), "Role of DIY Measures and IMPACTS ON EMPLOYEE'S CAPACITY: SCCL US EMPLOYEES STUDY". This article discusses the hyperlink between labor productiveness and welfare measures.

Patel and Chen (2022) investigate the role of digital platforms in augmenting traditional welfare measures. Their findings suggest that the integration of technology, such as employee assistance apps and virtual well-being programs, can enhance the accessibility and effectiveness of welfare initiatives, especially in the era of remote work.

Iheanacho Mary joan .U and Ebitu Ezekiel Tom et al (2005) Impacts of industrial well-being and health on employees occupation concert in selected cement companies in cross river state , Nigeria. The investigation discovers the impressions of automated safety and health on delegates ' activity implementation in indicated organizations.

Binoyjoseph , joesphinjodey (2009), studies in the article points out that, the structure of welfare states rests on a social security fabric. Government , employers, trade unions have done a lot to promote the betterment of workers conditions.

Sabarirajan (2010) concluded that the employees of textile mills in Salem district are satisfied with the welfare facilities provided by the organization. But some modification are required in the field of recreation, safety equipment's, over time payments, grievance handling etc.

Vijaya Banu and Ashifa (2011) worked in public sector transportation's welfare measures where they analyzed different dimension of labour welfare measures perceived to workers. They also emphasized the awareness of labor about welfare measures, their satisfaction level and its technique of improvement.

Jain (2012) implied by her research work that public sector bank employees are more satisfied with his jobs rather than private bank employees the main cause of dissatisfaction among private bank employees are job in security their jobs are highly competitive.

Sinha (2013) revealed by his research work that the overall employees of KRIBHCO, Surat, Gujarat state. Were satisfied with their organization but the satisfaction level of employees differ significantly as per the salary.

Tatareddy M (2014) implied by research work that majority of the respondents of Secunderabad division of railway are satisfied with the welfare measures which they are provided. Employees are satisfied with both Intra-mural e.g.medical, canteen, water, washing and bathing, safety measures etc. And extra-mural e.g. housing, recreational, educational, holiday homes, retirement benefits etc.

Dr. P. Venkata Rao (2015), "WELLBEING EMPLOYEES ARE KEY: AN OVERVIEW". This article tells us that employees play an critical role in an enterprise and that every corporation has an crucial function to play in imparting health care centers to its employees, no longer simply money. However also non-money.

Mendes M (2016) studied on welfare facilities and job satisfaction with the objective of to examine the welfare facilities and its impact on job satisfaction at operational level of employees in Shri Lanka by interviewing employee.

A Saravanakumar and DR.S Akilandeswari (2017) of their paintings - A take a look at of worker fitness, safety and welfare measures in a private enterprise in Coimbatore states that the organization The enterprise has furnished good enough safety and health measure.

Sai Anil Kumar and Anil Kumar (2018), has conducted a study on “Labour Welfare Measures in Singareni Collieries Company Limited.” The study clearly states that Labour is an important element in any Industry.

Smith et al. (2019) contend that a comprehensive approach, incorporating not only financial perks but also initiatives supporting work-life balance, is essential for fostering a positive organizational culture.

Venugopal, D., Bhaskar, T., Principal, V. I. C. E., & Usha, P. (2011). Employee welfare activities with respective measures in industrial sector. Human Resources play a very important role in the development of the business. They constitute the organization at all levels and are regarded as a dynamic factor of production..

Bosibori (2012) suggested that govt. through national police service in Kenya(KISII central district) should improve the provision of health services, welfare amenities& social services provided to the police officers so has to improve service delivery.

Balaji (2013) explored the influence of rewards & welfare on job satisfaction & productivity of both public & private sector employees in measure Industrial cities of Tamilnadu. The working environment was faire in terms of office accommodation & furniture, working material, health & safety facilities but on the other side he recommended salary increment, allowances, bonus, fringe benefit &compensation on regular & specific periods to keep their moral high & make them productive.

Harikrishnan (2014) in his work A Study On Labour Welfare Measures — With Special Reference To Rubber Board of India, a well-fed, well-clad and satisfied worker is an asset to the organization. Workers have good opinion about Group Insurance Cum Deposit Scheme, Medical Attendance Scheme, Sanitary Subsidy Scheme and Housing and sanitary Subsidy Scheme.

S. Kim Year (2022) Kim's paper provides an in-depth analysis of the circular economy concept in the chemical industry, discussing strategies for resource efficiency, waste reduction, and sustainable product life cycles.

L. Chen Year (2021) Chen's study examines the regulatory landscape in the chemical industry, comparing regulations across different regions and discussing the implications for companies operating in a globalized market.

M. Green Year (2019) Title: "Digital Transformation in the Chemical Sector"

Green's review provides an overview of sustainability practices within the chemical industry, covering topics such as green chemistry, waste reduction, and environmentally friendly manufacturing processes.

H. Smith (2017) "Innovation in Chemical Process Industries: Challenges and Opportunities" This paper explores the major trends and challenges faced by the global chemical industry, including technological advancements, sustainability issues, and regulatory considerations.

Daniel V. Thompson (1956) "Lapis Lazuli: In Pursuit of a Celestial Stone" This classic work by Daniel V. Thompson explores the materials and techniques used in medieval painting, shedding light on the use of pigments like ultramarine during that era.

Sarah Craske (2006) "Colour: Making and Using Dyes and Pigments" While primarily focused on lapis lazuli, this book also discusses the extraction and use of ultramarine pigment derived from this precious stone.

Andrew Stewart (2014) "The Color of Hellenistic Sculpture" by Sarah B. A. Lynch, This book discusses the use of color in Hellenistic sculpture, and the chapter by Sarah B. A. Lynch explores the use of pigments like ultramarine.

"Pigments Through the Ages"

R. Patel (2016) "Supply Chain Management in the Chemical Industry: Best Practices and Challenges" Patel's work explores the latest technological advancements shaping chemical manufacturing processes, including developments in nanotechnology, biotechnology, and process optimization.

CONCLUSION

The review of literature provides a comprehensive understanding of existing research on the topic, highlighting key findings, gaps, and methodologies. I collected fifty review of literature through the Journals and Articles.

CHAPTER -3

RESEARCH METHODOLOGY

METHODOLOGY:

Research Methodology is the doctrine of methods that is the application of logic in the fields of science. It is concerned with the organization of research to ensure that the outcomes, represents scientific knowledge coming from research to the type of process which led to that outcome. Research methodology is a scientific and systematic way to solve research problems. Researcher has to design his methodology.

Research is a diligent enquiry and careful search for new knowledge through systematic, scientific and analytical approach in any branch of knowledge. According to **Fred.W.Kerlinger** Research as a "Systematic, controlled and empirical and critical investigation of hypothetical propositions about the present relationships among natural phenomena"

Research methodology is mainly needed for the purpose of framing the research process and the designs and tools that are to be used for the project purpose. This time research methodology is framed for the purpose of finding the level of Employees in the Current System. To know the attitude of the Employees data is collected through a structured questionnaire.

3.1 RESEARCH DESIGN:

Descriptive Research Design

Descriptive research is a study designed to depict the participants in an accurate way. More simply put, descriptive research is all about describing people who takepart in the study.

3.2 SOURCES OF THE STUDY :

Data collection is the term used to describe a process of preparing and collecting data.

- Primary Data
- Secondary Data

Primary Data : The primary data are collected from the respondents (employees) of the study directly to know their opinion about effective grievance handling procedures practiced in the organization

- **Questionnaire:** A Questionnaire has been prepared and distributed among the respondents (employees) for both executives and non-executives.

Secondary Data : It is collected from standard books, internal sources, magazines and newspapers and also collecting data from external and internal sources from the company annual reports, company additional profile and company internal website.

3.3 STRUCTURE OF QUESTIONNAIRE :

Questionnaire was divided into two sections. First part was designed to know the general information about customers welfare and the second part contained the respondent's opinions about employee measures.

3.4 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.

3.5 SAMPLE SIZE :

The Sample size for this research project is 167. Population size is 260.

Sample area is Ranipet. In this study, sample universe is the employees of Ultramarine & Pigments Ltd.

3.6 PERIOD OF STUDY :

The period of the study is from September to October which is one month of study.

Area of the Study :

The targeted people are the employees worked in Ultramarine & Pigments Ltd

3.7 TOOLS FOR ANALYSIS:

Questionnaire was created in order to receive the necessary response required from the sample to achieve the research objective. The tools used for this are

3.7.1 PERCENTAGE ANALYSIS

Research questions are always answered with a descriptive statistic: generally, either percentage or mean. Percentage is appropriate when it is important to know how many of the participants gave a particular answer. Generally, percentage is reported when the responses have discrete categories. Percentages are a measure of central tendency percentages are often used in data presentation. The data are reduced into the standard form with the base equal to 100, which in fact facilitates relative comparison.

Percentage= (no of respondents for the particular factor/ total respondents)* 100

3.7.2 ANALYTICAL TOOLS (SPSS)

Tool for testing the Hypothesis (SPSS)

- Chi-Square
- ANOVA

CHI- SQUARE TEST

A chi-squared test, also referred to as chi-square test or χ^2 test, is any statistical hypothesis test in which the sampling distribution of the test statistic is a chi-squared distribution when the null hypothesis is true, or any in which this is asymptotically true, meaning that the sampling distribution (if the null hypothesis is true) can be made to approximate a chi-squared distribution as closely as desired by making the sample size large enough.

It is calculated using:

The chi-square formula is: $\chi^2 = \sum (O_i - E_i)^2 / E_i$, with (n-1) degree of freedom

where O_i = observed value (actual value) and E_i = expected value, χ^2 was used as a test of independence and goodness of fit.

ANOVA

ANOVA stands for Analysis of Variance. It is a statistical method used to analyze the differences between the means of two or more groups or treatments. It is often used to determine whether there are any statistically significant differences between the means of different groups. A one-way ANOVA is used for three or more groups of data, to gain information about the relationship between the dependent and independent variables. If no true variance exists between the groups, the ANOVA's F-ratio should equal close to 1.

CHAPTER 4

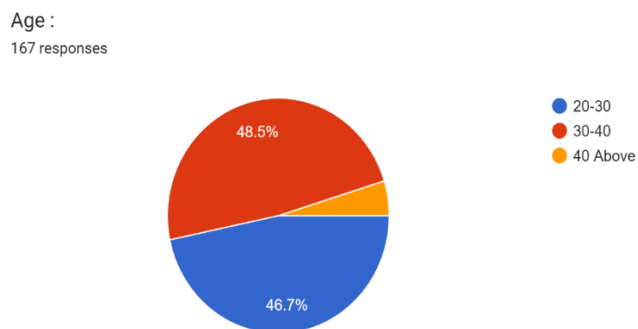
DATA ANALYSIS AND INTERPRETATION

4.1. PERCENTAGE ANALYSIS

4.1.1 Table representing the age of respondents

Age	No of Respondents	Percentage of respondents
20-30	78	46.7 %
30-40	81	48.5 %
40-50	8	4.8 %
Total	167	100%

4.1.1 Chart representing the age of respondents



Interpretation

From the above table it is interpreted that the number of respondents 20-30 age of respondents are 46.7%, between 30-40 age of respondents are 48.5%, between 40-50 age of respondents 4.8%.

Inference:

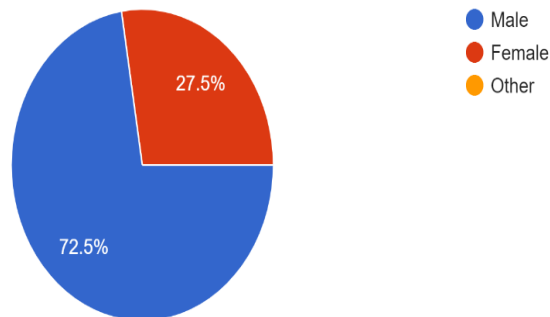
- Majority 48.5% of the respondents belong to the age group of 30-40 category

4.1.2 Table representing the gender of respondents

Gender	No of Respondents	Percentage of respondents
Male	121	72.5%
Female	46	27.5%
Total	167	100%

4.1.2 Chart representing the gender of respondents

Gender :
167 responses



Interpretation :

From the above table it is interpreted that the gender of the respondents in male 72.5% and number of respondents in female are 27.5 %

Inference:

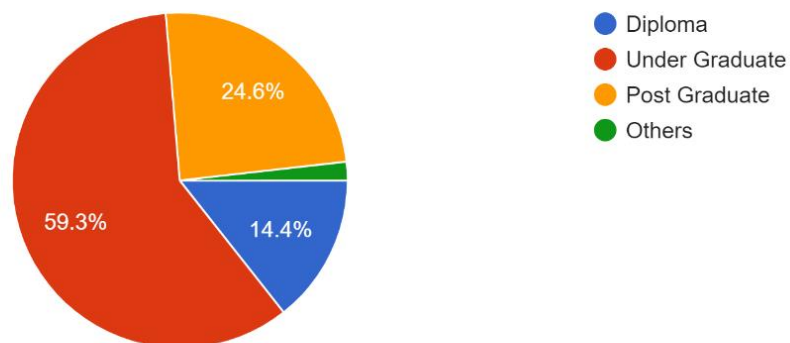
- Majority 72.5% of the respondents are male

4.1.3 Table Indicating the education qualification of respondents

Education qualification	No of Respondents	Percentage of respondents
Diploma	41	24.6%
Under graduate	99	59.3%
Post graduate	41	24.6%
other	3	1.8%
Total	167	100%

4.1.3 Chart representing the education qualification of respondents

Educational Qualification :
167 responses



Interpretation

From the above table it is interpreted that the number of respondents are diploma of respondents are 14.4%, and under graduate of respondents 59.3 %, post graduate of respondents are 24.6%, other of respondents is 1.8 %

Inference:

- Majority 59.3 % of the respondents belongs to UG educational qualification

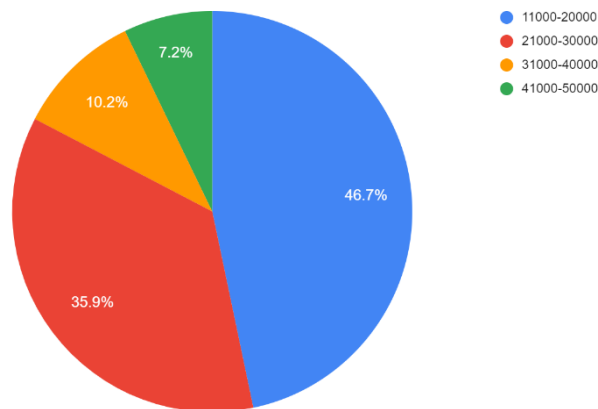
4.1.4 Table representing Monthly Income Of the Respondents

Income	No. Of. Respondents	Percentage Analysis
11000-20000	78	46.7%
21000-30000	60	35.9%
31000-40000	17	10.2%
41000-50000	12	7.2%
Total	167	100

4.1.4 Chart representing Monthly Income Of the Respondents

Monthly Income:

167 Respondents



Interpretation :

From the above table it is interpreted that 46.7% are belongs to 11000-20000, 35.9% are belongs to 21000-30000, 10.2 are belongs to 31000-40000, 7.2% are belongs to 41000-50000.

Inference:

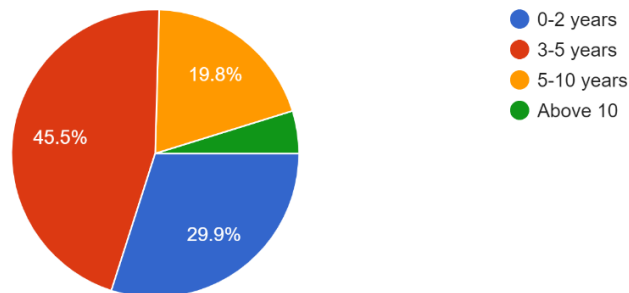
- Majority 46.7% are belonging to 11000-20000

4.1.5 Table representing From how many years have you been working with Ultramarine& Pigments

Experience	No of Respondents	Percentage of respondents
0-2 years	50	29.9%
3-5 years	76	45.5%
5-10 years	33	19.8%
Above 10	8	14.8%
Total	167	100%

4.1.5 Chart representing From how many years have you been working with Ultramarine& Pigments

From how many years have you been working with the Organization ?
167 responses



Interpretation

From the above table it is interpreted that the number of respondents were 29.9% is 0-2 years, 45.5% is 3-5 years, 19.8% is 5-10 years, 14.8 % is more than 10 years.

Inference

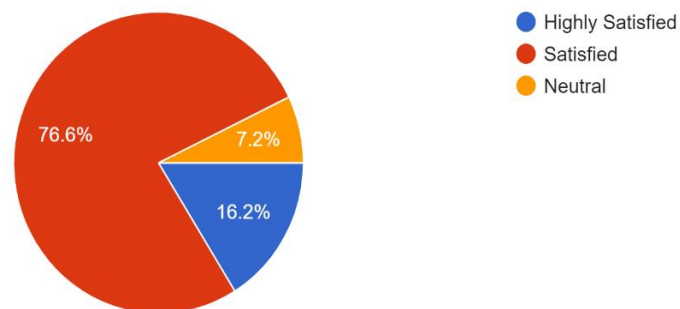
- Majority 45.5% of the respondents had 3-5 years' experience

4.1.6 Table representing the satisfied with the working environment

Working environment	No of respondent	Percentage of respondent
Highly Satisfied	27	16.2%
Satisfied	128	76.6%
Neutral	12	7.2%
Total	167	100%

4.1.6 Chart representing the satisfied with the working environment

Are you satisfied with the working environment ?
167 responses



Interpretation : From the above table 16.2% are respondents as Highly Satisfied, 76.6 are respondents as Satisfied, 7.2% are respondents as Neutral

Inference:

- Majority of 76.6% are respondent as Satisfied.

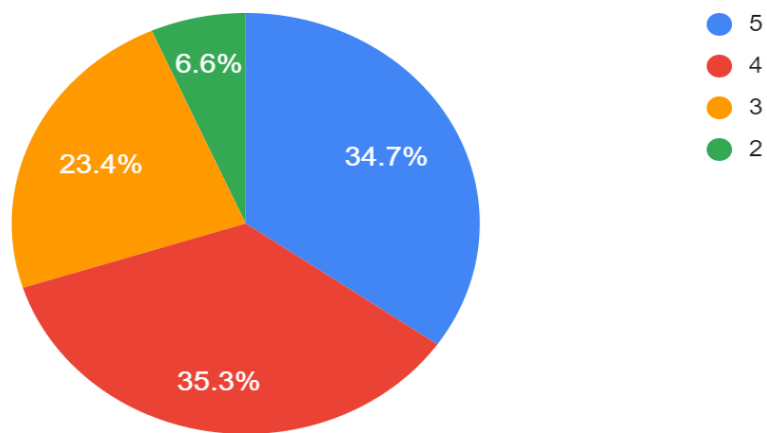
4.1.7 Table representing the How do you rate the First Aid

Ratings the First Aid	No of respondent	Percentage of Respondent
5	58	34.7%
4	59	35.3%
3	39	23.4%
2	11	6.6%
Total	167	100%

4.1.7 Chart representing the How do you rate the First Aid

How do you rate of the First Aid?

167 Respondents



Interpretation : From the above table 34.7% respondents are 5 ratings. 35.3% respondents are 4 ratings, 23.4 respondents are 3 ratings, 6.6% respondents are 2 ratings.

Inference:

- Majority of 35.3% are respondent as 4 rating

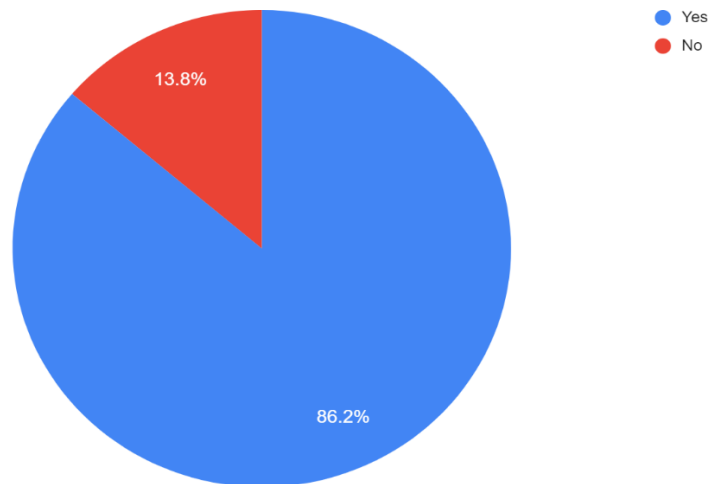
4.1.8 Table representing the Are you aware of the various welfare programs offered by the company

Welfare programs	No of respondent	Percentage of respondent
Yes	144	86.2%
No	23	13.8%
Total	167	100

4.1.8 Chart representing the Are you aware of the various welfare programs offered by the company

Aware of the welfare programs

167 responses



Interpretation : From the above table, 86.2% respondent as yes. 13.8% respondent as No.

Inference:

- Majority of the 86.2% are respondent as yes.

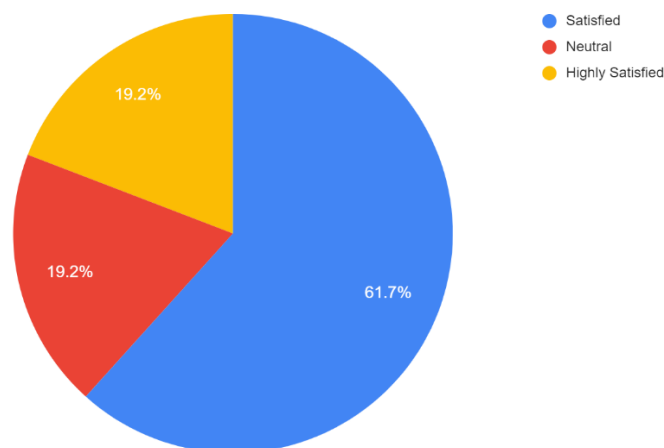
4.1.9 Table representing the Are you satisfied with the level of canteen facility

Canteen facility	No of Respondent	Percentage of Respondent
Highly Satisfied	32	19.2%
Satisfied	103	61.7%
Neutral	32	19.2%
Total	167	100%

4.1.9 Chart representing the Are you satisfied with the level of canteen facility

Are you satisfied with the canteen facility

167 responses



Interpretation: From the above table, it is interpreted that, 19.2% are respondent as highly satisfied. 61.7% are respondent as satisfied. 19.2% are respondent as Neutral.

Inference :

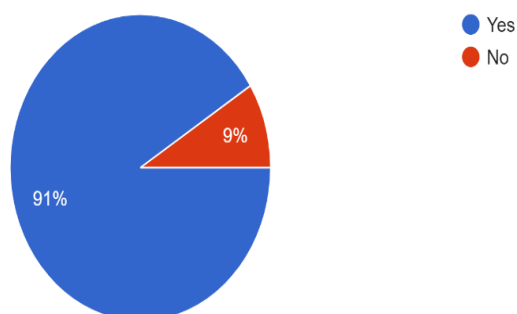
- Majority of the 61.7% are respondent as Satisfied

4.1.10 Table representing the Are you satisfied with overall Medical facilities provided by company

Medical facilities	No of respondent	Percentage of respondent
Yes	152	91%
No	16	9.6%
Total	167	100

4.1.10 Chart representing the Are you satisfied with overall Medical facilities provided by company

Are you satisfied with overall Medical facilities provided by company ?
167 responses



Interpretation : From the above table, 91% are respondent as Yes. 9% are respondent as No.

Inference:

- Majority of 91% are respondent as Yes.

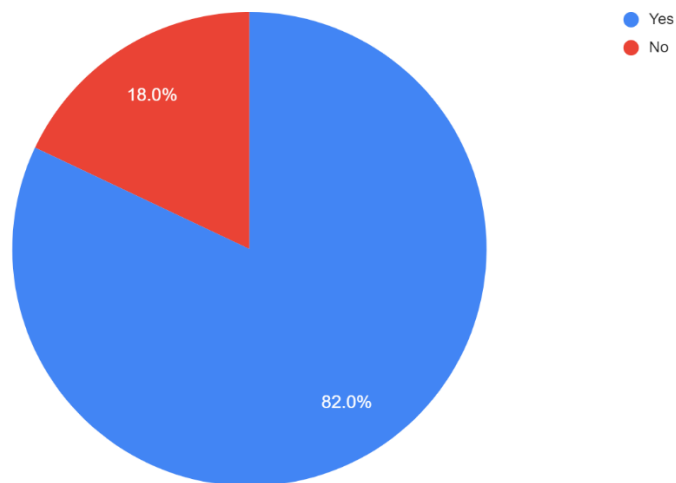
4.1.11 Table representing the Do you get regular increments

Increments	No of respondent	Percentage
Yes	137	82.0%
No	30	18.0%
total	167	100%

4.1.11 Chart representing the Do you get regular increments

Do you get regular increments

167 responses



Interpretation : From the above table, 82.0% are respondent as Yes, 18.0% are respondent as No.

Inference :

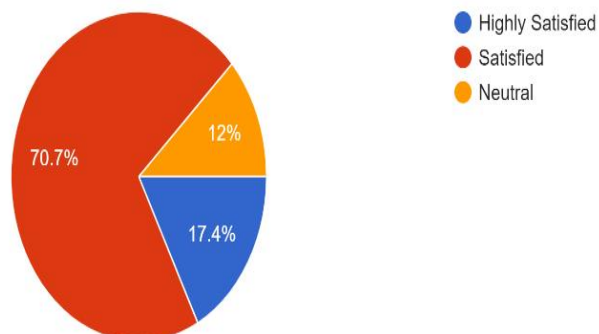
- Majority of 82.0% are belongs to Yes

4.1.12 Table representing the Are you satisfied with the Insurance assured in Organization

Insurance assured	No of respondent	Percentage of Respondent
Highly Satisfied	73	71.6%
Satisfied	8	7.8%
Neutral	22	21.5%
total	103	100%

4.1.12 Chart representing the Are you satisfied with the Insurance assured in Organization

Are you satisfied with the Insurance assured in Organization ?
167 responses



Interpretation : From the above table, 17.4% are respondents Highly satisfied. 70.7% are respondent as Satisfied. 12% are respondent as Neutral.

Inference:

- Majority of 70.7% are respondent as satisfied.

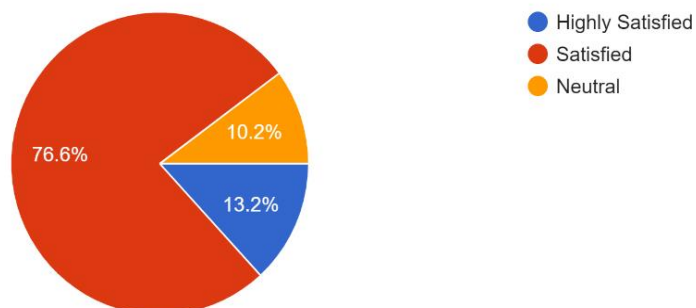
4.1.13 Table representing the Are you satisfied with the Employee Provident Fund Schemes

Employee Provident Fund Schemes	No of respondent	Percentage of Respondent
Highly Satisfied	22	13.2%
satisfied	128	76.6%
neutral	17	10.2%
total	167	100%

4.1.13 Chart representing the Are you satisfied with the Employee Provident Fund Schemes

Are you satisfied with the Employee Provident Fund Schemes ?

167 responses



Interpretation : From the above table 13.2 are respondents as Highly satisfied, 76.6 are respondents as Satisfied, 10.2 are respondents as Neutral.

Inference :

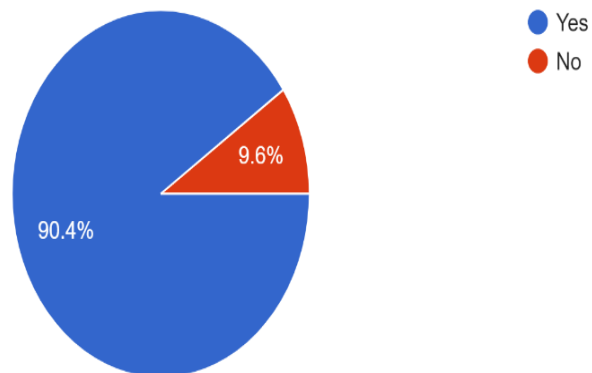
- Majority of 76.6% are respondent as satisfied

4.1.14 Table representing the Does the company take safety measures for employee safety

Safety measures	No of respondent	Percentage of Respondent
Yes	151	90.4%
No	16	9.6%
Total	167	100%

4.1.14 Chart representing the Does the company take safety measures for employee safety

Does the company take safety measures for employee safety ?
167 responses



Interpretation : From the above table, 90.4% are respondents as Yes, 9.6% are respondents as No.

Inference :

- Majority of 90.4% are respondent as Yes

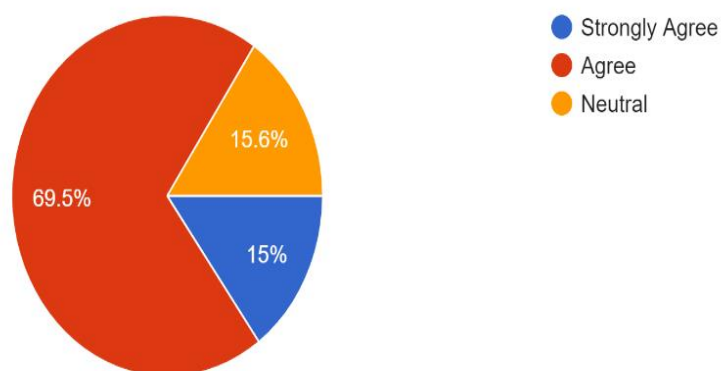
4.1.15 Table representing the Does the organization provide casual leave

casual leave	No of respondent	Percentage of Respondent
Highly Satisfied	25	15%
Satisfied	116	69.5%
Neutral	26	15.6%
Total	167	100%

4.1.15 Chart representing the Does the organization provide casual leave

Does the organization provide casual leave ?

167 responses



Interpretation : From the above table , 15% are respondents as Highly Satisfied, 69.5% are respondents as Satisfied, 15.6% are respondents as Neutral.

Inference :

- Majority of 69.5% are respondent as Satisfied.

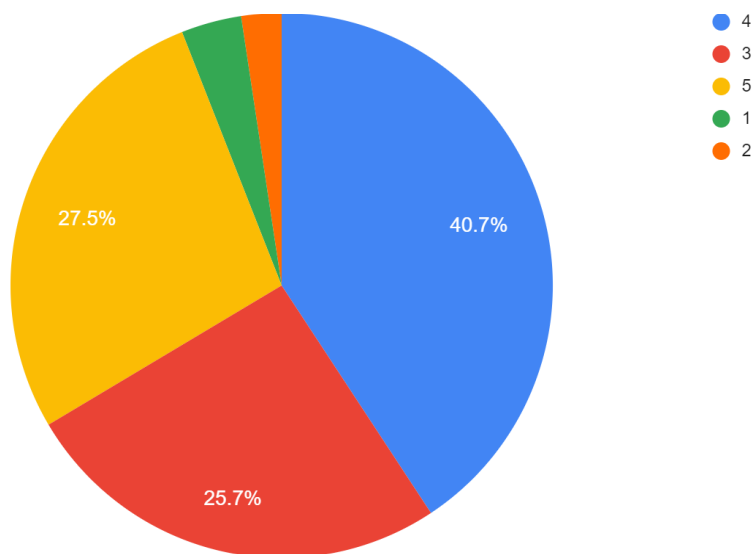
4.1.16 Table representing the How do you rate the working hours of Organization

working hours	No of respondent	Percentage of respondent
5	46	27.5%
4	68	40.7%
3	43	25.7%
2	4	2.4%
1	6	3.5%
total	167	100%

4.1.16 Chart representing the How do you rate the working hours of Organization

How do you rate the working hours of the organization

167 responses



Interpretation : From the above table, 27.5% are respondents as Highly satisfied, 40.7% respondents as Satisfied, 25.7% respondents as Neutral, 2.4 respondents as Dissatisfied, 3.5% respondents as Highly dissatisfied.

Inference :

- Majority of 40.7% respondents are satisfied

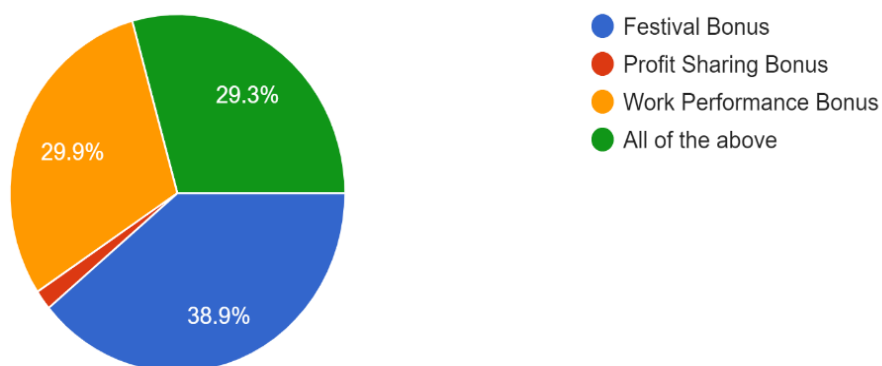
4.1.17 Table representing the What are the types of bonus given by the company to their employees

Bonus	No of respondent	Percentage
Festival Bonus	65	38.9%
Profit sharing bonus	3	1.8%
Work performance bonus	50	29.9%
All of the above	49	29.3%
total	167	100%

4.1.17 Chart representing the What are the types of bonus given by the company to their employees

What are the types of bonus given by the company to their employees ?

167 responses



Interpretation : From the above table, 39.9% respondents as Highly Satisfied, 1.8% respondents as Satisfied, 29.9% respondents as Neutral, 29.3

Inference :

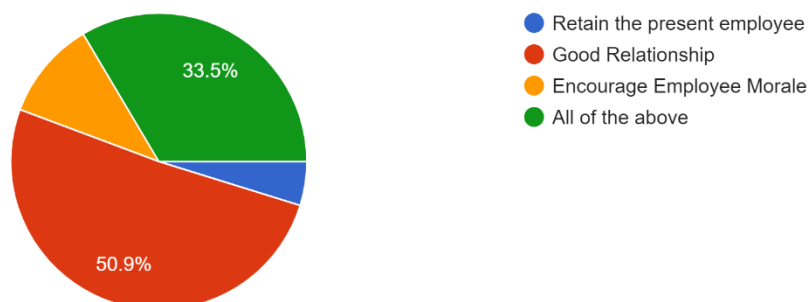
- Majority of 39.9% respondents as Festival Bonus.

4.1.18 Table representing the Does the welfare facility help the organization in

welfare facility	No of respondent	Percentage of respondent
Good Relationship	85	50.9%
Retain the present employees	8	4.8%
Encourage employee morale	18	10.8%
All the above	56	33.5%
Total	167	100%

4.1.18 Chart representing the Does the welfare facility help the organization in

Does the welfare facility help the organization in ?
167 responses



Interpretation: From the above table, 50.9% are respondent as good relationship. 4.8% are respondent as retain the present employees. 33.5% are respondents are all the above.10.8% are respondent as encourage employee morale.

Inference :

- Majority of 50.9% are respondent as good Relationship

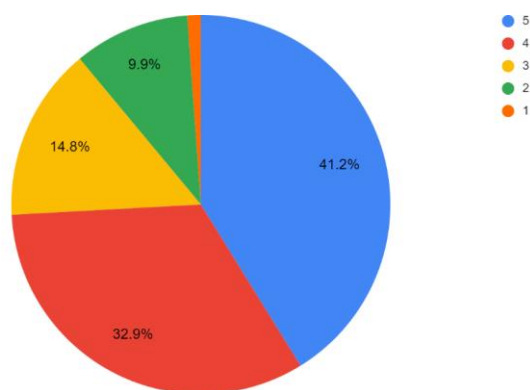
4.1.19 Table representing the Rate the overall Satisfaction with your job

Particular	No of respondent	Percentage of Respondent
5	46	41.2%
4	42	32.9%
3	43	14.8%
2	29	9.9%
1	7	1.2%
Total	167	100%

4.1.19 Chart representing the Rate the overall Satisfaction with your job

Rate the overall satisfaction with your job

167 responses



Interpretation: From the above table, 41.2% respondents as rating 5, 32.9% respondents as rating 4, 14.8% respondents as rating 3, 9.9% respondents as rating 2, 1.2% respondents as rating 1.

Inference :

- Majority of 41.2% respondents are rating 5 the satisfied the job

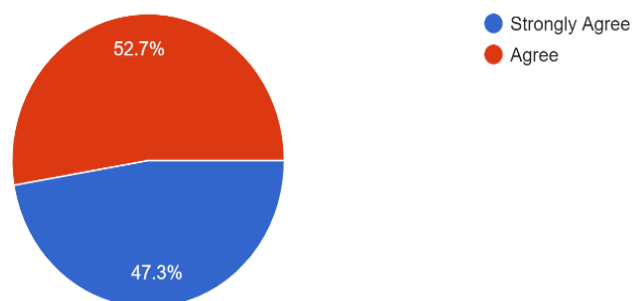
4.1.20 Table representing the "Welfare facilities provided will motivate workers to work sincerely", How far you agree with this statement

Motivate workers	No of respondent	Percentage of respondent
Strongly Agree	79	47.3%
agree	88	52.7%

4.1.20 Chart representing the "Welfare facilities provided will motivate workers to work sincerely", How far you agree with this statement

"Welfare facilities provided will motivate workers to work sincerely ", How far you agree with this statement?

167 responses



Interpretation : From the above table 47.3% are respondent as Strongly agree. 52.7%are respondent as Agree.

Inference :

- Majority of 52.7% are respondent as agree

4.2 CHI-SQUARE ANALYSIS

HYPOTHESIS – 1

Null Hypothesis (H0): There is no significant difference in the overall satisfaction with the job between genders.

Alternative Hypothesis (H1): There is a significant difference in the overall satisfaction with the job between genders.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Gender : * Rate the overall Satisfaction with your job ?	167	100.0%	0	0.0%	167	100.0%

Gender : * Rate the overall Satisfaction with your job ? Crosstabulation

Count

		Rate the overall Satisfaction with your job ?					Total
		1.0	2.0	3.0	4.0	5.0	
Gender :	Female	1	5	17	8	15	46
	Male	7	23	26	34	31	121
Total		8	28	43	42	46	167

Chi-Square Tests

	Value	df	Asymptotic Significance (2- sided)
Pearson Chi-Square	7.432 ^a	4	.115
Likelihood Ratio	7.589	4	.108
Linear-by-Linear Association	.809	1	.369
N of Valid Cases	167		

a. 1 cells (10.0%) have expected count less than 5. The minimum expected count is 2.20.

INTERPRETATION

The p value is 0.115 which is greater than the significance value (0.05) hence null hypothesis H₀ is accepted and H₁ is rejected.

INFERENCE

Therefore, There is no significant difference in the overall satisfaction with the job between genders.

4.3 ANOVA

HYPOTHESIS – 2

- H₀: There is no significant difference between monthly income and how many years have you been working with the organization.
- H₁: There is a significant difference between monthly income and how many years have you been working with the organization.

Descriptives

Monthly income

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
0-2 years	50	1.26	.565	.080	1.10	1.42	1	3
3-5 years	76	2.09	.926	.106	1.88	2.30	1	4
5-10 years	33	1.91	.947	.165	1.57	2.25	1	4
Above 10	8	1.50	.756	.267	.87	2.13	1	3
Total	167	1.78	.901	.070	1.64	1.92	1	4

ANOVA

Monthly income

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	22.100	3	7.367	10.654	<.001
Within Groups	112.703	163	.691		
Total	134.802	166			

ANOVA Effect Sizes^a

		Point Estimate	95% Confidence Interval	
			Lower	Upper
Monthly income	Eta-squared	.164	.063	.254
	Epsilon-squared	.149	.046	.241
	Omega-squared Fixed-effect	.148	.046	.240
	Omega-squared Random-effect	.055	.016	.095

a. Eta-squared and Epsilon-squared are estimated based on the fixed-effect model.

INTERPRETATION

The p value is 0.01 which is less than the significance value 0.05 hence alternate hypothesis (H1) is accepted. H0 is rejected .Therefore, there is a significant difference between the monthly income and From how many years have you been working with the Organization .

CHAPTER-5

FINDINGS, SUGGESTION AND CONCLUSIONS

5.1 FINDINGS

- Majority 48.5% of the respondents belongs to the age group of 30-40 category.
- Majority 72.5% of the respondents were male .
- Majority 59.3 % of the respondents belongs to UG educational qualification.
- Majority 46.7% of the respondents are belonging to 11000-20000.
- Majority 45.5 % of the respondents had 3-5 years experience.
- Majority 76.6% of the respondents are satisfied with the working environment.
- Majority 35.3% of the respondents as 4 ratings of the first Aid.
- Majority 86.2% of the respondents as satisfied that they aware of the various welfare programs offered by the company.
- Majority 61.7% of the respondents as satisfied with the level of canteen facility.
- Majority 91% of the respondents that they satisfied with overall medical facilities provided by company .
- Majority 82.0% of the respondents are belongs to yes that they indicating the get regular increments.
- Majority 70.7% of the respondent as satisfied with the insurance assured in organization.
- Majority 76.6 % of the respondents as satisfied with the employee provident fund schemes.
- Majority 90.4% of the respondents agree as yes that company take safety measures for employee safety.
- Majority 69.5% of the respondents agree that organization provide

casual leave.

- Majority 40.7% of the respondents are satisfied that they rate the working hours of the organization.
- Majority 39.9% of the respondents as festival bonus to given by the company to their employees.
- Majority 50.9% of the respondents as good relationship the welfare facility help the organization.
- Majority 18 % of the respondents are rating five that they satisfied overall satisfaction of the job.
- Majority 52.7% of the respondents agree that welfare facilities provided will motivate workers to work sincerely.
- By using Chi-Square for finding the relationship between the overall satisfaction with the job between the genders. That is interepected , the p value is 0.115 which is greater than the significance value (0.05) hence null hypothesis H_0 is accepted and H_1 is rejected. Therefore, There is no significant difference in the overall satisfaction with the job between genders.
- By using ANOVA for finding the relationship between the monthly income and From how many years have you been working with the organization?. The p value is 0.01 which is less than the significance value 0.05 hence alternate hypothesis (H_1) is accepted. H_0 is rejected .

5.2 SUGGESTIONS

- Implement comprehensive healthcare benefits to ensure the well-being of employees.
- Offer flexible work schedules to promote work-life balance.
- Provide mental health support, such as counseling services or Employee Assistance Programs.
- Establish wellness programs, including wellness workshops.
- Create a positive work environment through open communication and a supportive culture.
- Offer professional development opportunities to enhance employees' skills and career growth.
- Recognize and reward employees for their achievements and contributions.
- Implement safety measures and training to enhance workplace safety.

5.3 CONCLUSION

- The Study indicates that employees welfare measures are responsible to maintain employees in the organization .The employees have provided effective welfare facilities. All respondents are agreeing with the different welfare facilities provided by the organization.
- A successful human resource management contributes to a powerful labour welfare and smooth relations. This helps an industry to grow successfully in accomplishing its goals and further enter into society in an endeavour to uplift the community and humanity. The final outcome of this study exhibits employees were more satisfied with their job. It is suggested that management should maintain the same level of amenities and relationship in future also. Certain actions to be taken to enhance the level of awareness of welfare schemes. Successful implementation of these suggestions will enhance the value of service to the employees, thereby management and employees can feel pleasant.

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ANNEXURE – QUESTIONNAIRE

**A STUDY ON EFFECTIVENESS OF EMPLOYEE
WELFARE MEASURES AT ULTRAMARINE &
PIGMENTS LTD, RANIPET**

1. Name of the Candidate : _____

2. Age :

a) 20-25 b) 26-30 c) 31-35 d) 36-40 e) More than 40

3. Gender :

a) Male b) Female c) Others

4. Educational Qualification :

a) Under Graduate

b) Diploma

c) Post Graduate

d) Others

5. Designation : _____

6. Monthly Income

a) 11000-20000

b) 21000-30000

c) 31000-40000

d) 41000-50000

e) Above 50000

7. From how many years have you been working with ultramarine & pigments ?

- a) 0-2 years
- b) 3-5 years
- c) 5-10 years
- d) Above 10 years

8. Are you satisfied with the working environment ?

- a) Highly Satisfied
- b) Satisfied
- c) Neutral

9. How do you rate the First Aid ?

5	4	3	2	1
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10. Are you aware of the various welfare programs offered by the company?

- a) Yes
- b) No

11. Are you satisfied with the level of canteen facility ?

- a) Highly Satisfied
- b) Satisfied
- c) Neutral

12. Are you satisfied with overall Medical facilities provided by Ultramarine & Pigments LTD ?

a) Yes

b) No

13. Do you get regular increments ?

a) Yes

b) No

14. Are you satisfied with the Insurance assured in Ultramarine& Pigments Ltd ?

a) Highly Satisfied

b) Satisfied

c) Neutral

15. Are you satisfied with the Employee Provident Fund Schemes ?

a) Highly Satisfied

b) Satisfied

c) Neutral

16. Does the company take safety measures for employee safety ?

a) Yes

b) No

17. Does the organization provide casual leave ?

a) Strongly Agree

b) Agree

c) Neutral

18. How do you rate the working hours of Ultramarine & Pigments ?

- a) Highly satisfaction
- b) Satisfaction
- c) Average

19. What are the types of bonus given by the company to their employees?

- a) Festival Bonus
- b) Profit Sharing Bonus
- c) Work Performance Bonus
- d) All of the above

20. Does the welfare facility help the organization in ?

- a) Good Relationship
- b) Retain the present employee
- c) Encourage employee morale
- d) All of the above

21. Rate the overall satisfaction with your job ?

1	9	8	7	6	5	4	3	2	1
0									

22. "Welfare facilities provided will motivate workers to work sincerely", How far you agree with this statement ?

a) Strongly agree

b) Agree

