

STUDY ON WELFARE FACILITIES OF EMPLOYEES IN CHIPS MANUFACTURING INDUSTRIES

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

By

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**DEPARTMENT OF BUSINESS ADMINISTRATION SCHOOL OF MANAGEMENT STUDIES
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SATHYABAMA

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

CATEGORY - 1 UNIVERSITY BY UGC

CENTRE FOR DISTANCE AND ONLINE EDUCATION

DEPARTMENT OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **VINOTHKUMAR G (42410140)** who carried out the project entitled “**A STUDY ON EMPLOYEE WELFARE MEASURES IN CHIPS MANUFACTURING INDUSTRY**” under my supervision from September 2023 to November 2023 under my supervision from Jan 2023 to April 2023.

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Submitted for Viva voce Examination held on_____

DECLARATION

Vinothkumar G (42410140) hereby declare that the Project entitled. "A Study on Labour welfare Facilities with Reference of Chips Manufacturing Industries Done by me under the Guidance of Jayaseely is submitted in Partial Fulfillment of Requirements of the award of Master of Business administration Degree.

DATE

PLACE : Chennai

VINOTHKUUMAR G

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ABSTRACT

Implementing robust employee welfare programs and facilities within organizations. It delves into the multifaceted benefits these provisions offer, such as increased employee satisfaction, improved morale, enhanced productivity, and reduced turnover rates.

The study highlights various facets of employee welfare facilities, including health and wellness programs, flexible work arrangements, childcare support, recreational activities, and continuous learning opportunities. Moreover, it investigates the correlation between effective welfare facilities Title: "Enhancing Workplace Productivity Through Comprehensive Employee Welfare Facilities". Employee welfare facilities play a pivotal role in fostering a conducive work environment and ensuring the well-being of the workforce. This paper explores the significance of and organizational success, considering the impact on employee engagement, loyalty, and overall performance. Through a comprehensive review of literature, case studies, and surveys, this paper elucidates the importance of proactive strategies in designing and implementing employee welfare facilities tailored to diverse workforce needs. It emphasizes the role of HR policies and management in creating an inclusive and supportive workplace culture that prioritizes employee welfare. The findings underscore the symbiotic relationship between employee welfare facilities and organizational success, advocating for the integration of such initiatives into corporate strategies. Ultimately, this study aims to serve as a guide for businesses seeking to optimize their workforce potential by prioritizing the well-being of their employees through thoughtfully designed welfare facilities. Keywords: Employee welfare facilities, Workplace productivity, Employee well-being, Organizational success, HR policies, Workforce optimization.

CHAPTER -1

INTRODUCTION

1.1. INTRODUCTION:

Human resource has various ways of usage by different people, 'Human Resource Management' 'Human Resource development' and "Human Resources"

Interchangeably, and abbreviate Human Resource as HR – HR has become a Conventional term to refer to all of these phrases. HR is considered by many business strategies to be the most important of all Company resources which mainly influences in gaining new skills to the employees, Thereby increasing the size of a company's competitive advantage over time. Human Resource addresses the process of managing people within an organization. At both micro and a macro level and also comprises the process of recruiting, Selecting, inducting employees, providing orientation, imparting training and Development, appraising the performance of employees, deciding compensation And providing benefits, motivating employees, maintaining properrelations with Employees and their trade unions, ensuring employees safety, welfare and health Measures in compliance with labour laws.

1.2 Abstract:

Employee welfare facilities play a pivotal role in fostering a conducive work environment and ensuring the well-being of the workforce. This paper explores the significance of and organizational success, considering the impact on employee engagement, loyalty, and overall performance.

Through a comprehensive review of literature, case studies, and surveys, this paper elucidates the importance of proactive strategies in designing and implementing

employee welfare facilities tailored to diverse workforce needs. It emphasizes the role of HR policies and management in creating an inclusive and supportive workplace culture that prioritizes employee welfare.

The findings underscore the symbiotic relationship between employee welfare facilities and organizational success, advocating for the integration of such initiatives into corporate strategies. Ultimately, this study aims to serve as a guide for businesses seeking to optimize their workforce potential by prioritizing the well-being of their employees through thoughtfully designed welfare facilities.

Keywords: Employee welfare facilities, Workplace productivity, Employee well-being, Organizational success, HR policies, Workforce optimization.

1.3 A STUDY ON THE IMPACT OF EMPLOYEE WELFARE MEASURES:

1.3.1 Introduction to Employee welfare:-

Employee welfare is anything done for the comfort and (intellectual or social) improvement of the

Employees, over and above the wages paid. It is the efforts to make life worth living for workmen.

It includes various services, facilities and amenities provided to employees for their betterment.

Apart from the wages and salary anything done by the organization to improve the living standard

Of employees and all those services benefits and facilities offered to employees by the employer

To make his life worth living, are included in the employee welfare.

1.3.2 There are many benefits to employee welfare, including:

Improved employee morale and productivity – When employees feel appreciated and have their basic needs met, they are more likely to be productive and happy at work.

Reduced staff turnover – Happy employees are less likely to leave their jobs, which can lead to reduced staff turnover and increased stability within the company.

Enhanced company image – A company that takes care of its employees is often seen as more compassionate and caring, which can improve its image in the eyes of the public.

1.4 Objectives:-

The objectives of employee welfare are to improve the life of the working class, to bring about

Holistic development of the workers personality and so on.

I. To enhance the level of morale of employees and to create a loyal contented workforce in

Organization.

ii. To enable the workers to live comfortably and happily and to develop a better image of the

Company in the minds of employees.

iii. To develop better human relation and to retain skilled and talented workers.

Iv. To develop a feeling of satisfaction of employees with the company and to develop positive

Attitude towards job, company and management.

V. To develop the efficiency of the workers.

1.5 Types of Employee welfare:-

1. Statutory:-

The government has passed a number of legislations in order to set minimum standards of

Safety and welfare for the employees at their workplace. Provisions have been made for the

Welfare facilities such as first aid appliance, washing, sanitation, etc.

2. Voluntary:-

The employers voluntarily have provided welfare amenities to the employees besides the

Statutory facilities. They are more concerned with the welfare of their employees. Facilities

For recreation, medical treatment, food, and schooling are provided by many organizations.

Also giving opportunities to work with flexible working schedules.

3. Intra mural Facilities:-

The facilities provided inside the organization is known as Intra mural facilities.

E.g.: canteen facilities, ventilation, first aid, Etc.

4. Extra mural Facilities:-

The facilities provided outside the organization is known as extra mural facilities. It is an

Kind of voluntary. E.g. transport for the employees, educational facilities.

(5) Voluntary:

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.

OBJECTIVES:

- Employee welfare is in the interest of the employee and the society as a whole.
- To study various welfare measures provided by the company.
- To identify the satisfaction of employees with regards to welfare activities.
- To know about the working conditions.
- To suggest new welfare scheme for employees.
- To improve the labour productivity.
- To make employees lives good and worth living.

- To reduce absenteeism and employee turnover.
- To know welfare facilities provides social comfort to employees.
- To win over employee's loyalty and increase the morale.

CHAPTER-2

COMPANY AND INDUSTRY

PROFILE

Trading Product:	Chips and Pappad
Establishment:	-
Type:	Food Manufacturing Units
Capital:	22-25 Lakhs Rupees
Permits and Certifications:	ISSI and Fssai
Sales Types:	Manufacturing and Sales (Business-to-consumer

CHAPTER-2

LITERATURE REVIEW

2.1 Review of literature:

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 workers. There is no general awareness among employees. 30% Workers were not being provided paid weekly holidays in case of piece rate worker and Casual workers. Only 10% of the units were providing food facility to its workers on a Subsidized basis. No other non –statutory facility being provided to workers.

Okereke (2010) revealed that there complete absence of welfare measures in patani local Govt. council, Delta state Nigeria. There is general awareness about staff welfare among Employees. Staffs were totally neglected by council. The working environment was poor or Path. He informs of office accommodation & furniture working materials, monetary Incentives & unreliable health of safety facilities etc. Job satisfaction among employees are Very low which leads to poor productivity or performance .Okereke suggested that significant Efforts should be made to improve employee job capabilities through training, improve Working condition & general welfare , which leads to increase productivity or enhanced Moral & performance.

Dr.p.venugopal and t.bhaskar (2011) found that employees are satisfied with welfare Measures such as recreational, medical educational, housing, transportation, sanitation, Safety. The employees are also satisfied towards statutory welfare measures such as Workmen compensation. ESI, sickness, P.F and maternity benefits. These measures have an Impact on the quality of work life and also on the smooth relationship between employer and Employee which leads towards the attainment of organization goals.

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. Also welfare facilities and clearly defined & legally enforced in public

sector banks while there is Neither well planned nor well executed welfare facilities in private banks. This is other reason

Of dissatisfaction among private bank employees. Employee's turnover high & job security Low in private bank employees.

Regi (2013) stated that indian overseas bank (IOB) gives more welfare schemes to their Employees such as safety measures, promotions facility, recreational facility etc. but they are Lacking in canteen facility, restroom & toilet facility, ID card issue but the overall satisfaction Level of IOB employees about welfare measures are satisfactory.

Kumar (2013) described that 100% employees of tamilnadu state transport corporation, Villupuram division were aware of the welfare measures in public sector transport Corporation. Researcher found that most of the employees were do not satisfied with welfare

Measures such as canteen, night duty, restrooms & gratuity 89% employees said work load is

Very high. Researcher suggested the govt to take keen interest to fill up the vacancies to share

The work among them as employees are burderned with heavy work load

Gope (2013) studied the employee per section on quality of work life in sugar mills of Uttar

Pradesh(UP) found that private sugar mill employees enjoys better QWL practices in Comparison to cooperative sector or employees. On lighting facilities (LF), safety measure

(SF), health facilities (HF), welfare facility (WF), etc. but cooperative sugar mill employees

Enjoys better employee welfare facilities & supervisor interference (SI) to private sugar mill

Employees. He suggested that to improve QWL is first to identify & then try to satisfy Employees important needs in through their experience in their working environment.

Hangarki (2014) revealed the relationship between employee satisfaction level & welfare Measures in selected national bank in Hyderabad Karnataka region. It is clear that welfare Facilitated employment by bank are not equally satisfactory to all employees. Most of the Employees are dissatisfied with the clarity and transparency in communication, training& development, lunch rooms & rest rooms, health checkup camp etc. He recommended some

Measures but separate lunch room & rest rooms are most important in those amenities Because employees are very inconvenient to have their lunch in front of the customer.

Madhesh (2014) instated that employees having 5-10 years' experience are highly satisfied

Welfare measures provided by their companies in SIPCOT industrial area in Tamilnadu.
He
Suggested some recommendations regarding welfare inspector, transfer policies
&disciplinary
Rules for betterment of employees.

Mr. Ramana T. venata (2015) finds that the welfare facilities are provided to the employees

To keep the motivation levels high. He states that the intramural and extramural welfare Measures offered to the employees have improved their rate of satisfaction towards job.

Dr.P.Bhujangarao (2017) state that welfare measure is a process of recognizing the unique Place of the worker in the society and doing good for them , retaining and motivating Employees and building up the local reputation of the company.

Lalitha, K., & Priyanka, T. (2014). A study on employee welfare measures with reference to IT industry. The present study is made an attempt to identify the employee welfare measures adopted in IT industry. The basic purpose of employee welfare is to enrich the life of employees and keep them happy. Employees spend at least half their time at work or getting to it, or leaving it.

Manasa, B. R., & Krishnanaik, C. N. (2015). Employee welfare measures-A study on cement corporation of India units, in Thandur and Adilabad. The main purpose of employees' welfare is to enrich or develop the quality of life of employees and keep them satisfied and contented. Extra-Mural benefits are the result of employer's generosity, enlightenment and philanthropic feelings. This paper contributes the indepth of analysis of both Intra-Mural and Extra-Mural and its impact on employee satisfaction in Cement Corporation of India units in Thandur and Adilabad. And also focussed on layoff benefits, welfare measures providing by the organization to its temporary employees.

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. In order to get best results from the employees, management must be aware of what employees expect from their employees. In the 'narrow sense', welfare in addition to general physical working conditions is mainly concerned with the day – to – day problems of the employees and social relationships at the place of work.

Ravi, S. (2016). Management A Study on Employee Welfare Measures with Reference to Small Scale Industries at Hosur, In the early stages of Industrialization, the scope of Personnel Management was very limited. Recent developments in the 26 field of Management increased the scope of Personnel Management. It can be concluded that the welfare measures in an organization are one of the factors for the workers to stay within the organization and to work towards success of the organization and this has been evident in this organization.

Patro, C. S. (2017). Employee welfare measures in public and private sectors. Employees' play a key role in the existence and growth of any organization, therefore their welfare is essential. During the past few years, both public sector and private sector organizations have been contributing towards the employee's benefits and also increase their efficiency. The study also throws light on impact of welfare measures on the employees' performance.

Anand (2010) stated in his research work that employees of IT sector in Chennai district are satisfied with the welfare measures provided by the company. But researcher also suggested some recommendation pertaining to periodic audit of welfare programs by management, personality & stress management etc. Modifications are requiring in the field of safety consciousness, grievance handling & sexual harassment especially for women employees.

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 fair 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.

Hangarki (2014) revealed the relationship between employee satisfaction level & welfare measures in selected national bank in Hyderabad Karnataka region. It is clear that welfare facilitated employment by bank are not equally satisfactory to all employees. Most of the employees are dissatisfied with the clarity and transparency in communication, training & development, lunch rooms & rest rooms, health checkup camp etc. He recommended some measures but separate lunch room & rest rooms are most important in those amenities because employees are very inconvenient to have their lunch in front of the customer.

Prabhakar S (2013) found employees of Don bosco college of arts and science Sogathur, Dharampuri, Tamilnadu, are very satisfied with intramural facilities but they are in need of further development in the areas of extra mural facilities like transport, leave facility, maternity benefits, promotion for the staff in college etc. Researchers recommended fixing pay scale for experienced staff in tune with the cost of living and have to think high salaries for those awarded Ph.D.

Shelar (2013) identified the effective & welfare provisions on manufacturing industrial units & service industrial unit in Karad taluka, District Satara, Maharashtra. She found that employee welfare & social security measures offered by management of service industries in Karad taluka are not effective in reducing employee absenteeism of turnover management employees are satisfied or moderately satisfied with some provisions while service employees have problem related to employment security to boost the employees morale, both industries units should provide good working conditions, co-operative societies, canteen, libraries to their employees.

Yazhini, T. K., & Keerthi, H. K. (2018). A Study on Effectiveness of Employee Welfare Measures at Pfizer, Chennai. Welfare means living in a comfortable conditions. It also means that the attempt to create a satisfied life for employee. Employee is foremost vital plus for a company, also the job has got to record worth and value of individuals in a company. the Commission on

labor declared advantages that go below this language, area unit of nice significance to labor that he is not able to protect himself. Schemes of employee welfare could also, be, considered as gentle investment that ought to, typically will lead to profitable, outcome within sort of bigger potency.

Durairaj, Y. A., & Kareem, S. A. (2013). The present study was under taken with such a task in mind and it aims at unearthing the satisfaction level of the employees towards welfare measures provided in ABC Limited. This project aims at knowing 'Welfare System'. In this project the work atmosphere and the welfare measures provided by the organization had been studied. It also aims at finding out the relationship between demographic factors with the satisfaction level of the welfare measures provided.

Pawar, I. A. (2013). The term 'welfare measures' refers to the facilities provided for the employees at the working environment called statutory welfare measures and the facilities for them called non statutory measures. The main aim of providing welfare measures is to achieve the organization's objectives and targets. By extending these facilities, the employees feel responsible towards the organization and do to their best. In this context, an attempt has been made in this paper to analyze the effectiveness of welfare measures at VSP as a case study.

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. The organizations make efforts to maintain smooth relationship between workers and management, which leads to attainment of organization efforts.

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. He makes no loss of man hours by absenteeism, strikes etc. and he feels essence of allegiance to the organization in which he works. A satisfied worker makes other resources meaningful. It is concluded from this study that Rubber Board is very much interested in providing welfare facility to their plantation workers. Workers have good opinion about Group Insurance Cum Deposit Scheme, Medical Attendance Scheme, Sanitary Subsidy Scheme and 29 Housing and sanitary Subsidy Scheme. Workers are satisfied about Educational Stipend Scheme. They are less satisfied with Merit Award Scheme, Housing Subsidy Scheme for north east.

CHAPTER-3

RESEARCH METHODOLOGY

3.1 Research:

Research is a creative and systematic work undertaken to increase the stock of knowledge. It involves the collection, organization, and analysis of information to increase understanding of a topic or issue. A research project may be an expansion on past work in the field.

3.2 Research methodology:

Methodology explains and justifies the techniques and tools by which you may proceed with

Your research. Research methodology involves the learning of various techniques to conduct

Research and acquiring knowledge to perform tests, experiments, surveys, and critical Analysis. It ensures the employment of the correct procedures to solve the problem and paves

The way to choose appropriate research methods.

3.3 Types of Research:

Research methodology is a way to systematically solve the research problem. It is a procedure,

Which is followed step by step to solve a particular research problem.

There are basically four types of researches:

- 1) Explorative research
- 2) Descriptive research
- 3) Diagnostic research
- 4) Hypothesis testing research

- 1) **EXPLORATIVE RESEARCH:** To gain familiarity with phenomenon or to Active an insight situation.
- 2) **DESCRIPTIVE RESEARCH:** TO POETRY ACCURATELY the Characterstics of the particular individual situation or a group.
- 3) **DIAGNOSTIC RESEARCH:** To determine the frequency with which Something occurs or with which it is assosciated with something else.
- 4) **HYPOTHESIS TESTING RESEARCH:** To test a hypothesis of casual Relationship between variables. The present project is descriptive cum explorative in Nature. It is done to poetry accurately the characterstics of a particular individual Situation or a group.

3.4 RESEARCH DESIGN:

“Descriptive research” is used obtain information concerning the current status of the Phenomenon to describe “what exist” with respect to variable or conditions on a situation. A Research Design is the set of methods and procedures used in collecting and Analysing measures of the variables specified in the problem research. The design of your Study can be broadly Classified into Quantitative and Qualitative.

SAMPLING:

Sampling is the process used in statistical analysis in which a predetermined number of Observations are taken from a larger population.

SAMPLING TECHNIQUES:

The methodology used to sample from a larger population depends on the type of analysis

Being performed, but may include Simple Random Sampling.

Simple Random Sample is a subset of a statistical population in which each member of the

subset has an equal probability of being chosen. Random Sampling is used in research to conduct randomized control tests or for blinded experiments.

Sampling Unit : Chips Manufacturing Industries

Sampling size : 90 Employees

METHOD OF DATA COLLECTION:

Data collection is the process of gathering and measuring information on variables of interest, In an established systematic fashion that enables one to answers stated research question, test Hypothesis and evaluate outcomes. In this survey in order to meet the objective of the study Both primary and secondary data were collected.

PRIMARY DATA COLLECTION:

Primary data is a type of data that is collected by researchers directly from Main sources through interviews, surveys, experiments, etc. The Primary data is collected by Questionnaire. The questionnaire was handed over to various respondents and the data is Collected.

SECONDARY DATA COLLECTION:

Secondary data is a data gathered from studies, surveys or Experiments that have Been run by other people or for research. Such data are cheaper and more quickly obtainable Than the primary data. The secondary data are collected from the company records, Journals And Internet etc.

CHAPTER- 4

DATA ANALYSIS AND INTERPRETATION

4.1 DATA ANALYSIS AND INTERPRETATION:

Data analysis is the process of systematically applying statistical and/or logical techniques to Describe and illustrate, condense and recap, and evaluate data. An essential component of Ensuring data integrity is the accurate and appropriate analysis of research findings.

4.2 Tools used for study:

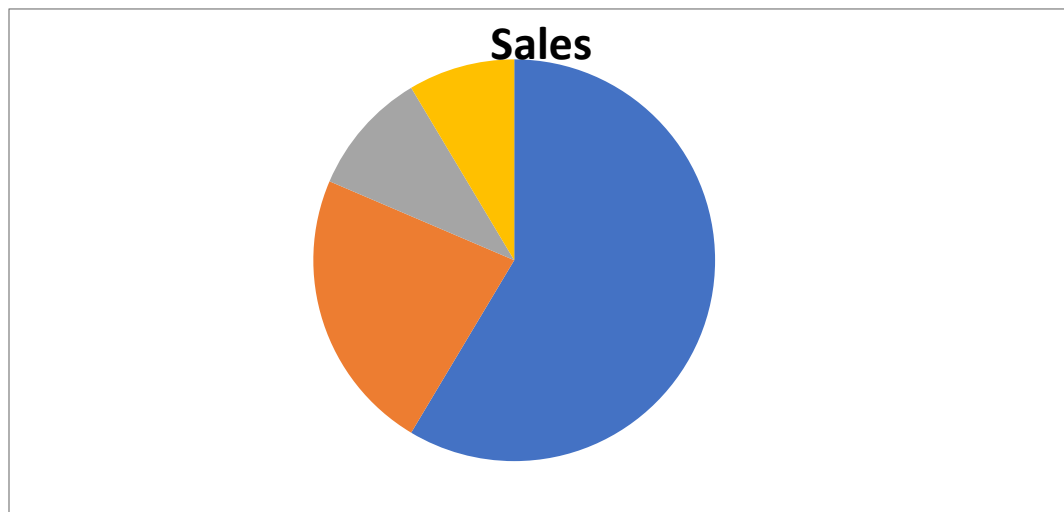
Simple percentage analysis was used to analyse the data collected during the study.

4.3 Simple Percentage analysis:

$$\text{Simple percentage analysis} = \frac{\text{No of respondents}}{\text{Total number of respondents}} \times 100$$

1)AGE

Particulars	Responses	Percentage
18-22	12	76%
23 -27	8	14%
28-30	3	5%
30 above	2	5%
Total	56	100%

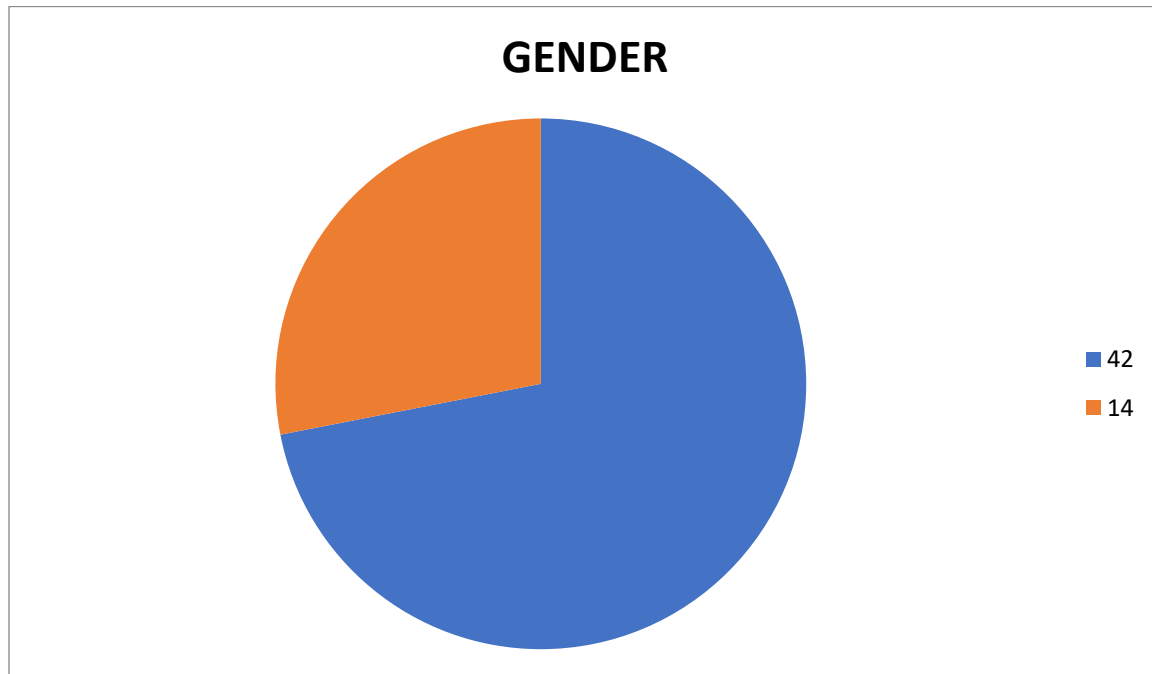


Inference:

From the above table the respondents of age were 76% are age of 18-22,14% are in age of 23-27,5%are in age of 28-30 and 5% are in age of 30 and above

2) GENDER OF THE EMPLOYEE

Gender	Responses	Percentage
Male	42	75%
Female	14	25%
Total	56	100%

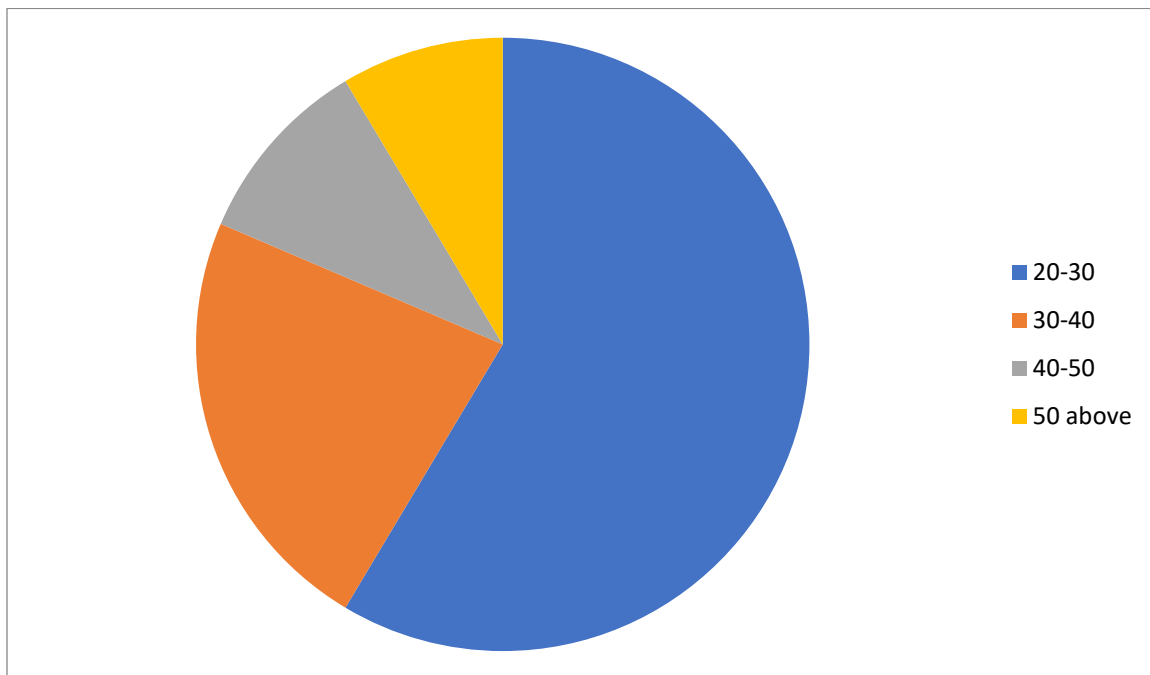


Inference:

From the above table 75% are male and 25% are Female.

3) HOW MANY OF THEM ARE WORKING

Particulars	Responses	Percentage
20-30	25	46.3%
30-40	13	24.1%
40-50	5	9.3%
50 Above	11	20.4%
Total	54	100%

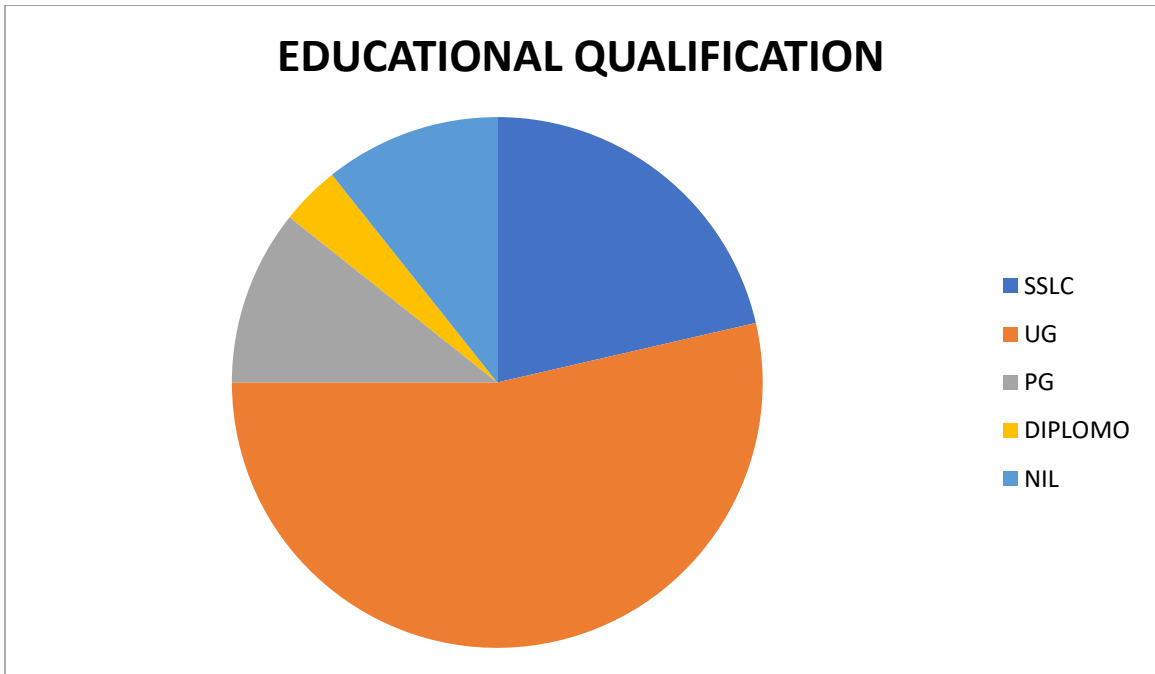


Inference:

From the above 46.3% responded there are 20-30 workers, and 24.1% responded there are 30-40 workers, 9.3% responded there are 40-50 workers and 20.4% responded there are 50 and above workers.

4) EDUCATIONAL QUALIFICATION

Particulars	Responses	Percentage
SSLC	11	21.4%
UG	30	53.6%
PG	5	10.7%
DIPLOMA	2	3.6%
NIL	5	10.7%
Total	56	100%

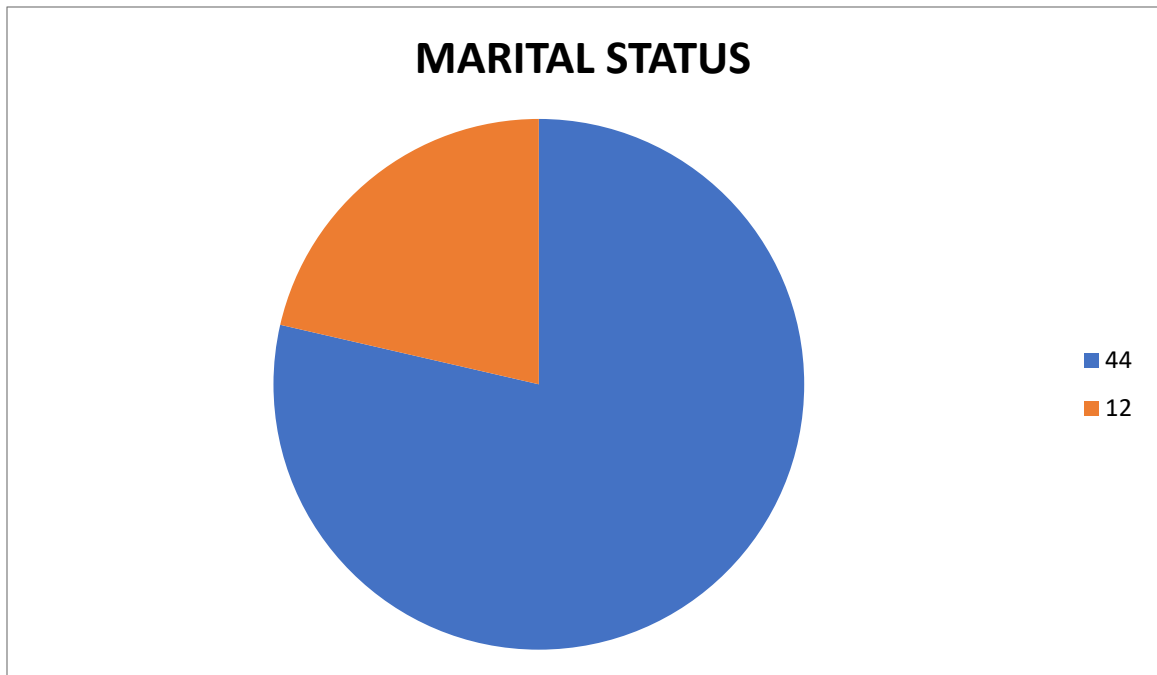


Inference:

From the above 21.4% responded SSLC, 53.6% responded UG, 10.7% responded PG, 3.6% responded DIPLOMA, 10.7%

5) MARITAL STATUS OF THE EMPLOYEES

Particulars	Responses	Percentage
Married	44	78.6%
Unmarried	12	21.4%
Total	56	100%

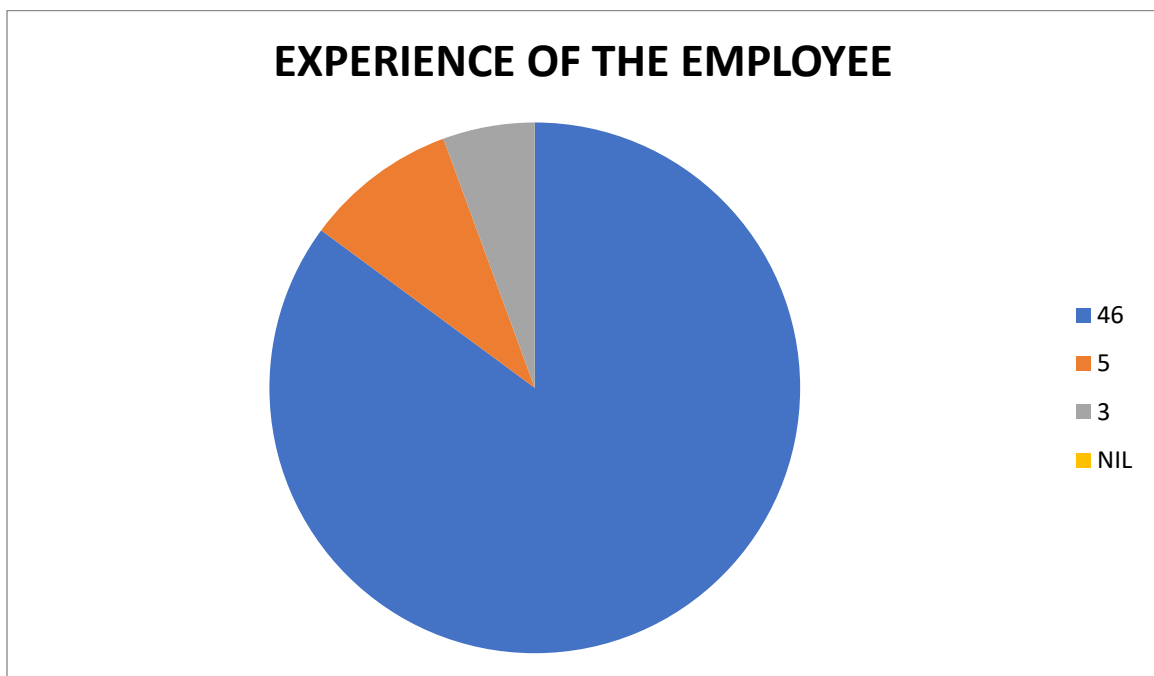


Inference:

From the above Table 78.6% are married and 21.4% are unmarried

6) EXPERIENCE OF THE EMPLOYEE

Particulars	Responses	Percentage
Less than 5 years	46	85.2%
5-10 years	5	9.3%
10-20 years	3	5.6%
More than 20 years	-	-
Total	54	100%

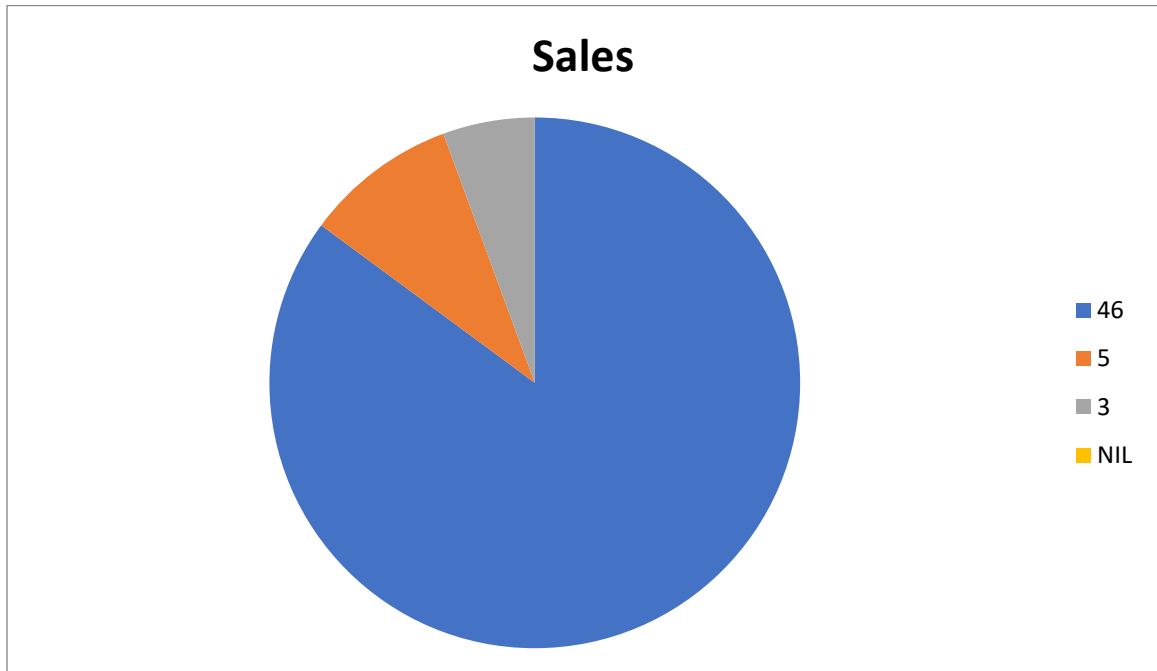


Inference

From the above table 85.2% are less than 5 years, 9.3% responded 5-10 years, 5.6% responded 10-20 years, rest of them are more than 20 years of experience.

7) WHAT IS THE REASON FOR WORKING IN THIS ORGANIZATION?

Particulars	Responses	Percentage
Reputed Company	46	85.2%
Proximity to my house	5	9.3%
Attractive Salary	3	5.6%
No Specified Reason	-	-
Total	54	100%

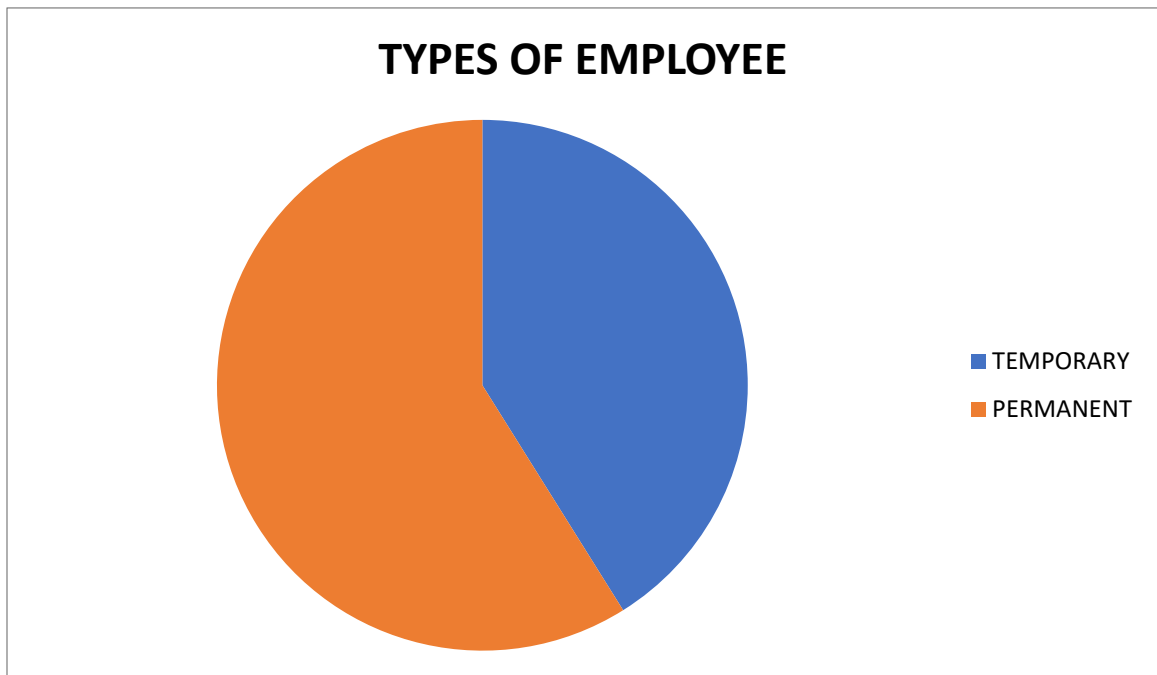


Inference:

From the above table 85.2% responded reputed, 9.3% responded proximity to house, 5.6% responded attractive salary, 0% responded there is no specific reason.

8) TYPES OF EMPLOYEES

Particulars	Responses	Percentage
Temporary employee	23	41.1%
Permanent employee	33	58.9%
Total	56	100%

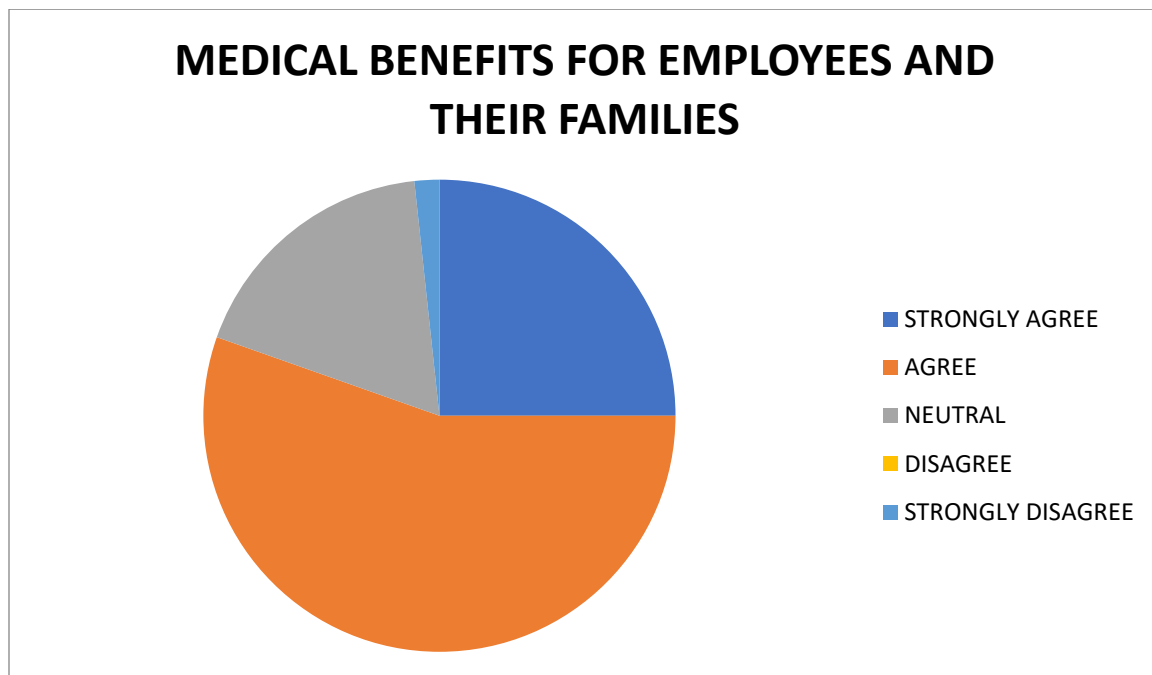


Inference:

From the above table 41.1% responded as temporary employee, 58.9% responded as permanent employee.

9) HOW DO YOU RATE THE MEDICAL BENEFITS PROVIDED BY THE ORGANIZATION FOR THE EMPLOYEES AND THEIR FAMILIES?

Particulars	Responses	Percentage
Strongly agree	14	25%
Agree	31	55.4%
Neutral	10	17.9%
Disagree	-	-
Strongly disagree	1	1.7%
Total	56	100%

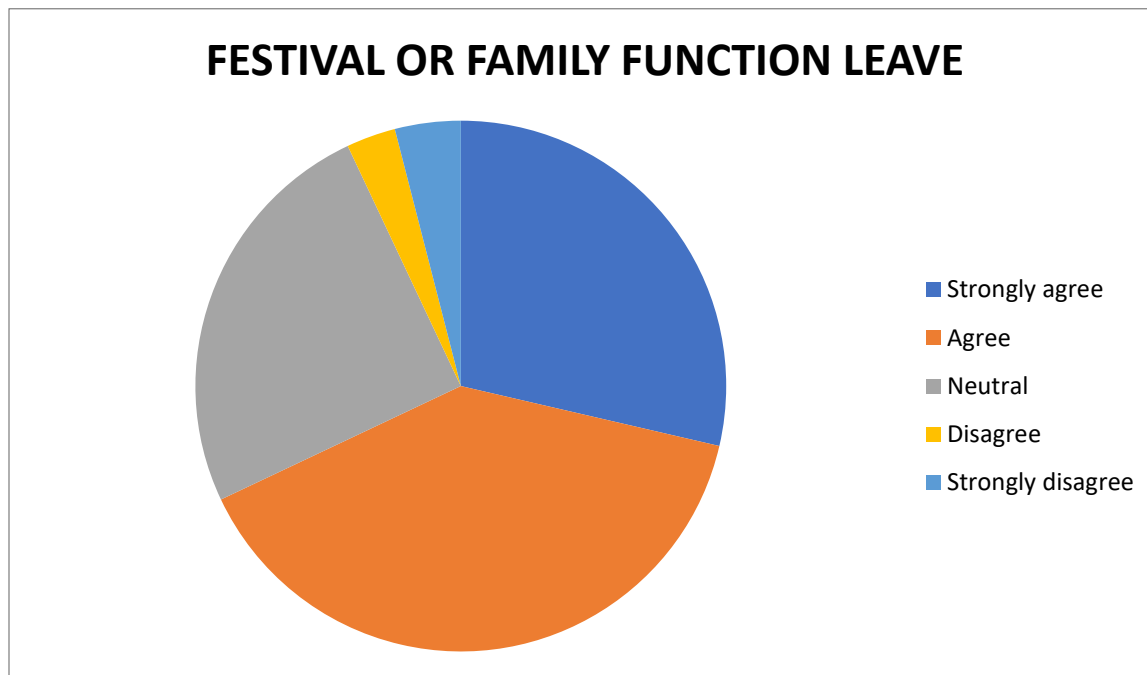


Inference:

From the Above table 25% strongly agree with the medical benefits provided, 55.4% agree with the medical benefits provided, 17.9% are neutral with the medical benefits, no one disagrees with it and 1.7% strongly disagrees with the medical benefits provided.

10) ARE YOU SATISFIED WITH FESTIVAL OR FAMILY FUNCTION LEAVE PROVIDED BY THE ORGANIZATION?

Particulars	Responses	Percentage
Strongly agree	16	28.6%
Agree	22	39.3%
Neutral	14	25%
Disagree	2	3%
Strongly Disagree	2	4%
Total	56	100%

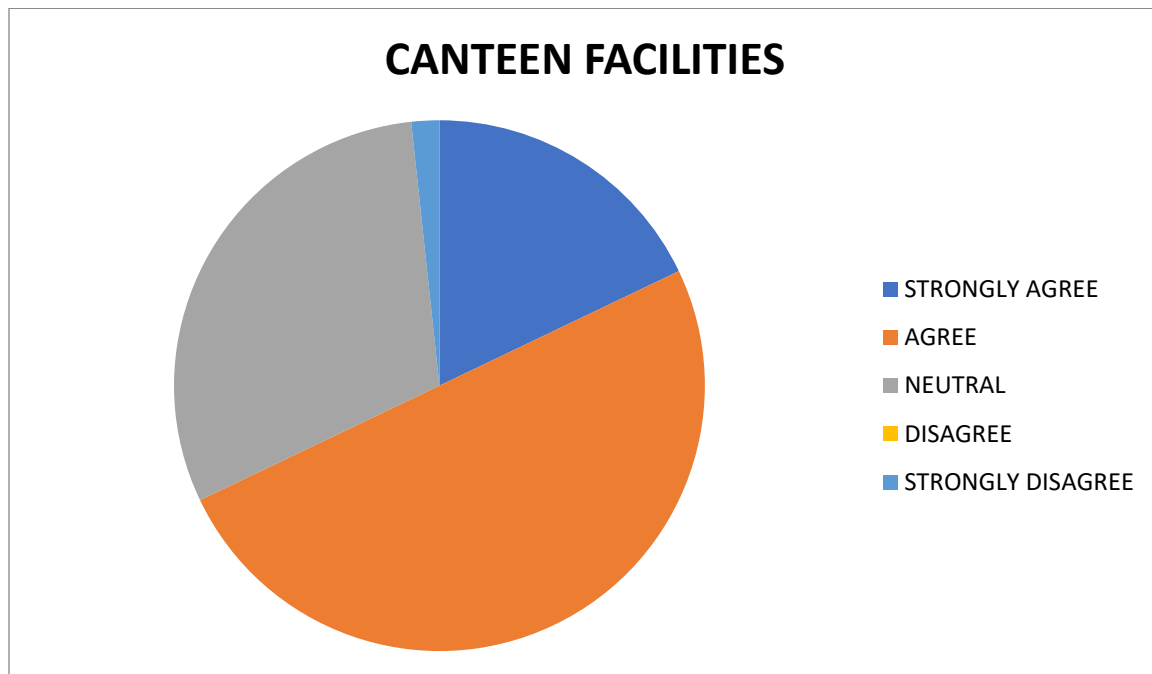


Inference:

From the above table 28.6% strongly agree with festive and family functions leaves provided by the organization, 39.3% of respondents agree with it, 25% are neutral with it, 3% disagrees it and 4% of respondents strongly disagrees with it.

11) ARE YOU SATISFIED WITH THE OVERALL CANTEEN

Particulars	Responses	Percentage
Strongly agree	10	17.9%
Agree	28	50%
Neutral	17	30.4%
Disagree	-	-
Strongly Disagree	1	1.7%
Total	56	100%

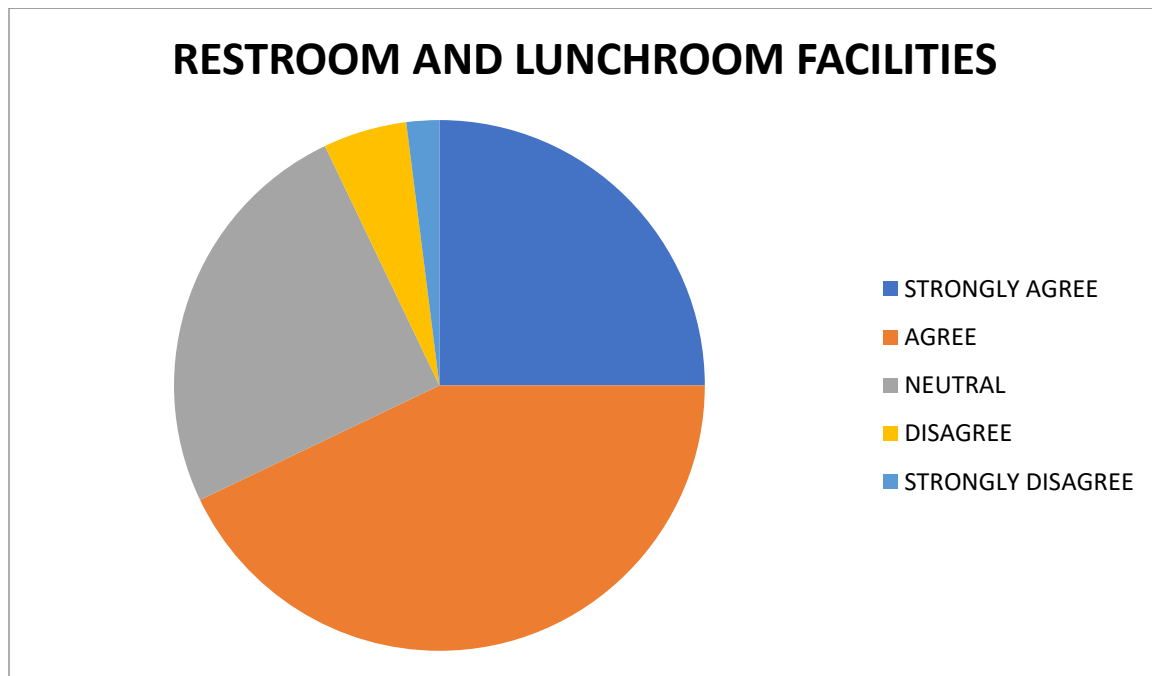


Inference:

From the above table 17.9% strongly agree with the canteen facilities, 50% respondents agree with canteen facilities provided, 30.4% respondents are neutral with it, and some disagrees with it 1.7%, strongly disagrees with the canteen facilities provided

12) RESTROOM AND LUNCHROOM FACILITIES

Particulars	Responses	Percentage
Strongly agree	14	25%
Agree	24	42.9%
Neutral	14	25%
Disagree	3	5.1%
Strongly disagree	1	2%
Total	56	100%

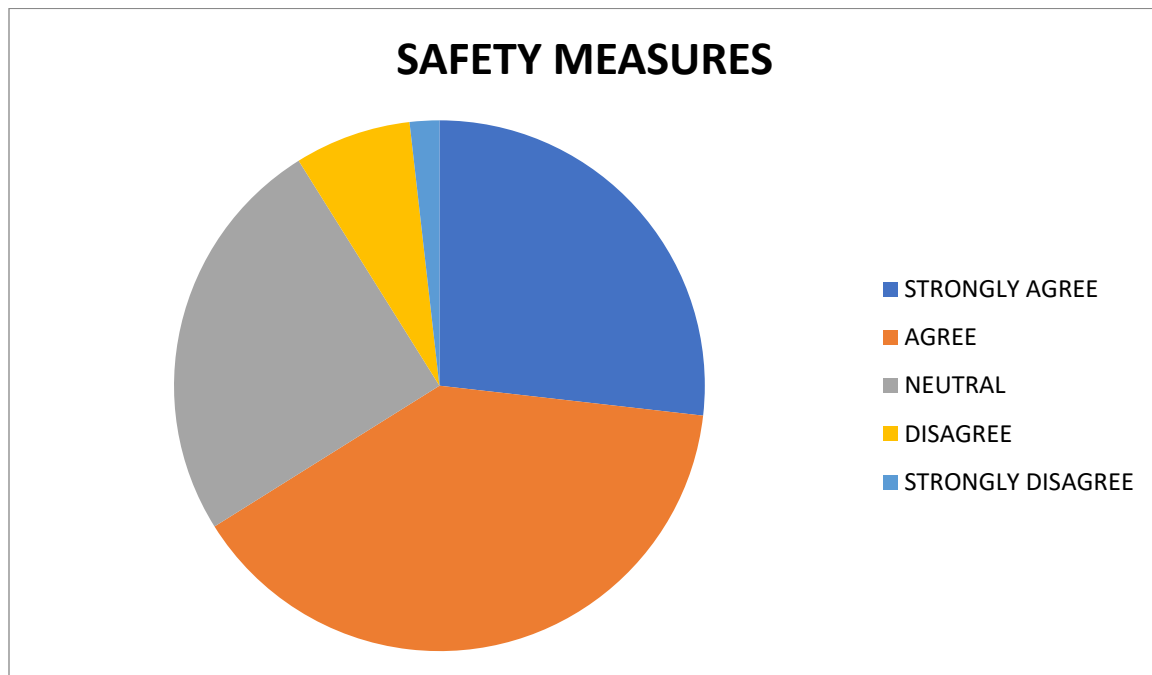


Inference:

From the above 25% respondents strongly agree with it restrooms and lunchroom facilities provided, 42.9% agrees with the facilities, 25% are neutral with it, 5.1% disagrees with it, and 2% strongly disagrees with it.

13) COMPANY FOLLOW STRONG SAFETY MEASURE

Particular	Responses	Percentage
Strongly agree	15	26.8%
Agree	22	39.3%
Neutral	14	25%
Disagree	4	7.1%
Strongly disagree	1	1.8%
total	56	100%

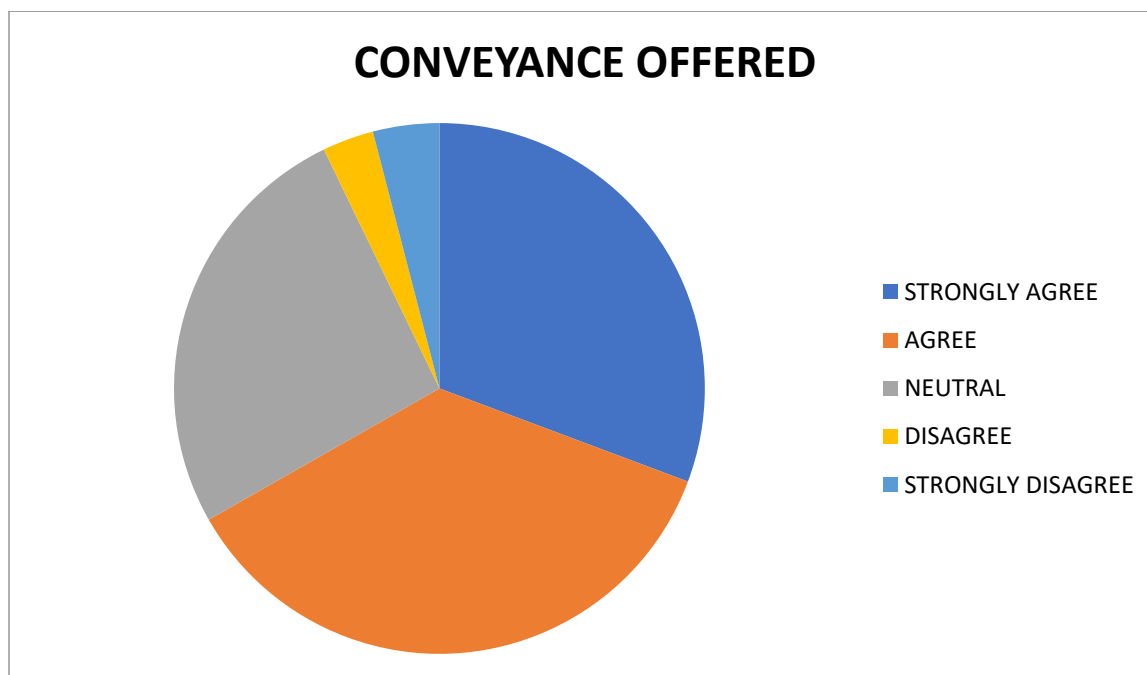


Inference:

From the above table 26.8% respondents strongly agree with the safety measures, 39.3% respondents agree with safety measures, 25% respondents are neutral with it, 7.1% disagree with it, 1.8% respondents strongly disagree with the safety measures provided.

14) YOUR OPINION CONVEYANCE OFFERED BY THE ORGANIZATION

Particulars	Respondents	Percentage
Strongly agree	17	30.4%
Agree	20	35.7%
Neutral	15	26.8%
Disagree	2	3.1%
Strongly disagree	2	4%
total	56	100%

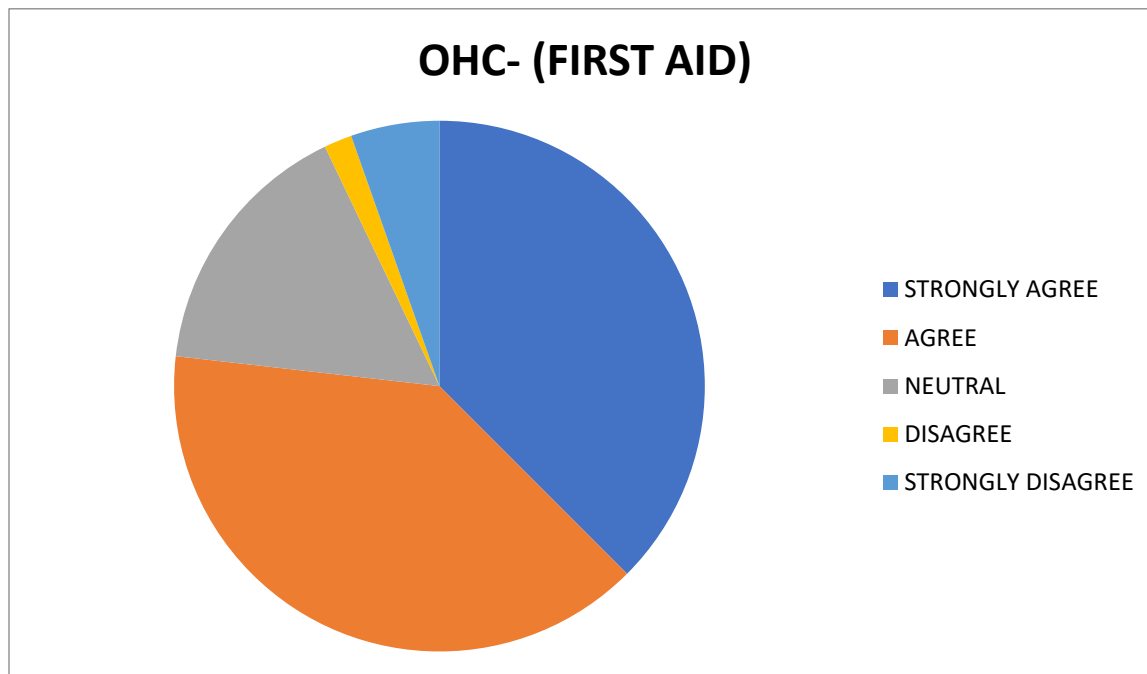


Inference:

From the above table 30.4% strongly agrees with the conveyance allowance offered by the organization, 35% respondents agree with it, 26.8% are neutral with it, 3.1% disagrees with it, 4% respondents strongly disagree with the conveyance allowance offered.

15) ARE YOU SATISFIED WITH OHC FIRST AID PROVIDED BY THE ORGANIZATION?

Particulars	Respondents	Percentage
Strongly agree	21	37.5%
Agree	22	39.3%
Neutral	9	16.1%
Disagree	2	1.7%
Strongly disagree	3	5.4%
Total	56	100%

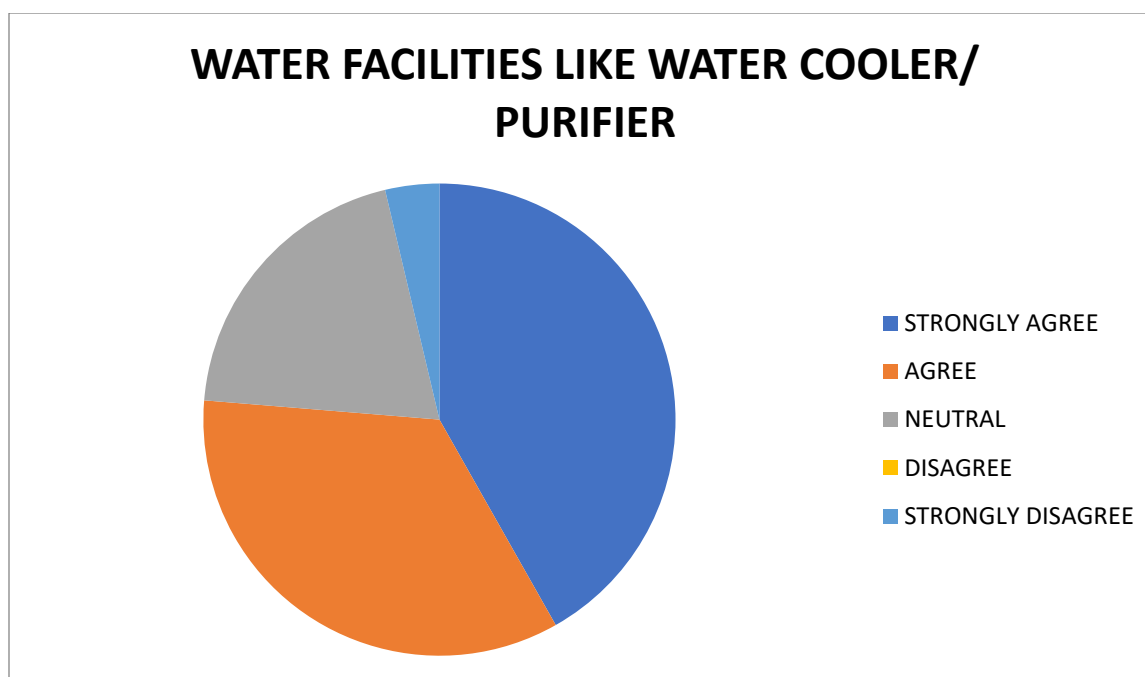


Inference:

From the above table 37.5% respondents strongly agree with the first aid (OHC) facilities provided by the firm, 39.3% agree with the First Aid facilities provided, 16.1% respondents are neutral with it, 1.7% disagrees with the first aid facilities, And 5.4% strongly disagrees with the first aid facilities.

16) ADEQUATE DRINKING WATER FACILITIES LIKE WATER COOLER/ PURIFIER

Particulars	Respondents	Percentage
Strongly agree	23	41.8%
Agree	19	34.5%
Neutral	11	20%
Disagree	-	-
Strongly disagree	2	3.7%
Total	55	100

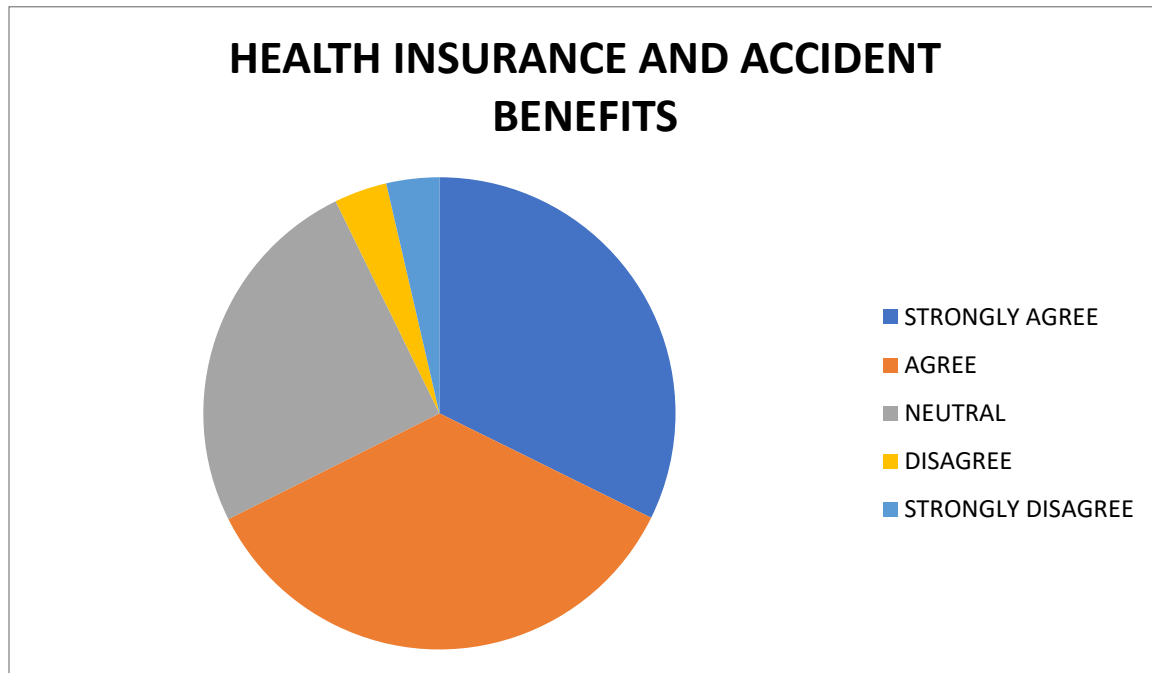


Inference:

From the above table 41.8% respondents strongly agree with the adequate drinking water facilities and water cooler/ purifier provided, 34.5% agree with it, 20% respondents are neutral with it, no one disagrees with it, 3.7% strongly disagrees.

17) HEALTH INSURANCE AND ACCIDENT BENEFITS

Particulars	Respondents	Percentage
Strongly agree	18	32.1%
Agree	20	35.1%
Neutral	14	25%
Disagree	2	3.6%
Strongly disagree	2	3.6%
Total	56	100%

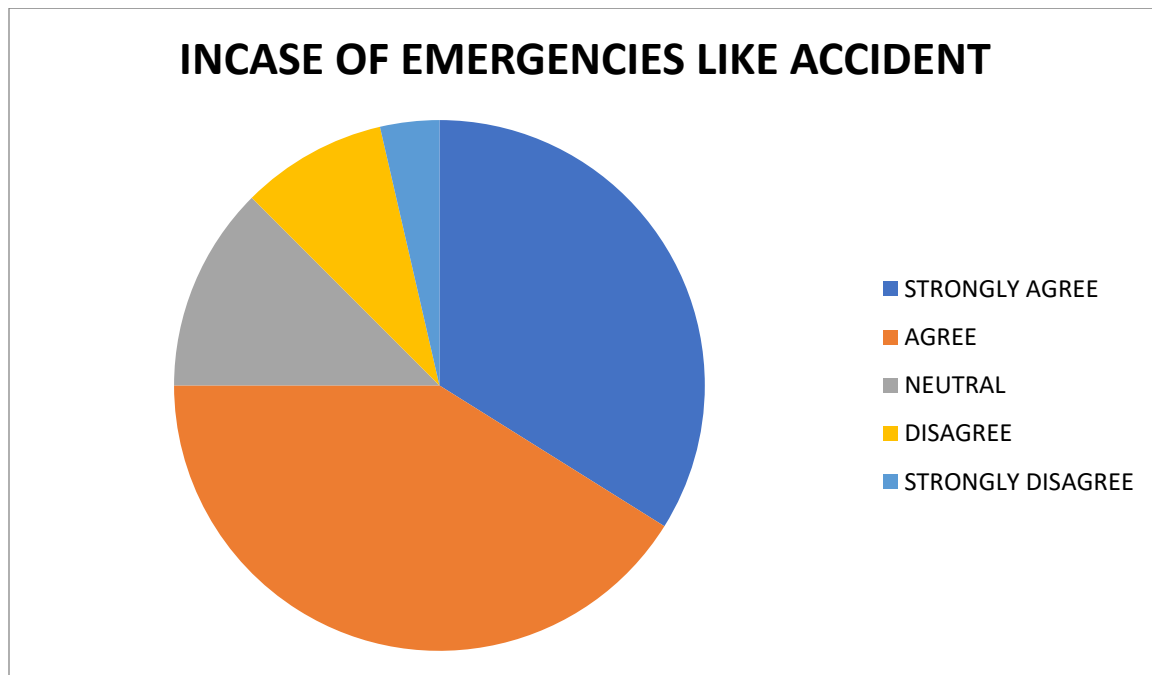


Inference:

From the above table 32.1% respondents strongly agree with the insurance and accident benefits provided by the company, 35.7% respondents agree with it 25% are neutral with 3.6% disagrees with and 3.6% strongly disagrees.

18) IN CASE OF ANY EMERGENCIES LIKE ACCIDENT

Particulars	Respondents	Percentage
Strongly agree	19	33.9%
Agree	23	41.1%
Neutral	7	12.5%
Disagree	5	8.9%
Strongly Disagree	2	3.6%
Total	56	100%

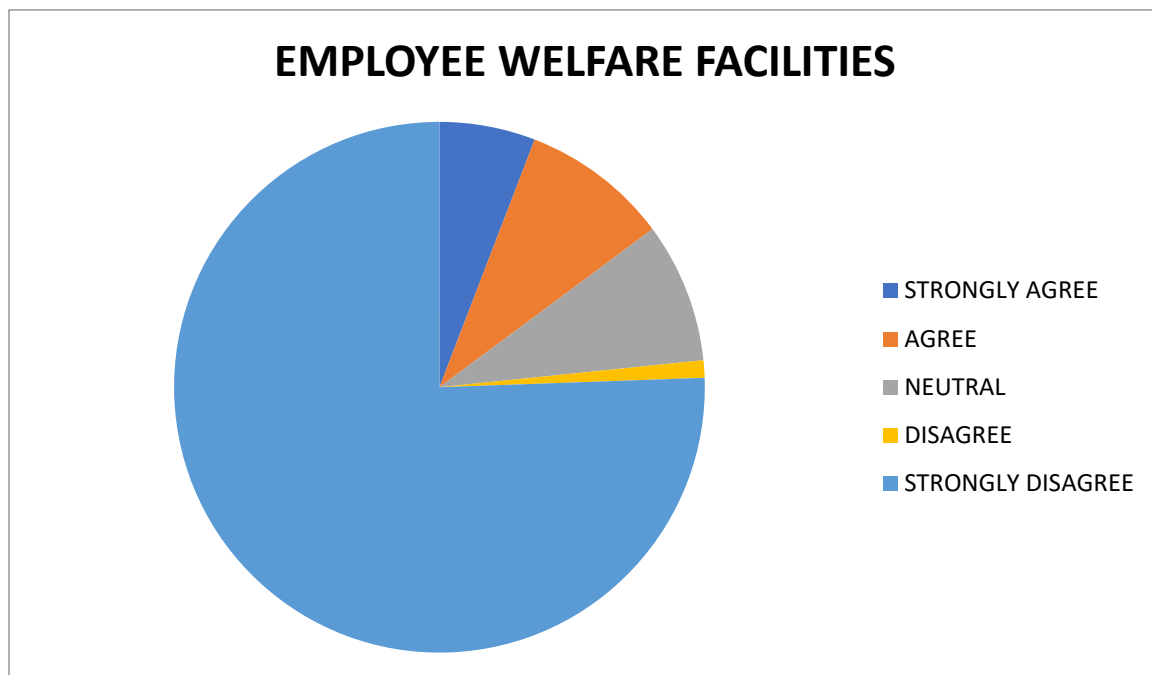


Inference:

From the above table 33.9% respondents strongly agrees with the involvement of company in case of emergencies, 41.1% agrees with it, 12.5% are neutral with it, 8.9% disagrees with it, 3.6% strongly disagrees with it.

19) EMPLOYEE WELFARE FACILITIES

Particulars	Respondents	Percentage
Strongly agree	13	23.2%
Agree	20	35.7%
Neutral	19	33.9%
Disagree	3	4.2%
Strongly disagree	1	3%
Total	56	100%

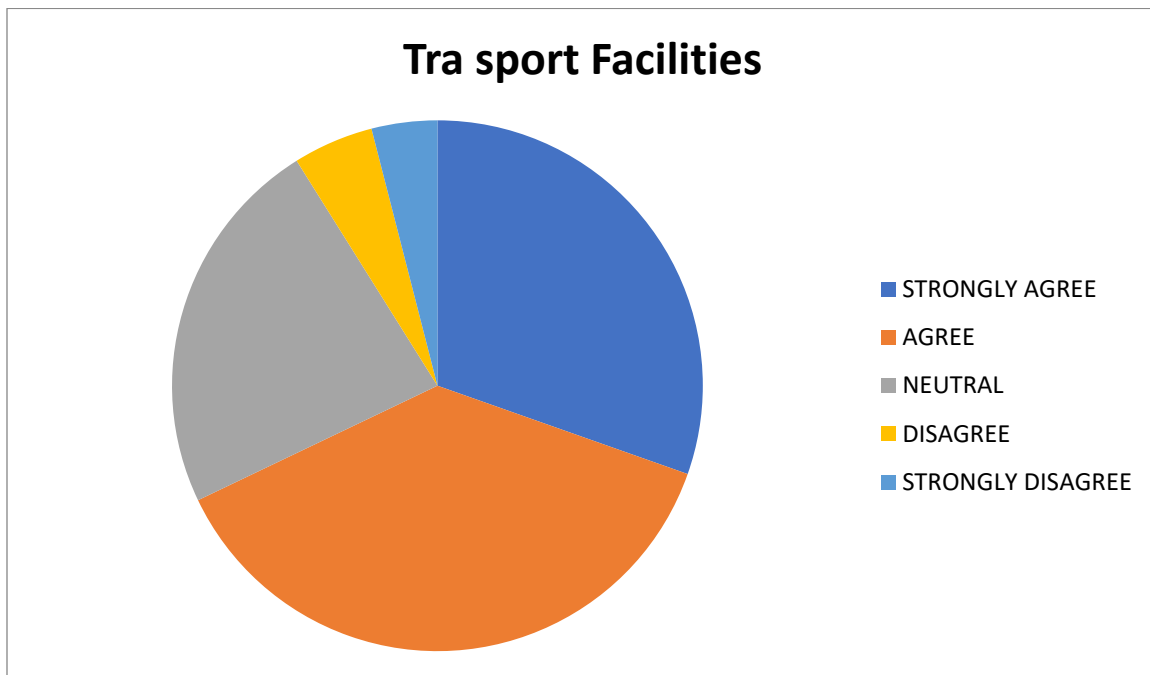


Inference:

From above table 23.9% respondents strongly agrees with the employees welfare facilities, 35.7% agrees with it, 33.9% are neutral with it, 42.1% disagrees with it, 3% strongly disagrees with it.

20) TRANSPORT FACILITES

Particulars	Respondents	Percentage
Strongly agree	17	30.4%
Agree	21	37.5%
Neutral	13	23.2%
Disagree	3	4.9%
Strongly disagree	2	4%
Total	56	100

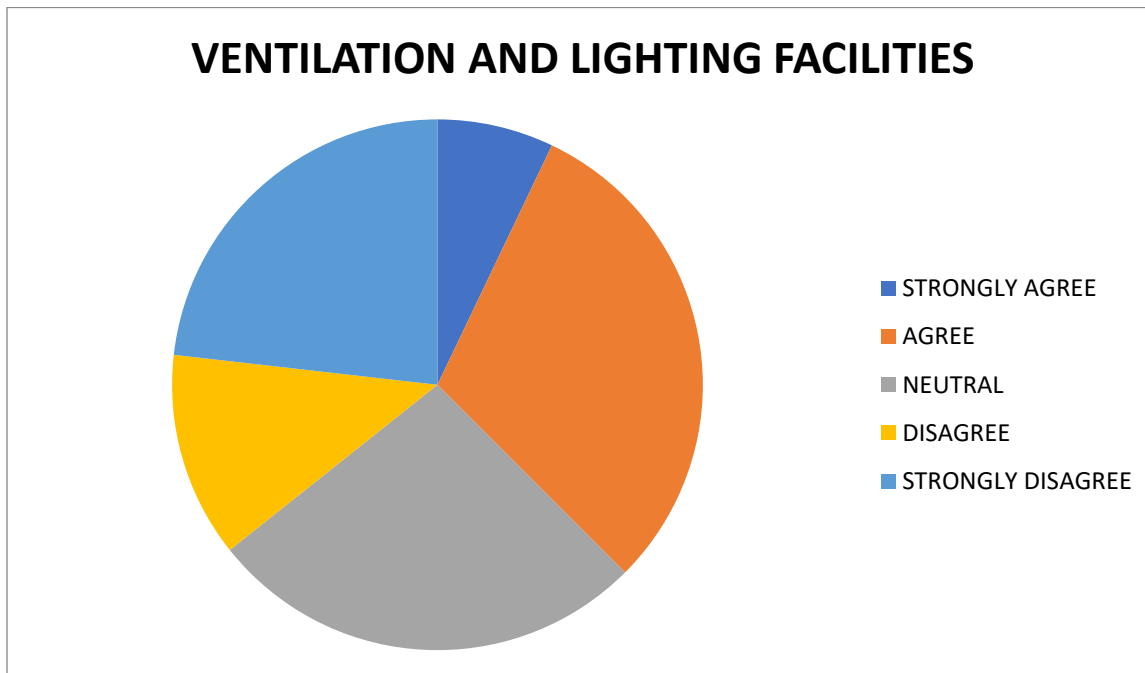


Inference:

From the Above Table 30.4% strongly agree with Transport Facilities, 37.5% agree with it, and 23.2% are neutral and 4.9% disagree and 4% strongly disagrees.

21) VENTILATION AND LIGHTING FACILITIES

Particulars	Respondents	Percentage
Strongly Agree	4	7.1%
Agree	17	30.4%
Neutral	15	26.8%
Disagree	7	12.5%
Strongly Disagree	13	23.2%
Total	56	100

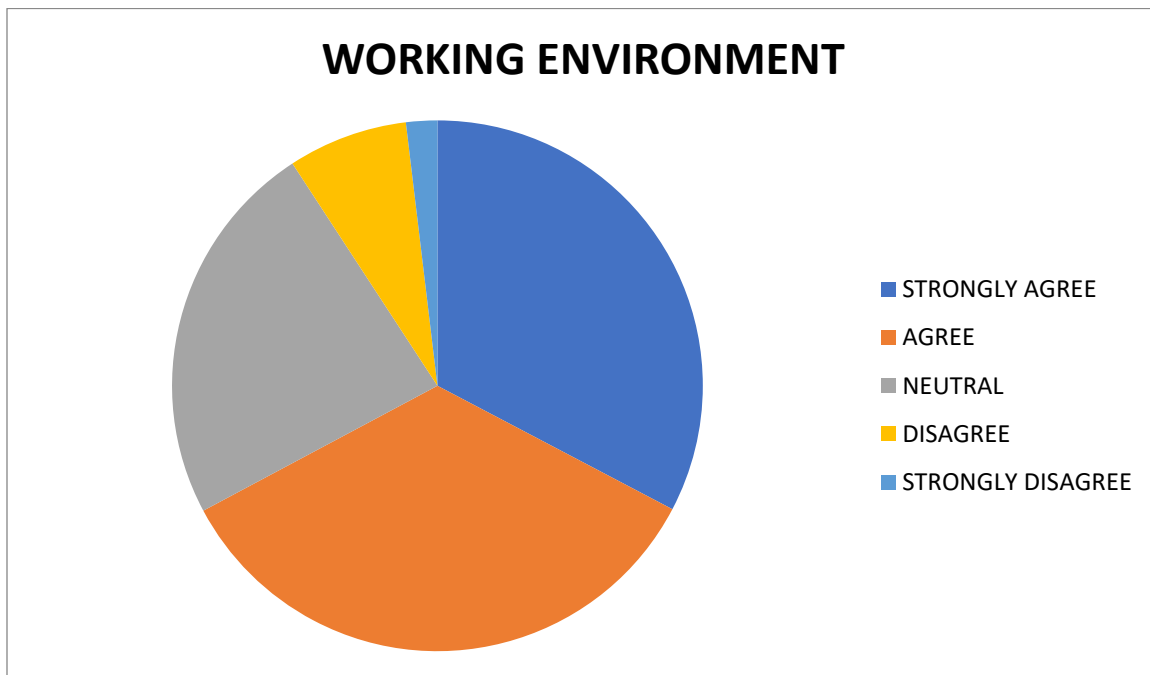


Inference:

From the Above Table 7.1% respondents strongly agree with Ventilation and lighting Facilities provided, 30.4% agrees with it, 26.8% are neutral with it, 12.5% disagrees with it, 23.2% strongly agrees with the lighting and ventilation.

22) YOUR OPINION TOWARDS WORKING ENVIRONMENT

Particulars	Respondents	Percentage
Strongly agree	18	32.7%
Agree	19	34.5%
Neutral	13	23.6%
Disagree	4	7.3%
Strongly disagree	1	1.9%
Total	55	100

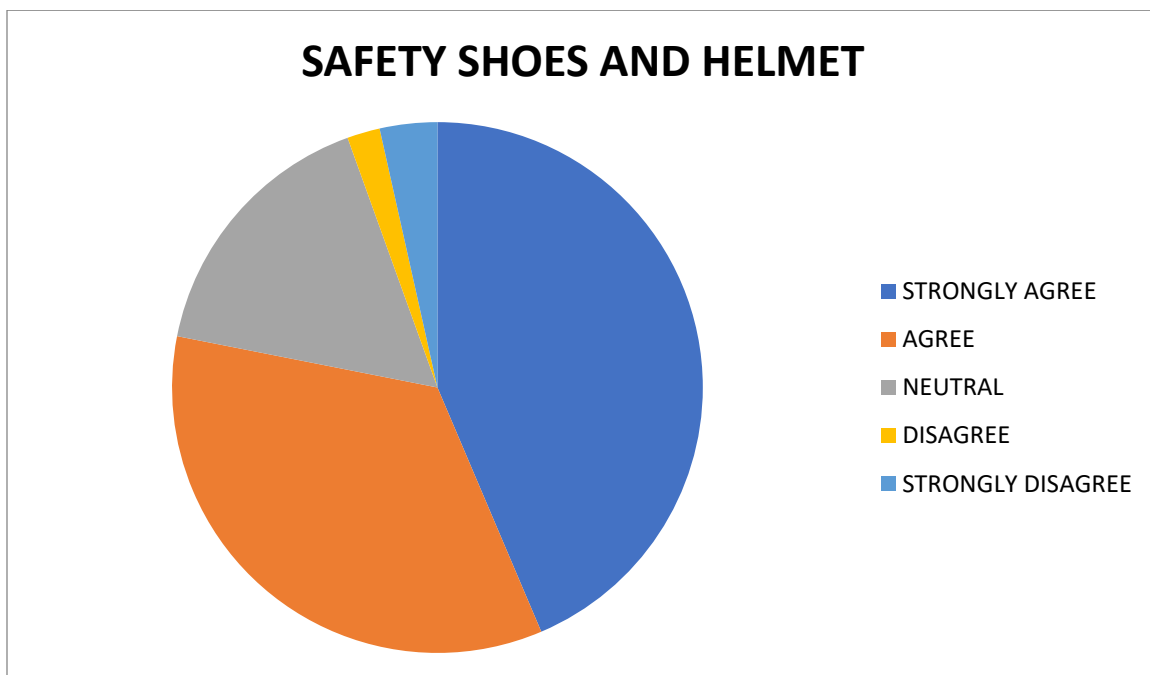


Inference:

From the above table 32.7% strongly agree with working environment, 34.5% agree with it, 23.6% are neutral with it, 7.3% disagrees and some of them strongly disagrees.

23) WORKERS SATISFIED WITH SAFETY SHOES AND HELMET

Particulars	Respondents	Percentage
Strongly agree	24	43.6%
Agree	19	34.5%
Neutral	9	16.4%
Disagree	1	2%
Strongly disagree	3	3.5%
Total	55	100

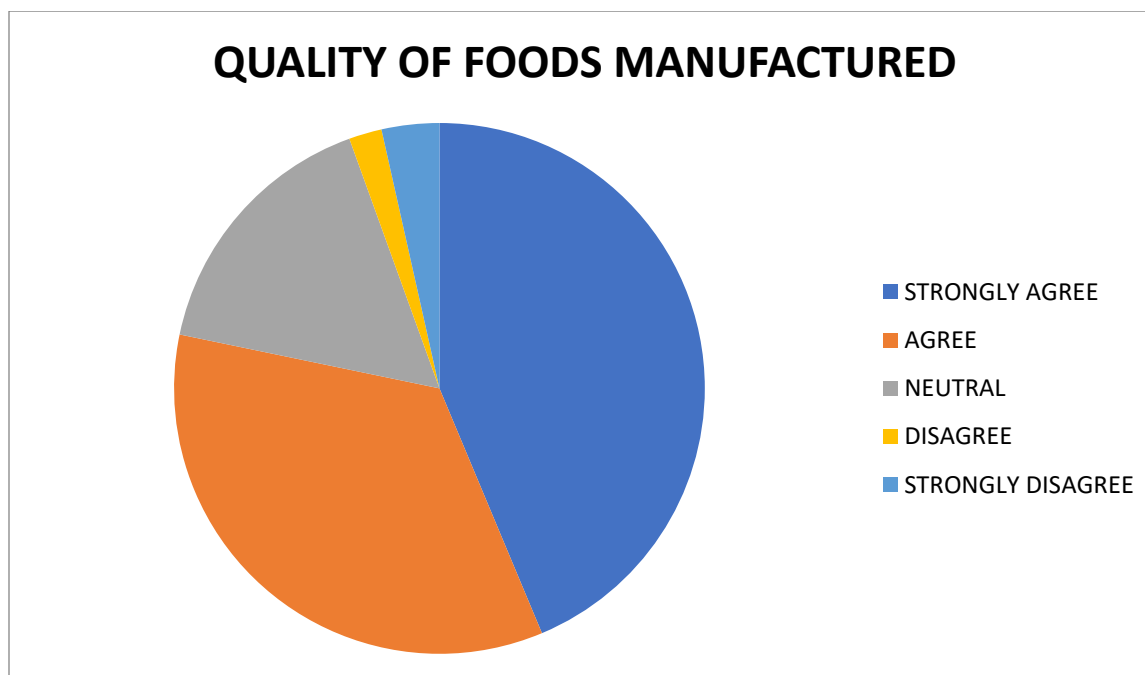


Inference:

From the above Table 43.6% strongly agree with safety shoes and helmet provided by the company, 34.5% agrees with it and 16.4% are neutral with it, 2% disagrees it and 3.5% strongly disagrees.

24) PLEASE STATE THE QUALITY OF THE FOODS MANUFACTURED

Particulars	Respondents	Percentage
Strongly agree	24	43.6%
Agree	19	34.5%
Neutral	9	16.2%
Disagree	1	2%
Strongly disagree	3	3.5%
Total	55	100



Inference:

From the above table 43.6% strongly agree with taste and quality of foods manufactured, 34.5% agrees with it, 16.4% neutral, 2% disagrees and 3.5% strongly disagrees with the taste.

CHAPTER-5

**FINDINGS, SUGGESTIONS,
CONCLUSION**

5.1 Findings:

- Majority 76% of respondents are in the age of 18-22 years.
- Majority 75% of respondents are male.
- Majority 46.3% of respondents report in No. of labour working are 20-30.
- Majority 53.6% of respondents belong to the educational qualification of graduate.
- Majority 78.6% respondents are unmarried.
- Majority 85.2% of respondents belong to the year of work experience of less than 5 years.
- Majority 85.2% of respondents reasons for working in organization is reputed company.
- Majority 58.9% of respondents are temporary employee.
- Majority 55.4% of respondents agree with medical benefits for employees and their families.
- Majority 39.3% of respondents agreed with the festival and family function leave provided by organization.
- Majority 50% of respondents agreed with the overall facilities provided by the organization.
- Majority 42.9% of respondents agreed with lunchroom facilities to the employees.
- Majority 39.3% of respondents agreed with the company's execution in strong safety measures.
- Majority 35.7% of respondents agreed with the conveyance allowance offered by the organization.
- Majority 39.3% of respondents agreed with OHC (First aid) provided by the company.
- Majority 41.8% of respondents strongly agreed with adequate drinking water facilities like availability of water cooler /purifier.
- Majority 35.7% of respondents agreed with health insurance and accident benefits.
- Majority 41.1% of respondents agreed with involvement of organization in case of emergencies like accident.
- Majority 43.6% of respondents strongly agree with safety shoes and helmets provided by the organization.
- Majority 35.7% of respondents agreed with overall satisfaction with employee and welfare activities of organization.
- Majority 37.5% of respondents are satisfied with the transport facilities provided by the organization.
- Majority 30.4% of respondents agreed with agreed with ventilation and lighting provided by the organization in workplace.
- Majority 34.5% of respondents agreed with working environment.
- Majority 43.6% of respondents strongly agreed with taste and quality of foods manufactured in the organization.

5.2 Suggestsions:

- The employees and workers comes from villages and rural areas of districts.
- There are many competitors in the appalam and chips manufacturing .
- The company has to expand their source of business, by allotting many head and supervisors as there are many employees working in this organization
- . – And, the company has to increase in their transport facilities for both employees welfare and for company's own uses.
- And, the company should provide lots of safety measures like fire extinguishers and safety kits for employees welfare and as it is a foodd industry to prevent from any damages.

5.3 Conclusion:

- ✓ The study on welfare measure of women employees helps the management to know the satisfaction level of the employees about the welfare measure provided by the company.
- ✓ From this study we can infer that the majority of the women employees are satisfied with the welfare measures.
- ✓ But there is also some dissatisfied employees in the organization.
- ✓ Though gender discrimination is not much prevailing in the organization, the dissatisfaction expressed by some sections are to be viewed seriously.
- ✓ The organization can consider all the suggestion of the study for further policy formulation.

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QUESTIONNAIRES :

1) Name:

2) Age:

3) Gender of the employee

a. Male

b. Female

4) Age of the employee?

a. 20-30

b. 30-40

c. 40-50

d. 50 above

5) Educational qualification of the employee?

a. SSLC

b. UG

c. PG

d. DIPLOMA

e. NIL

6) Marital status of the employee?

a. Single

b. Married

7) Experience of the employee?

- a. Less than 5 years
- b. 5-10 years
- c. 10-20 years
- d. More than 20 years

8) What is the reason for working in this organization?

- a. Reputed company
- b. Proximity to my house
- c. Attractive salary
- d. No specific reason

9) Type of the employee

- a. Temporary employee
- b. Permanent employee

10) How do you rate the medical benenfits provided by the organization for the employees and their families?

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree

11) Are you satisfied with the festival or family fuction leave provided by the organization?

a. Strongly agree

b. Agree

c. Neutral

d. Disagree

e. Strongly disagree

12) Are you satisfied with the overall canteen facilities provided by the organization?

a. Strongly agree

b. Agree

c. Neutral

d. Disagree

e. Strongly disagree

13) What is your opinion on restroom and lunchroom facility to the employees?

a. Strongly agree

b. Agree

c. Neutral

d. Disagree

e. Strongly disagree

14) Does the company follow strong safety measures?

a. Strongly agree

b. Agree

c. Neutral

d. Disagree

e. Strongly disagree

15) What is your opinion on conveyance allowance offered by the organization?

a. Strongly agree

b. Agree

c. Neutral

d. Disagree

e. Strongly disagree

16) Are you satisfied with the OHC (first aid) provided by the company?

a. Strongly agree

b. Agree

c. Neutral

d. Disagree

e. Strongly disagree

17) Is there adequate drinking water facilities like availability of water cooler/purifier?

a. Strongly agree

b. Agree

c. Neutral

d. Disagree

e. Strongly disagree

18) What is your opinion on health insurance and accident benefits?

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree

19) How is the involvement of organization in case of emergencies like accident?

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree

20) Are the workers satisfied with safety shoes and helmet provided by the organization?

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree

21) What is your opinion on overall satisfaction with employees welfare activities of the organization?

- a. Strongly agree
- b. Agree

c. Neutral

d. Disagree

e. Strongly disagree 53

22) Are you satisfied with the transport facility provided by the organization?

a. Strongly agree

b. Agree

c. Neutral

d. Disagree

e. Strongly disagree

23) Ventilation and lighting provided by the organization at work place is?

a. Strongly agree

b. Agree

c. Neutral

d. Disagree

e. Strongly disagree

24) What is your opinion towards working environment?

a. Strongly agree

b. Agree

c. Neutral

d. Disagree

e. Strongly disagree

25) Please state the taste and quality of kumaranappalam products?

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree