

A STUDY ON EMPLOYEE WELFARE MEASURES OF SNAM ALLOY PVT LTD AT PUDUCHERRY

Submitted in partial fulfilment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

by

THAMIZHSELVAN.D

REGISTER NO:42410206



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

SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

Accredited with Grade "A++" by NAAC | 12B Status by UGC |

CATEGORY - 1 UNIVERSITY BY UGC | Approved by AICTE

JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI -600119

December 2023



SATHYABAMA

**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 **THAMIZHSELVAN.D 42410206** who carried out the Project Training “**A STUDY ON EMPLOYEE WELFER MEASURES OF SNAM ALLOY PVT LTD AT PUDUCHERRY**” under my supervision from **October 2023 to december 2023**.

Dr. MATHAN N, M.COM., MBA., M.Phil., Phd.

Internal guide

External Guid

**Dr. BHUVANESWARI .G, MBA., Ph.D
Dean – School of Management Studies**

Submitted for Viva voce Examination held on_____

Internal Examiner

External Examiner

DECLARATION

I **THAMIZHSELVAN. D 42410206** hereby declare that the Project Report entitled “**A STUDY ON EMPLOYEE WELFER MEASURES OF SNAM ALLOY PVT LTD AT PUDUCHERRY**” done by me under the guidance of **Dr. MATHAN N, M.COM., MBA., M.Phil., Phd.,** is submitted in partial fulfilment of the requirements for the award of Master of Business Administration degree.

DATE:

PLACE: CHENNAI

THAMIZHSELVAN. D

ACKNOWLEDGEMENT

I am pleased to acknowledge my sincere thanks to 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. MATHAN N, M.COM., MBA., M.Phil., Phd.,** for her valuable guidance, suggestions and constant encouragement paved 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.

THAMIZHSELVAN. D

Snam Alloys Pvt.Ltd.

Kariamanickam Village,
Nettapakkam Commune,
Pondicherry - 605 106, INDIA.
Phone : +91 - 413 - 2695100
Fax : +91 - 413 - 2695123

Date: 08. 12.2023

CERTIFICATE

This is to certify that **Mr. THAMIZHSELVAN. D, (Reg No. 42410206) MBA** (Human Resource and Marketing) student of SATHYABAMA INSTITUTE OF SCIENCE AND TECHNOLOGY successfully completed his project in '**H.R. Department**' He also completed internship in our organization from 03.11.2023 to 08.12.2023.

During this period, he was found to be very enthusiastic and learning. We wish all success, in his future endeavors.

Yours faithfully,
For **SNAM ALLOYS PVT.LTD.**



R.RAMESH,
VICE PRESIDENT (Admin).

REGD. OFFICE : 21-E, ATTIBELE INDUSTRIAL ESTATE, ATTIBELE - 562 107.

ANEKAL TALUK, BANGALORE DISTRICT, INDIA.

E-mail : info@snam.co.in Website : <http://www.snam.co.in>

CIN No. U27101KA1985PTC007257



INDEX

Sr. No. Chapter	Page No
I Chapter 1	1-4
1.1 Introduction	
1.2 Objectives of Study	
1.3 Purpose and significance of the study	
1.4 Need of the study	
1.5 Limitation of Study	
1.6 Research methodology	
II Chapter 2	5-13
Literature Review	
III Chapter 3	14-19
Industrial and company profile	
3.1 Industry Review	
3.2 Company Review	
IV Chapter 4	20-22
Data Analysis and Inferences	
V Chapter 5	23-71
5.1 Finding	
5.2 suggestions	
5.3 conclusions	
BIOGRAPHY	72-75

LIST OF TABLES

SL.NO	TITLE	PAGE NO.
5.1	GENDER OF THE RESPONDENTS	21
5.2	AGE OF THE RESPONDENTS	22
5.3	EDUCATIONAL QUALIFICATION	23
5.4	EXPERIENCE OF THE RESPONDENTS	24
5.5	MONTHLY INCOME OF THE RESPONDENTS	25
5.6	AWARENESS OF WELFARE MEASURES	26
5.7	MEDICAL FACILITIES PROVIDED	27
5.8	SAFETY MEASURES PROVIDED	28
5.9	TRANSPORT FACILITIES PROVIDED	29
5.10	RECREATION FACILITIES PROVIDED	30
5.11	ESI FACILITIES PROVIDED	31
5.12	WORKING ENVIRONMENT	32
5.13	STANDARD OF LIVING	33
5.14	LOYALTY TOWARDS WORK	34
5.15	SAFETY HELMETS PROVIDED	35
5.16	SAFETY OUTFITS PROVIDED	36
5.17	LEATHER GLOVES PROVIDED	37
5.18	SAFETY SHOES PROVIDED	38
5.19	SAFETY MASK PROVIDED	39
5.20	LIFE SAVING APPLIANCES PROVIDED	40
5.21	HEALTHY INDUSTRIAL RELATIONSHIP	41
5.22	DRINKING WATER FACILITIES	42
5.23	SEATING ARRANGEMENTS	43

5.24	FIRST AID APPLIANCES	44
5.25	LIGHTING FACILITIES	45
5.26	CHANGING ROOM FACILITIES	46
5.27	RESTROOM FACILITIES PROVIDED	47
5.28	CANTEEN FACILITIES PROVIDED	48
5.29	EFFICIENCY TOWARDS WORK	49
5.30	MATERNITY LEAVE PROVIDED	50
5.31	WORKING HOURS	51
5.32	SECURITY	52
5.33	MOTIVATIONAL FACTOR	53
5.34	SATISFACTION OF OVERALL EMPLOYEE WELFARE	54
5.35	WEIGHTED AVERAGE	55
5.36	WEIGHTED AVERAGE	56
5.37	WEIGHTED AVERAGE	57
5.38	AGE OF THE RESPONDENTS	58
5.39	AWARENESS OF WELFARE MEASURES	58
5.40	CHI SQUARE TABULATION	59
5.41	CHI SQUARE RESULTS	59
5.42	EFFICIENCY TOWARDS WORK	60
5.43	MOTIVATIONAL FACTOR	60
5.44	CORRELATION RESULT	61

LIST OF CHARTS

SL.NO	TITLE	PAGE NO.
5.1	GENDER OF THE RESPONDENTS	21
5.2	AGE OF THE RESPONDENTS	22
5.3	EDUCATIONAL QUALIFICATION	23
5.4	EXPERIENCE OF THE RESPONDENTS	24
5.5	MONTHLY INCOME OF THE RESPONDENTS	25
5.6	AWARENESS OF WELFARE MEASURES	26
5.7	MEDICAL FACILITIES PROVIDED	27
5.8	SAFETY MEASURES PROVIDED	28
5.9	TRANSPORT FACILITIES PROVIDED	29
5.10	RECREATION FACILITIES PROVIDED	30
5.11	ESI FACILITIES PROVIDED	31
5.12	WORKING ENVIRONMENT	32
5.13	STANDARD OF LIVING	33
5.14	LOYALTY TOWARDS WORK	34
5.15	SAFETY HELMETS PROVIDED	35
5.16	SAFETY OUTFITS PROVIDED	36
5.17	LEATHER GLOVES PROVIDED	37
5.18	SAFETY SHOES PROVIDED	38
5.19	SAFETY MASK PROVIDED	39
5.20	LIFE SAVING APPLIANCES PROVIDED	40
5.21	HEALTHY INDUSTRIAL RELATIONSHIP	41
5.22	DRINKING WATER FACILITIES	42
5.23	SEATING ARRANGEMENTS	43

5.24	FIRST AID APPLIANCES	44
5.25	LIGHTING FACILITIES	45
5.26	CHANGING ROOM FACILITIES	46
5.27	RESTROOM FACILITIES PROVIDED	47
5.28	CANTEEN FACILITIES PROVIDED	48
5.29	EFFICIENCY TOWARDS WORK	49
5.30	MATERNITY LEAVE PROVIDED	50
5.31	WORKING HOURS	51
5.32	SECURITY	52
5.33	MOTIVATIONAL FACTOR	53
5.34	SATISFACTION OF OVERALL EMPLOYEE WELFARE	54

CHAPTER 1

INTRODUCTION

Steel is crucial to the development of any modern economy and is considered to be the backbone of human civilization. The level of per capita consumption of steel is treated as an important index of the level of socioeconomic development and living standards of the people in any country. It is a product of a large and technologically complex industry having strong forward and backward linkages in terms of material flows and income generation. All major industrial economies are characterized by the existence of a strong steel industry and the growth of many of these economies has been largely shaped by the strength of their steel industries in their initial stages of development. Steel industry was in the vanguard in the liberalization of the industrial Sector and has made rapid strides since then. The new Greenfield plants represent the latest in technology. Output has increased, the industry has moved up in the value chain and exports have raised consequent to a greater integration with the global economy. The new plants have also brought about a greater regional dispersion easing the domestic supply position notably in the western region. At the same time, the domestic steel industry faces new challenges. Some of these relate to the trade barriers in developed markets and certain structural problems of the domestic industry notably due to the high cost of commissioning of new projects. The domestic demand too has not improved to significant levels. The litmus test of the steel industry will be to surmount these difficulties and remain globally competitive.

OBJECTIVES OF THE STUDY

- To know the awareness level of employee towards welfare measures provided at SNAM ALLOYS (PVT) LTD.
- To analyze the various employee welfare measures adopted at SNAM ALLOYS.
- To find out the levels of satisfaction among employees at SNAM ALLOYS with respective to various welfare measures.

PRIMARY OBJECTIVE:

A study on Employee Welfare Measures at SNAM ALLOYS (PVT) Ltd, Puducherry.

SECONDARY OBJECTIVE:

To provide valuable suggestions and recommendations to improve the employee welfare measures at SNAM ALLOYS (PVT) LTD, Puducherry.

NEED FOR THE STUDY:

Welfare benefits are a necessity in every organization today. Employees have to be kept motivated at all times through various measure and activities. This strengthens their sense of belongingness and responsibility towards the company. In this background study is selected to know the welfare benefits provided at SNAM ALLOYS.

LIMITATIONS OF THE STUDY:

- As the company have their shift basis it was quite difficult to get response from the employees who works on the night shift.
- As it was a manufacturing company the employees were busy in their work so getting response from the employees was difficult.
- Some employees hesitated to answer certain questions.
- The conclusion and suggestions were given based on the employee's response.
-

SCOPE OF THE STUDY:

- The study focuses on the welfare measures provided to the employees of the organization.
- The study helps in identifying the level of satisfaction of the employees and their efficiency towards work.
- This study helps the researcher to know the intense meaning of “**Employee Welfare Measures**” in an organization.

RESEARCH METHODOLOGY

MEANING:

Research in common parlance refers to a search for knowledge. Research, simply put is an endeavour to discover answers to the problem through the application of scientific method to the knowable universe.

DEFINITION:

“Systematized efforts to gain new knowledge “

- REDMAN AND MORAY

RESEARCH DESIGN:

The Research Design undertaken for the study is descriptive one. A study, which wants to portray the characteristics of a group or individuals or situation, is known as descriptive study. It is mostly qualitative in nature. The main objective of descriptive study is to acquire knowledge. In the present study, descriptive method is used to study the prevailing organizational climate.

CHAPTER 2

REVIEW OF LITRETURE

Employee welfare facilities in the organization effects on the behaviour of the employees as well as on the productivity of the organization. While getting work done through employees the management must provide required good facilities to all employees. The management should provide required good facilities to all employees in such way that employees become satisfied and they work harder and more efficiently and more effectively.

Welfare is a broad concept referring to a state of living of an individual or a group, in a desirable relationship with the total environment – ecological economic and social. It aims at social development by such means as social legislation, social reform social service, social work, social action. The object of economics welfare is to promote economic production and productivity and through development by increasing equitable distribution. Labour welfare is an area of social welfare conceptually and operationally. It covers a broad field and connotes a state of well-being, happiness, satisfaction, conservation and development of human resources.

DEFINITION:

Employee welfare means “the efforts to make life worth living for workmen.” According to Todd “employee welfare means anything done for the comfort and improvement, intellectual or social, of the employees over and above the wages paid which is not a necessity of the industry.”

Employee welfare is an area of social welfare conceptually and operationally. It covers a broad field and connotes a state of well-being, happiness, satisfaction, conservation and development of human resources and also helps to motivation of employee. The basic propose of employee welfare is to enrich the life of employees and to keep them happy and conducted. Welfare measures may be both Statutory and Non statutory welfare, require the employer to extend certain benefits to employees in addition to wages or salaries.

STATUTORY WELFARE MEASURES:

The statutory welfare schemes include the following provisions:

1. **Drinking Water:** At all the working places safe hygienic drinking water should be provided.

2. **Facilities for sitting:** In every organization, especially factories, suitable seating arrangements are to be provided.
3. **First aid appliances:** First aid appliances are to be provided and should be readily assessable so that in case of any minor accident initial medication can be provided to the needed employee.
4. **Latrines and Urinals:** A sufficient number of latrines and urinals are to be provided in the office and factory premises and are also to be maintained in a neat and clean condition.
5. **Canteen facilities:** Cafeteria or canteens are to be provided by the employer so as to provide hygienic and nutritious food to the employees.
6. **Spittoons:** In every work place, such as ware houses, store places, in the dock area and office premises spittoons are to be provided in convenient places and some are to be maintained in a hygienic condition.
7. **Lighting:** Proper and sufficient lights are to be provided for employees so that they can work safely during the night shifts.
8. **Washing places:** Adequate washing places such as bathrooms, wash basins with tap and tap on the stand pipe are provided in the port area in the vicinity of the work places.
9. **Changing rooms:** Adequate changing rooms are to be provided for workers to change their cloth in the factory area and office premises. Adequate lockers are also provided to the workers to keep their clothes and belongings.
10. **Rest rooms:** Adequate numbers of restrooms are provided to the workers with provisions of water supply, wash basins, toilets, bathrooms, etc.

NON STATUTORY SCHEMES:

Many non-statutory welfare schemes may include the following schemes:

1. **Personal Health Care (Regular medical check-ups):** Some of the companies provide the facility for extensive health check-up.
2. **Flexi-time:** The main objective of the flex time policy is to provide opportunity to employees to work with flexible working schedules. Flexible work schedules are initiated by employees and approved by management to meet business commitments while supporting employee personal life needs

3. **Employee Assistance Programs:** Various assistant programs are arranged like external counselling service so that employees or members of their immediate family can get counselling on various matters.
4. **Harassment Policy:** To protect an employee from harassments of any kind, guidelines are provided for proper action and also for protecting the aggrieved employee.
5. **Maternity & Adoption Leave** – Employees can avail maternity or adoption leaves. Paternity leave policies have also been introduced by various companies.
6. **Medi-claim Insurance Scheme:** This insurance scheme provides adequate insurance coverage of employees for expenses related to hospitalization due to illness, disease or injury or pregnancy.
7. **Employee Referral Scheme:** In several companies employee referral scheme is implemented to encourage employees to refer friends and relatives for employment in the organization
8. **Employee Welfare Measures- A Study on Cement Corporation of India Units, in Thandur and Adilabad (2015) by B.R. Manasa:**
9. Employee's welfare refers to "the efforts which are provided by the employer for the good life worth of its employees". Employee's welfare means anything done for the comfort and intellectual, improvement or social, of the employees over and more than the wages paid which is not a necessity of the industry". Organizations provide welfare facilities to their employees to keep their motivation levels high enough. The employee welfare schemes can be classified into two categories viz. Intra-mural and Extra-Mural.
10. The Intra-Mural schemes are those schemes that are compulsory to provide by an organization as compliance to the laws governing employee health and safety. The Extra-Mural schemes differ from organization to organization and from industry to industry. 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 in-depth 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 it is also focused on layoff benefits, welfare measures providing by the organization to its temporary employees.

A Study On Employee Welfare Measures With Reference To It Industry (2014) By Dr.K.Lalitham.Com, B.Ed., M.Phil. Ph.D. T.Priyankamba, (Ph.D.):

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

**Study on Employees Welfare Facilities Adopted at Bosch Limited, Bangalore (2013)
by Srinivas KT:**

The present study is made an attempt to identify welfare facilities and employee's satisfaction level about welfare facilities adopted at Bosch limited, Bangalore. To achieve the aforesaid objective data is gathered from 100 employees of the organization with random sampling technique. It is found that most of the respondents are aware about the legislative and non - legislative employee welfare facilities provided at the Company, welfare facilities like medical, canteen, working environment, safety measures etc., are provided by the company. And most of the employees are satisfied with the welfare facilities adopted by the company towards the employee's welfare.

A Study on Employee Health, Safety and Welfare Measures of Chemical Industry in the View of Salem Region (2013) By K. Logasakthi1 & K. Rajagopal:

Labour health, safety and welfare are the measures of promoting the efficiency of labour. The various welfare measures provided by the employer will have immediate impact on the health, physical and mental efficiency alertness, morale and overall efficiency of the worker and thereby contributing to the higher productivity. Some of the facilities and services which fall within the preview of labour welfare include adequate canteen facilities, accommodation arrangements, and recreational facilities, medical facilities transportation facilities for traveling from & to the place of work.

This paper highlights the welfare measures taken in the chemical industry, the employees' satisfaction level, and to identify the overall quality of work life of the employees. The Data collection was done through schedule. In some cases personal interview was needed at the time of filling up of questionnaire. To analyse, the collected data the researcher used simple percentage analysis, one way ANOVA and Chi-Square test. Different charts and graphs were drawn to interpret the collected data.

Employee Welfare Measures In Mining Industry– A Study With Reference To Statutory Welfare Measures in Nmdc, Donimalai Iron Ore Mine, Bellary District (2013) by Reshma.S.; Dr. M.J.Basavaraj:

In the economic development of a country, minerals play a significant role. Minerals constitute the backbone of the industrial economy of the country and the prosperity of any country is directly related to its minerals wealth and their judicious utilization.

Mining industry is playing a significant role in the overall economic development of India. Employee or labour welfare is a comprehensive term including various services, benefits and facilities offered to employees of the organization. Employee welfare activities are those, which include proper working conditions provided to the workers by the employer on a voluntary basis. A study on employee welfare measures in mining industry throws light on statutory welfare measures followed in Donimalai Iron Ore Mine, Bellary District. This study enlightens the concept of welfare measures; it also highlights the employee's perception regarding the various statutory welfare measures provided by the organization. The last part offers suitable suggestions to strengthen the statutory welfare measures in a sample unit.

Employees Satisfaction & Welfare Measures a Case Study with Special Reference to Don Bosco College Of Arts & Science, Sogathur, Dharmapuri (2013) by S. Prabakar, Research Scholar:

Every individual has certain needs and motives which he/she wants to fulfill. Any job which fulfills their needs and motives give him satisfaction. There are some situational factors responsible for job satisfaction .The important causes of job satisfaction are wage incentive systems, the work environment, length of working hours, behavior of the supervisor, security, scope for promotion and recognition of merit. Besides proper evaluation of work, impartial behavior and social relationship with co-workers etc. are also contributory factors.

The term welfare proposes many ideas, meanings and connotations, such as the state of well-being, health, happiness, prosperity and the development of human resources. As a total concept of welfare, it is a desirable state of existence involving physical, mental, moral and emotional well-being.

Employee welfare measures in Auto sector (2013) by PoonamSalaria, SumitSalaria:

Employee welfare is “the efforts to make life worth living for workmen”. Employee welfare means anything done for the comfort and improvement, Intellectual or social, of the employees over and above the wages paid which is not a necessity of the industry”. Organizations provide welfare facilities to their employees to keep their motivation levels high. The employee welfare schemes can be classified into two categories viz. Statutory and non-statutory welfare schemes. The statutory schemes are those schemes that are compulsory to provide by an organization as compliance to the laws governing employee health and safety. The non-statutory schemes differ from organization to organization and from industry to industry. The basic purpose of employees’ welfare is to enrich the life of employees and keep them happy and contented. Non-statutory benefits are the result of employers’ generosity, enlightenment and philanthropic feelings. It is one of many ways for people to feel heard, cared for, to be informed and to be involved. It is equally important to ensure that leaders and employees at all levels of the organization are aligned to the culture of the organization, and living it.

Role of Employee Welfare Services on Performance of the National Police Service in Kenya: A Case of Kisii Central District (2012) By Ms. Nyamwamu, Wilter Bosibori Mr.Atambo, Wallace Nyakundi:

Many organizations in Kenya are increasingly providing employee welfare services as a form of improving the productivity of employees at the workplace. However, the police department in Kenya has not been able to make substantial improvement in the terms and conditions of service, provision of welfare services and security to police officers and their families. Despite this, the police service has to promote the welfare of the society by creating the conditions in which people can live and pursue their own affairs without interference. It was on this basis that the study sought to assess the role of employee welfare services on the performance of the national police service in Kisii central district. The study was based on the functional theory of labour welfare which suggests that welfare can be used to secure, preserve and develop efficiency and productivity of labour. The study employed a descriptive survey design. The study targeted a population of 382 respondents consisting of 2 top managers, 40 middle-level managers, 40 lower level managers, 200 general duty officers, 30 clerical officers, 40 special duty officers and 30 drivers.

Stratified sampling was used to select a sample size of 115 respondents consisting of 1 top manager, 12 middle-level managers, 12 lower level managers, 60 general duty officers, 9 clerical officers, 12 special duty officers and 9 drivers in Kisii Central District. Self-administered structured questionnaires and interviews were used to collect data.

Descriptive statistics such as frequencies, weighted averages and percentages were used to analyse data. The study established that there were no proper systems of employee welfare services in Kisii central district, and those that exist were not properly implemented although they played a major role on the performance of the national police service and it therefore posed challenges on service delivery. The paper therefore recommended for a similar study to be conducted in the national police service in other districts in Kenya to compare the findings.

Employee Welfare Activities with Respective Measures in Industrial Sector - A Study on Industrial Cluster At Chittor District (2011) By Dr. P. Venugopal:

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. It is for the management to see that the workers get economic, social and individual satisfaction, employee welfare activities are undertaken. The Study on “employee welfare measures” is conducted with the main objective of evaluating the effectiveness of welfare measures in industrial sector and to suggest measures to make existing welfare measures much more effective and comprehensive so that the benefits of the employees will be increased. The concept of ‘employee welfare’ is flexible and elastic and differs widely with time, region, industry, social values and customs, degree of industrialization, the general economic development of the people and political ideologies prevailing at a particular time, it is also melded according to the age – group, sex, socio - cultural background, marital and economic status and educational level of the employee in various industries. In the ‘broader sense’, employee welfare may include not only the minimum standard of hygiene and safety laid down in general employee legislation, but also such aspects of working life as social insurance schemes, measures for the protection of women, limitation of hours of work, paid vacation, etc. 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.

A study on the various welfare measures and their impact on QWL provided by the Textile Mills with reference to Salem District, Tamil Nadu, India (2010) by A. Sabarirajan, T.Meharajan, B.Arun:

The Cotton Textile plays a vital role in human life. Textile industries are one of the important industries of India for earning Foreign Exchange and giving employment to lakhs of workers. Because of being a highly labour intensive industry it needs to concentrate more in the area of employee welfare. In this study we selected Salem District in Tamil Nadu, India for identifying various methods and also to identify the effectiveness of the methods. The study shows that 15% of the employees are highly satisfied with their welfare measures.

22 % of the employees are satisfied with their welfare measures. 39 % of the employees is average with their welfare measures. 16% of them are in highly dissatisfied level. Welfare measures plays important role in employee satisfaction and it results in improved quality of work life. This study throws light on the impact of welfare measures on QWL among the employees of textile mills in Salem district.

“A Study of Employee Welfare Measures at Ks & DI” At Ks & DI (2010) By Neenu N A Wahid:

The present study was under taken with such a task in mind and it aims at unearthing the strengths and weakness of the welfare measures in **integral coach factory Chennai** that is prevalent in the organization that sponsored this project work. Since organizations exist to achieve goals. The degree of success that individual employees have in reaching their individual goals is important in determining organizational effectiveness. The assessment of how successful employees have been at meeting their individual goals, therefore, becomes a critical part of Human Resource Management. This leads us to the topic of **Employees Welfare measures**. This project aims at knowing “Welfare System”. In this project the work atmosphere and the welfare measures provided by the organization has studied.

CHAPTER 3

INDUSTRIAL PROFILE

HISTORY OF STEEL:

Steel was discovered by the Chinese under the reign of Han dynasty in 202 BC till 220 AD. Prior to steel, iron was a very popular metal and it was used all over the globe. Even the time period of around 2 to 3 thousand years before Christ is termed as Iron Age as iron was vastly used in that period in each and every part of life. But, with the change in time and technology, people were able to find an even stronger and harder material than iron that was steel. Using iron had some disadvantages but this alloy of iron and carbon fulfilled all that iron couldn't do. The Chinese people invented steel as it was harder than iron and it could serve better if it is used in making weapons. Also, other new and improved technologies were gradually developed and steel soon became the key factor on which most of the economies of the world started depending.

SUPPLY OF STEEL IN THE INDIAN MARKET:

Over the past ten years India's crude steel output rose nearly 7% per year to 55.3 million tons, while global crude steel output increased by 4% (Germany managed an increase of just under 1% p.a.) Although India is the world's eighth largest steel producer, its 3%-plus share of global steel output is still very low; it is roughly the same as Ukraine's share of world steel production. China, the world's biggest steelmaker, produces nearly ten times as much as India. In 2005 India's crude steel output of 46.5 million tons was 8% higher than in 2004; only in China was the growth rate considerably higher at 15%. By contrast, production volumes fell in the US and the EU-25 by nearly 5% and roughly 4% respectively. In the first five months of 2006 Indian steel production continued to expand unabated, rising 10% yoy. We forecast a significant increase in output by the Indian steel industry over the medium term. The entire industry's contribution to gross domestic product should rise in the coming years to more than 30%—compared to just fewer than 27% at present. The growth drivers are the expanding client industries automotive engineering (production up 16% p.a. between 2000 and 2005), mechanical engineering (up 10% p.a.) and construction (up 6% p.a.).

RISK FACTORS:

Even though India is now one of the world's top ten steelmakers its domestic output is insufficient to meet the demand in all segments. In 2005, some 4.7 million tons of steel were imported, compared with only 2.2 million ten years earlier (an annual increase of 8%). The 31% growth in Indian import demand in 2005 of around 2 million tons is roughly equivalent to the total annual output of Hungary. Low steel prices smooth the way for imports from Russia, Ukraine and Kazakhstan. The geographical proximity of Japan, South Korea and China makes them important suppliers as well. We do not expect India to be self-sufficient in many segments over the medium term. There are several reasons for this: firstly, steel consumption is rising very fast as a consequence of the prospective dynamic economic growth. Secondly, there is demand for high-quality products which India will not be able to supply in sufficient quantities for the foreseeable future. In general, the trend towards weight-optimized components persists; this improves the prospects for Western European exporters in the Indian market. As a member of the WTO (since 1995) India is obliged to gradually abolish import restrictions, so importing steel should be far less problematic in future.

COMPANY PROFILE:

Snam Alloys Pvt Ltd. is one of the fastest growing and largest producers of Value-Added Ferro Alloys in the world. With 25 years national and international presence in over 40 countries and 6 continents around the world, Snam today is the undisputed producer in India and Asia to collectively manufacture Ferro Silicon, Ferro Silicon Magnesium & Ferro Silicon based Inoculants. Leading automotive and engineering foundries spanning across the globe go for the trusted and reliable Snam products to address their critical requirements.

YEAR	MILESTONE
1987	Incorporation of Snam Alloys
1988	Commercial production of Ferro Silicon
1990	Developed process of manufacture of Ferro Silicon Magnesium
1994	First export shipment

1994	Certified to ISO 9002:1987 standard by BVQI
1996	New 5MVA submerged arc furnace with state-of-the-art technology Installed to augment capacity.
1996 - 2011	Export performance award from EEPC - 15 consecutive years
2009	7MVA submerged arc furnace with state-of-the-art technology installed to Augment capacity at Andhra Pradesh.
2010	Commissioned 1.5 tons capacity Induction furnace in Pondicherry with Improved safety features.
2012	Inception of 12MVA submerged arc furnace

HAWK-EYED QUALITY CONTROL:

Being accredited with the ISO 9001 certification is enough proof of the highest quality in Snam's manufacture of Ferro Silicon, Ferro Silicon Magnesium and Inoculants.

Snam believes in stringent quality checks at various stage of manufacture from unloading, docketing and storage of raw materials to crushing and sizing of the final product. So each product goes through several quality checks before it leaves the factory

Moreover, the laboratory houses the most modern and well-calibrated instruments manned by competent and highly trained engineers who monitor quality scrupulously.

SNAM ALLOYS – UNIQUENESS:

- Snam Alloys is the only producer in India to collectively manufacture Ferro Silicon, Ferro Silicon Magnesium and Ferro Silicon based Inoculants.

- The only producer that has turned its operations to cater to the needs of the foundry industries.
- The only producer in India to produce Ferro Silicon Magnesium by plunging Magnesium into molten Ferro Silicon as soon as it is tapped from the submerged arc Ferro Silicon Furnace. This keeps the inherited properties of Ferro Silicon intact.
- The only producer of inoculants by alloying active ingredients in molten Ferro Silicon. Hence the customer is assured of supplier characteristics, consistent quality and excellent performance capabilities.

QUALITY POLICY:

We will supply products to our customers as per their quality specifications by procuring quality raw materials and manufacture in controlled conditions.

Everyone who is involved in production from procurement, handling and storage of raw materials, to working the furnace, Testing and inspection to final sizing and dispatch of the product is convinced that quality is vital. The commitment to quality is more than statistics it is a minute-to-minute reality

QUALITY OBJECTIVES:

- Develop customized products to suit the specific needs of the individual customers.
- Develop new products to beat obsolescence.
- Mechanization of production process wherever possible.
- Improve quality of work culture to avoid rework.
- Identify and provide products that satisfy customer needs and expectations.
- Make continuous improvements in production process and quality of products
- Wherever possible to provide greater customer satisfaction.
-

PRODUCTS:

SNAM COMPLETE PRODUCT RANGE

1. SNAM FERRO SILICON MAGNESIUM

2. INOCULANTS

- Ferro Silicon
- SNAM FESICAL
- Snam Hial
- Snam Bacal
- Snam Bacal 50
- Snam HiBacal
- Snam Ziman
- Snam X Bacal
- Snam Bial
- Snam Stron
- Snam Stron E
- Snam Stron (50)
- Snam Zircal
- Snam Lacal
- Snam Recal

3. SPECIAL PRODUCTS

- Inomould
- Inopacks
- Snam CGMG
- Snam LAMG
- Inocubes
- Snam Quick Nod

AWARDS AND CERTIFICATES

- ISO 9001: 2008 CERTIFICATION
- BEST VENDOR AWARD FROM NELCAST LIMITED
- CERTIFICATE OF APPROVAL FROM DGP HINODAY INDUSTRIES
- BEST EXPORTER AWARD
- ISO 14001: 2004 CERTIFICATION
- OHSAS 18001: 2007 CERTIFICATION
- CII EXIM BANK AWARD

INDIAN AGENTS:

- Andhra Pradesh
- Bangalore
- Bihar
- Chhattisgarh
- Coimbatore
- Goa
- Gujarat
- Haryana
- Himachal Pradesh
- Jammu – Kashmir
- Jharkhand
- Karnataka

CHAPTER 4

DATA ANALYSIS

In order to apply the statistical methods to any of enquiry it is essential that statistical data be collected as statistical analysis is not possible in the absence of quantitative data. Data are obtained either through a survey or experiment. In Social sciences where the use of statistical methods is indispensable, data can be collected only through statistical surveys. The research should keep in mind two types of data: i.e.

- Primary Data
- Secondary Data

PRIMARY DATA:

Primary data means the information which is collected directly. It is also called first-hand information.

Primary Data was collected through personal Interview. The structured interview schedule was drafted to get information regarding a study of effective customer' services provided by M/s MPL Cars Pvt. Ltd at Pondicherry. The structured interview schedule contains 20 questions, which included both open-ended and closed-ended questions. The interview was conducted in English and Tamil.

SECONDARY DATA:

Secondary data was collected from various published books and Company Records.

QUESTIONNAIRE CONSTRUCTION:

Questionnaires were constructed based on the following types

- i. Open ended questions
- ii. Close ended questions

DEFINING THE POPULATION:

The population can be finite or infinite. The population is said to be finite if it consists of fixed number of elements so that it is possible to enumerate it in its totality. For instance, the populations in the city, the number of workers in a factory are examples of finite population. Hence in this consists of infinite population and 114 customers are taken as samples.

SAMPLING DESIGN:

Sampling unit	: SNAM ALLOYS (PVT) LTD
Sample size	: 100
Sampling technique	: Simple Random Sampling
Population Size	: 135

SIMPLE RANDOM SAMPLING:

This consists in the collection of information from any convenient group whose views may be relevant to the subject of inquiry. It's on the spot sampling without fixing the group or size earlier. Because of this, errors might be greater.

CHAPTER 5

DATA ANALYSIS & INTERPRETATIONS

DATA ANALYSIS:

STATISTICAL TOOLS USED:

To analyse and interpret collected data the following statistical tools were used.

1. Percentage method
2. Chi-square
3. Correlation
4. Weighted average

PERCENTAGE METHOD:

In this project percentage method test and used. The percentage method is used to know the accurate percentages of the data we took, it is easy to graph out through the percentages. The following are the formula.

$$\text{Percentage of Respondent} = \frac{\text{No. of Respondent}}{\text{Total no. of Respondent}} \times 100$$

From the above formula, we can get percentages of the data given by the respondents.

CHI - SQUARE ANALYSIS:

In this project chi- square test was used. This test is used to test significance of association between two attributes. Chi- square, symbolically written as χ^2 (pronounce as Ki-square), is a statistical measure used in the context of sampling analysis for comparing variance to a theoretical variance.

Formula for finding chi square is

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

Where O= Observed frequency

E=Expected frequency

CORRELATION ANALYSIS:

Correlation Analysis is a statistical technique used to measure the magnitude of linear relationship between two variables. Correlation Analysis is not used in isolation to describe the relationship between variables. To analyze the relation between two variables, two prominent correlation coefficient are used –the Pearson product correlation coefficient and Spearman’s rank correlation coefficient.

In this study the Pearson product correlation coefficient is used to find the correlation coefficient between the respondent’s level of satisfaction towards the eligibility criteria for promotion and whether the motivation of the respondents improves the performance of the organization. This is also known as simple correlation coefficient and is denoted by “**r**”. The “**r**” value ranges from -1, through 0, to +1.

It is calculated using the formula

$$r = \frac{(N \sum dx dy) - (\sum dx \sum dy)}{\sqrt{N \sum dx^2 - (\sum dx)^2} * \sqrt{N \sum dy^2 - (\sum dy)^2}}$$

WEIGHTED AVERAGE METHOD:

Rating Scale questions calculate a weighted average based on the weight assigned to each answer choice. If needed, you can change the weight of each answer choice in the Design section of the survey, even after the survey has collected responses.

The rating average is calculated as follows, where:

w = weight of answer choice

x = response count for answer choice

$$x_1 w_1 + x_2 w_2 + x_3 w_3 \dots x_n w_n$$

Total

PERCENTAGE METHOD:

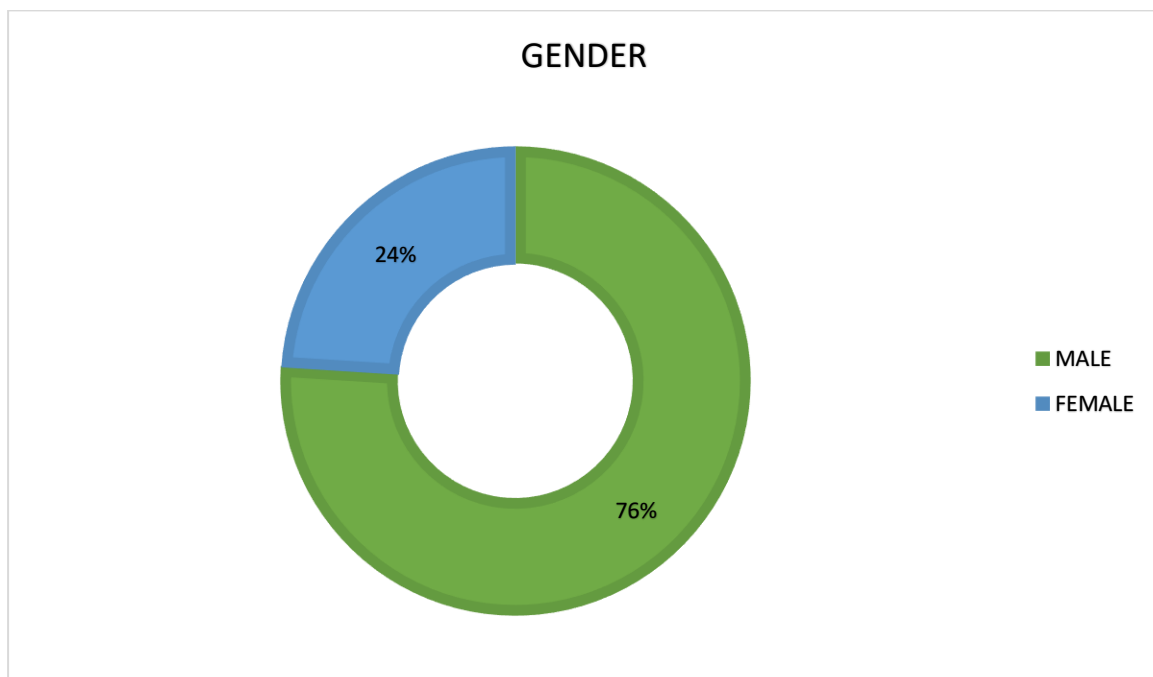
GENDER OF THE RESPONDENTS

Table no: 5.1

SL.NO	GENDER	FREQUENCY	PERCENTAGE
1	MALE	76	76.0
2	FEMALE	24	24.0
	TOTAL	100	100.0

SOURCE: Primary Data

Chart no:5.1



INFERENCE:

From the above table it is inferred that 76% of the respondents are male and 24% respondents are female.

AGE OF THE RESPONDENTS

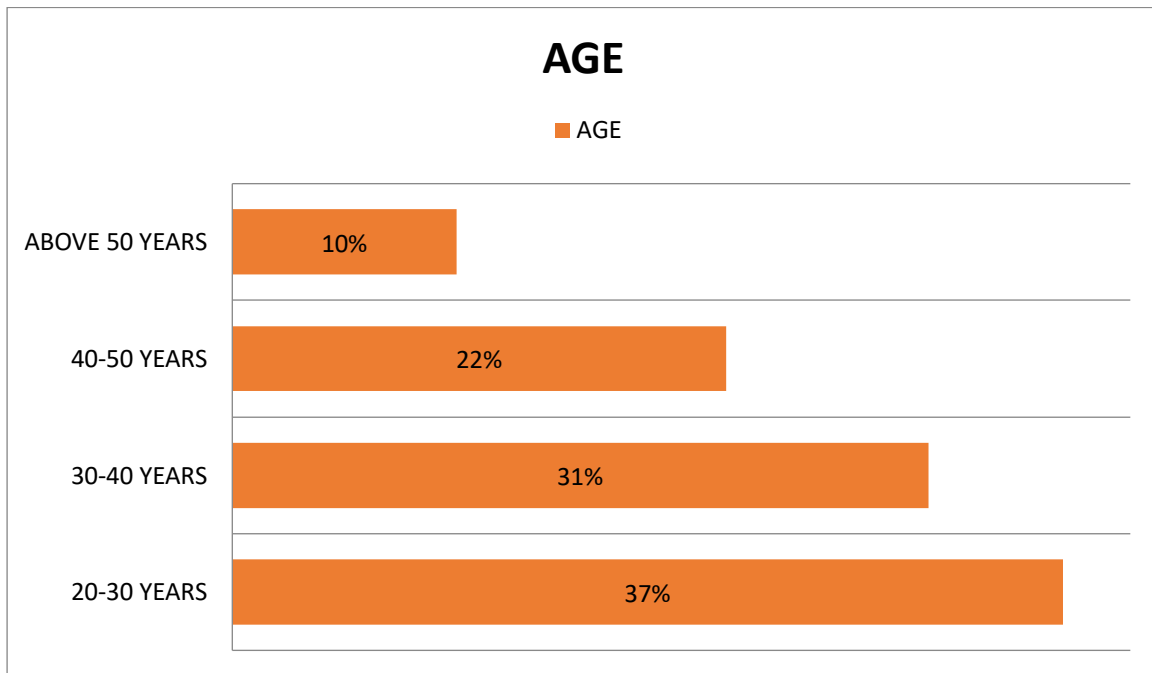
Table no: 5.2

SL.NO	AGE	FREQUENCY	PENCENTAGE
1	20-30 YEARS	37	37.0
2	30-40 YEARS	31	31.0
3	40-50 YEARS	22	22.0
4	ABOVE 50 YEARS	10	10.0
	TOTAL	100	100.0

SOURCE: Primary Data

AGE OF THE RESPONDENTS

Chart no: 5.2



Inference:

From the above table it is inferred that 37% of the respondents are between the age group of 20-30 years, 31% of the respondents are between the age group of 30-40 years, 22% of the respondents are between the age group of 40-50 years and 10% of the respondents are above 50 years.

EDUCATIONAL QUALIFICATION OF THE RESPONDENTS

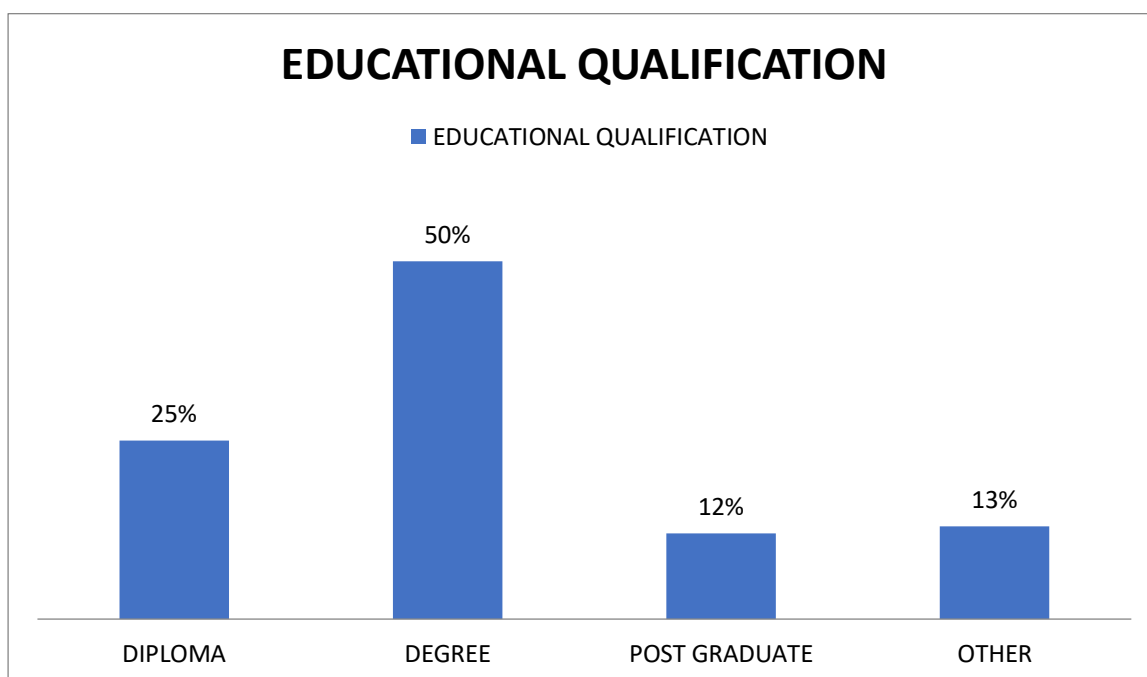
Table no:5.3

SL.NO	EDUCATION	FREQUENCY	PERCENTAGE
1	DIPLOMA	25	25.0
2	DEGREE	50	50.0
3	POST GRADUATE	12	12.0
4	OTHER	13	13.0
	TOTAL	100	100.0

SOURCE:Primary Data

EDUCATIONAL QUALIFICATION OF THE RESPONDENTS

Chart no:5.3



Inference:

From the above table it is inferred that 25% of the respondent's educational qualification is diploma, 50% of the respondent's educational qualification is degree, 12% of the respondent's educational qualification is post graduate and 13% of the respondents are other qualification.

EXPERIENCE OF THE RESPONDENTS

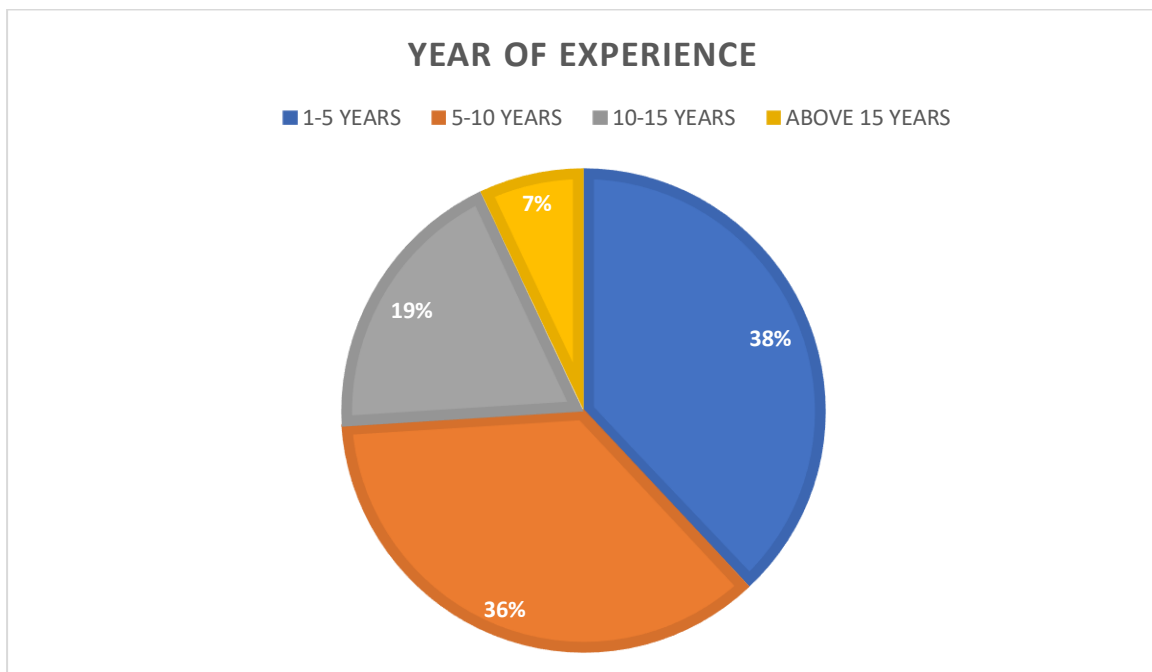
Table no:5.4

SL.NO	YEAR OF EXPERIENCE	FREQUENCY	PERCENTAGE
1	1-5 YEARS	38	38.0
2	5-10 YEARS	36	36.0
3	10-15 YEARS	19	19.0
4	ABOVE 15 YEARS	7	7.0
	TOTAL	100	100.0

SOURCE:Primary Data

EXPERIENCE OF THE RESPONDENTS

Chart no:5.4



Inference:

From the above table it is inferred that 38% of the respondents have 1-5 years of experience, 36% of the respondents have 5-10 years of experience, 19% of the respondents have 10-15 years of experience and 7% of the respondents have above 15 years of experience.

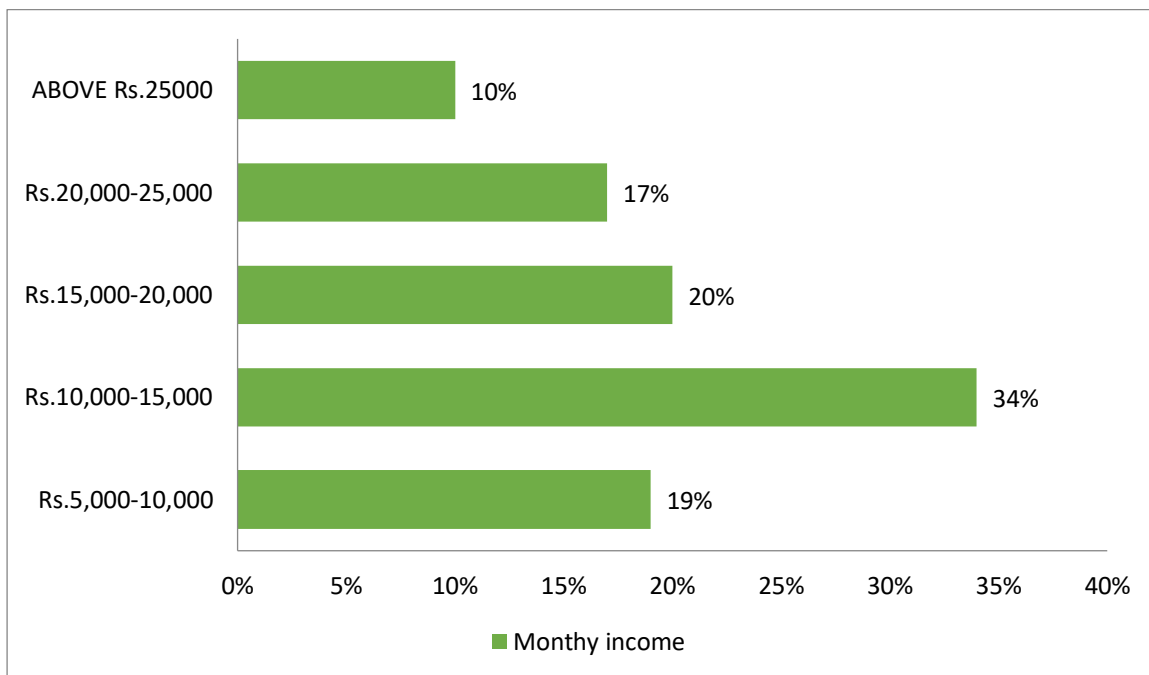
MONTHLY INCOME OF THE RESPONDENTS

Table no:5.5

SL. NO.	MONTHLY INCOME	FREQUENCY	PERCENTAGE
1	Rs.5,000-10,000	19	19.0
2	Rs.10,000-15,000	34	34.0
3	Rs.15,000-20,000	20	20.0
4	Rs.20,000-25,000	17	17.0
5	ABOVE Rs.25,000	10	10.0
	TOTAL	100	100.0

SOURCE: Primary Data

Chart no:5.5



Inference:

From the above table it is inferred that 19% of the respondent's monthly income is between 1000-10000, 34% of the respondent's monthly income is between 10000-20000, 20% of the respondent's monthly income is between 20000-30000, 17% of the respondent's monthly income is between 30000-40000, 10% of the respondent's monthly income are above 40000.

AWARENESS OF WELFARE MEASURES

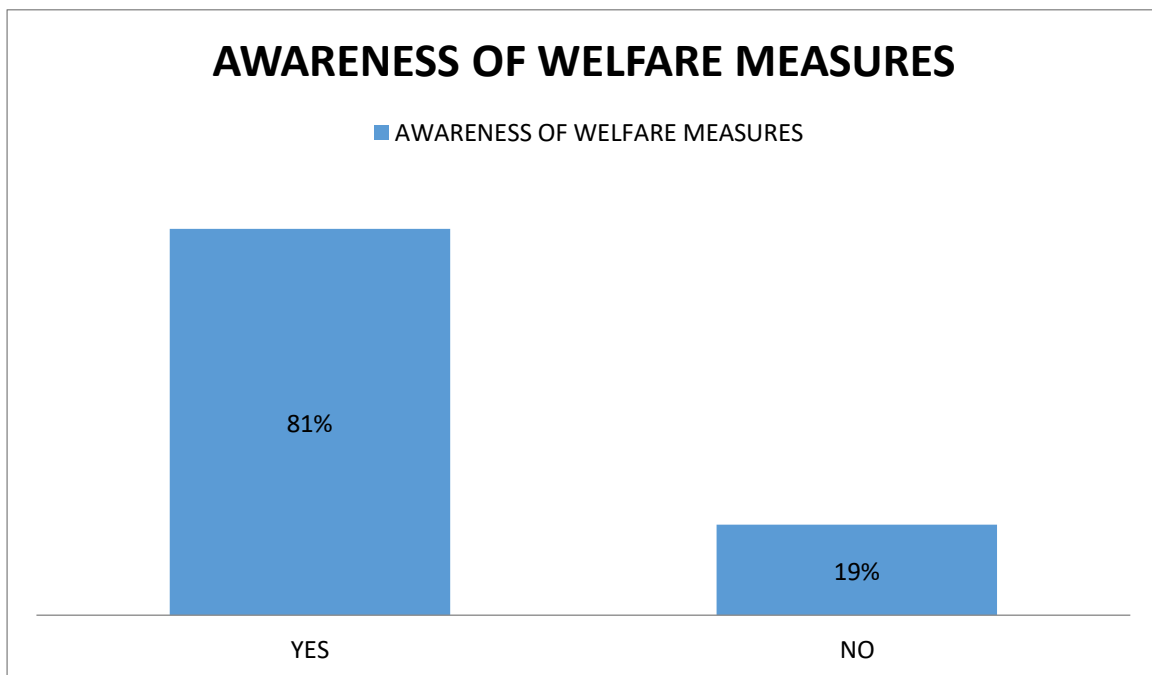
Table no:5.6

SL.NO.	AWARENESS OF WELFARE MEASURES	FREQUENCY	PERCENTAGE
1	YES	81	81.0
2	NO	19	19.0
	TOTAL	100	100.0

SOURCE: Primary Data

AWARENESS OF WELFARE MEASURES

Chart no:5.6



Inference:

From the above table it is inferred that 81% of the respondents say yes for the awareness about the various welfare measures provided at the organization and 19% of the respondents say no.

OPINION OF THE RESPONDENTS ABOUT THE MEDICAL FACILITIES

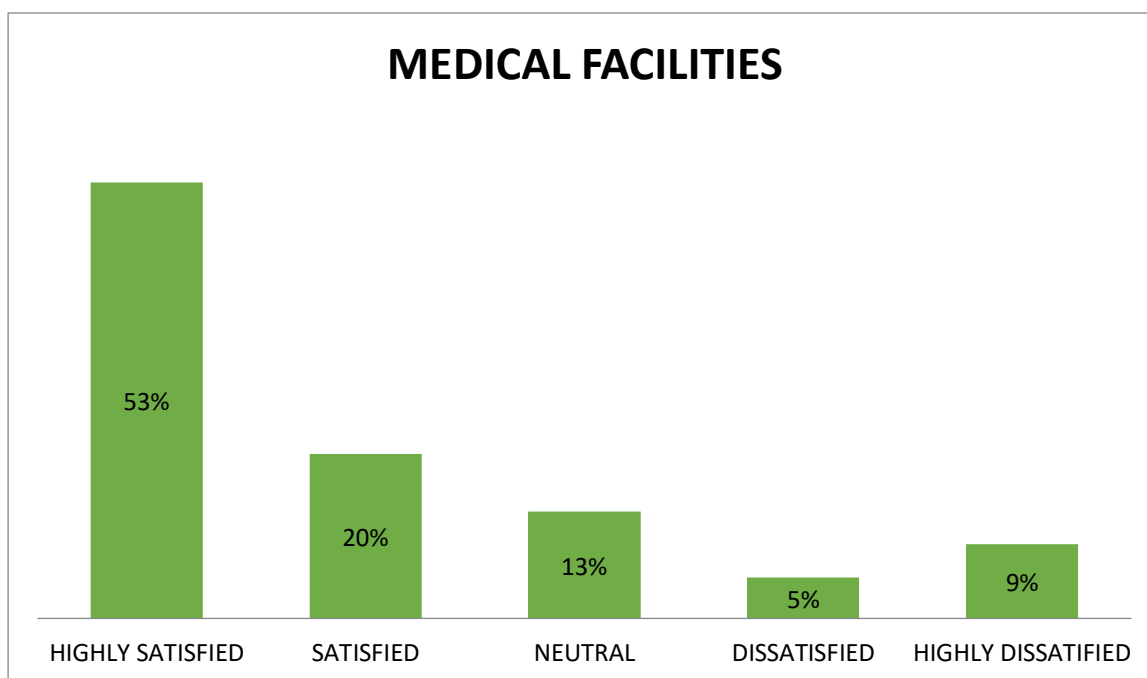
Table no:5.7

SL.NO.	MEDICAL FACILITIES	FREQUENCY	PERCENT
1	HIGH SATISFIED	53	53.0
2	SATISFIED	20	20.0
3	NEUTRAL	13	13.0
4	DISSATISFIED	5	5.0
5	HIGHLY DISSATISFIED	9	9.0
	TOTAL	100	100.0

SOURCE: Primary Data

OPINION OF THE RESPONDENTS ABOUT THE MEDICAL FACILITIES

Chart no:5.7



Inference:

From the above table it is inferred that 53% of the respondents are highly satisfied with the medical facility, 20% of the respondents are satisfied with the medical facility, 13% of the respondents say neutral with the medical facility, 5% of the respondents are dissatisfied with the medical facility, 9% of the respondents are highly dissatisfied with the medical facility.

OPINION OF THE RESPONDENTS ABOUT THE SAFETY MEASURES

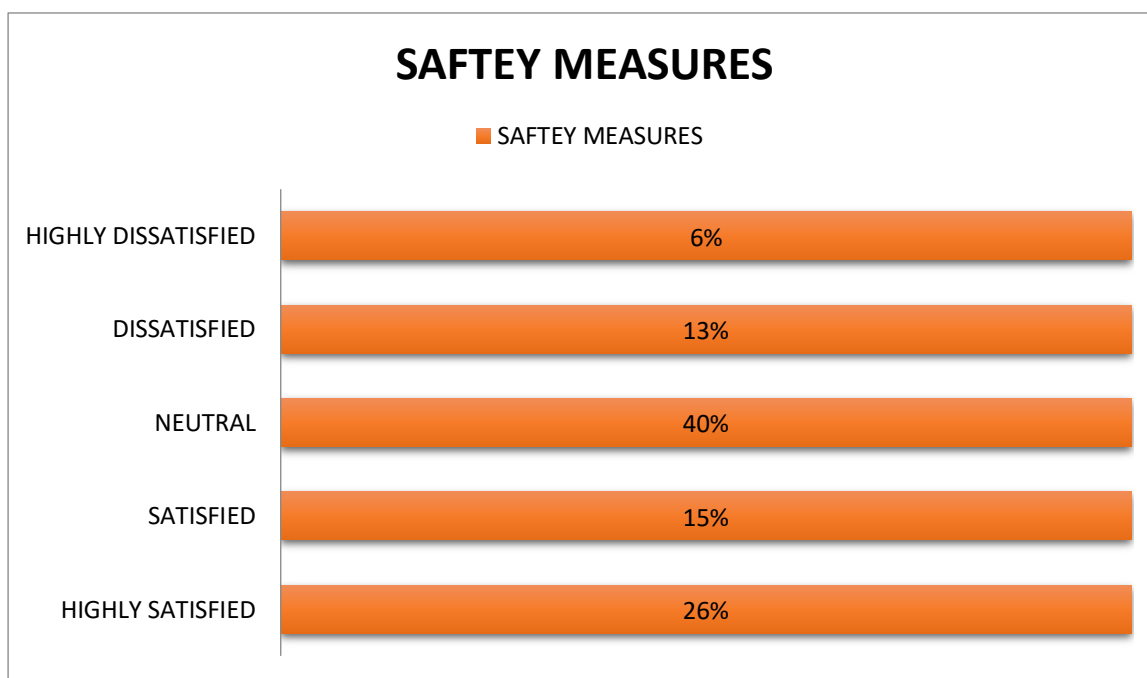
Table no:5.8

SL.NO.	SAFETY MEASURES	FREQUENCY	PERCENT
1	HIGH SATISFIED	26	26.0
2	SATISFIED	15	15.0
3	NEUTRAL	40	40.0
4	DISSATISFIED	13	13.0
5	HIGHLY DISSATISFIED	6	6.0
	TOTAL	100	100.0

SOURCE: Primary Data

OPINION OF THE RESPONDENTS ABOUT THE SAFETY MEASURES

Chart no:5.8



Inference:

From the above table it is inferred that 26% of the respondents are highly satisfied with the safety measures, 15% of the respondents are satisfied with the safety measures, 40% of the respondents says neutral with the safety measures, 13% of the respondents are dissatisfied with the safety measures, 6% of the respondents are highly dissatisfied with the safety measures.

OPINION OF THE RESPONDENTS ABOUT THE TRANSPORT FACILITIES

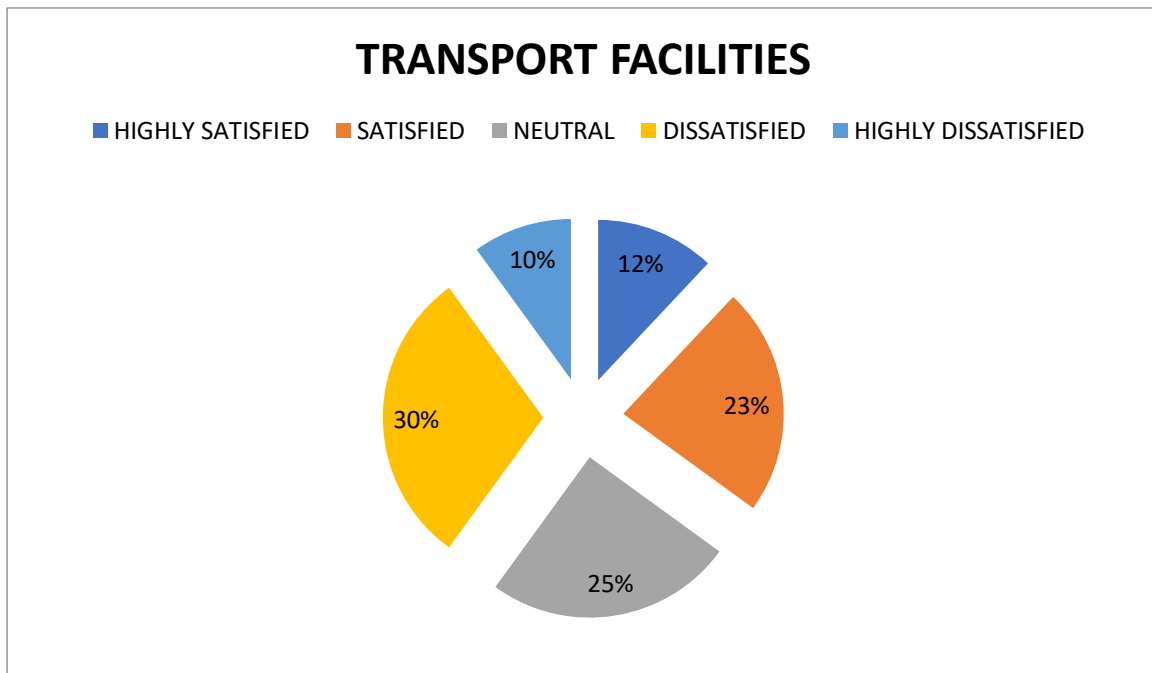
Table no:5.9

SL.NO.	TRANSPORT FACILITIES	FREQUENCY	PERCENT
1	HIGH SATISFIED	12	12.0
2	SATISFIED	23	23.0
3	NEUTRAL	25	25.0
4	DISSATISFIED	30	30.0
5	HIGHLY DISSATISFIED	10	10.0
	TOTAL	100	100.0

SOURCE: Primary Data

OPINION OF THE RESPONDENTS ABOUT THE TRANSPORT FACILITIES

Chart no:5.9



Inference:

From the above table it is inferred that 12% of the respondents are highly satisfied with the transport facilities, 23% of the respondents are satisfied with the transport facilities, 25% of the respondents says neutral with the transport facilities, 30% of the respondents are dissatisfied with the transport facilities, 10% of the respondents are highly dissatisfied with the transport facilities.

OPINION OF THE RESPONDENTS ABOUT THE RECREATION FACILITIES

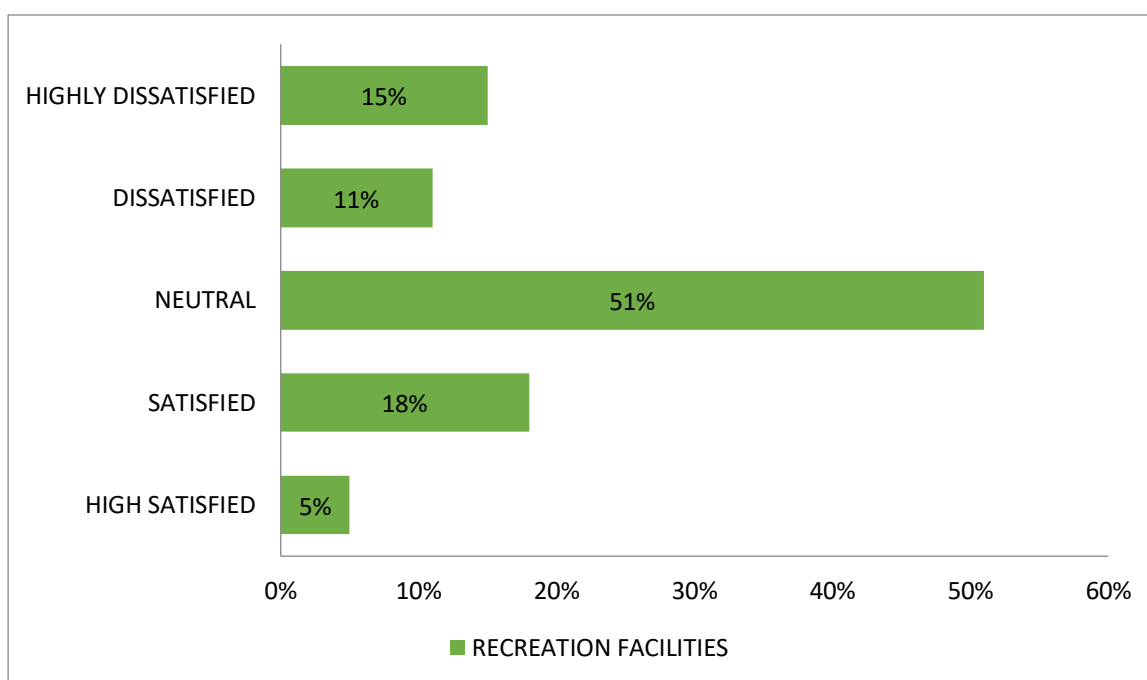
Table no:5.10

SL.NO.	RECREATION FACILITIES	FREQUENCY	PERCENT
1	HIGH SATISFIED	5	5.0
2	SATISFIED	18	18.0
3	NEUTRAL	51	51.0
4	DISSATISFIED	11	11.0
5	HIGHLY DISSATISFIED	15	15.0
	TOTAL	100	100.0

SOURCE: Primary Data

OPINION OF THE RESPONDENTS ABOUT THE RECREATION FACILITIES

Chart no:5.10



Inference:

From the above table it is inferred that 5% of the respondents are highly satisfied with the recreation facilities, 18% of the respondents are satisfied with the recreation facilities, 51% of the respondents says neutral with the recreation facilities, 11% of the respondents are dissatisfied with the recreation facilities, 15% of the respondents are highly dissatisfied with the recreation facilities.

OPINION OF THE RESPONDENTS ABOUT THE ESI FACILITIES

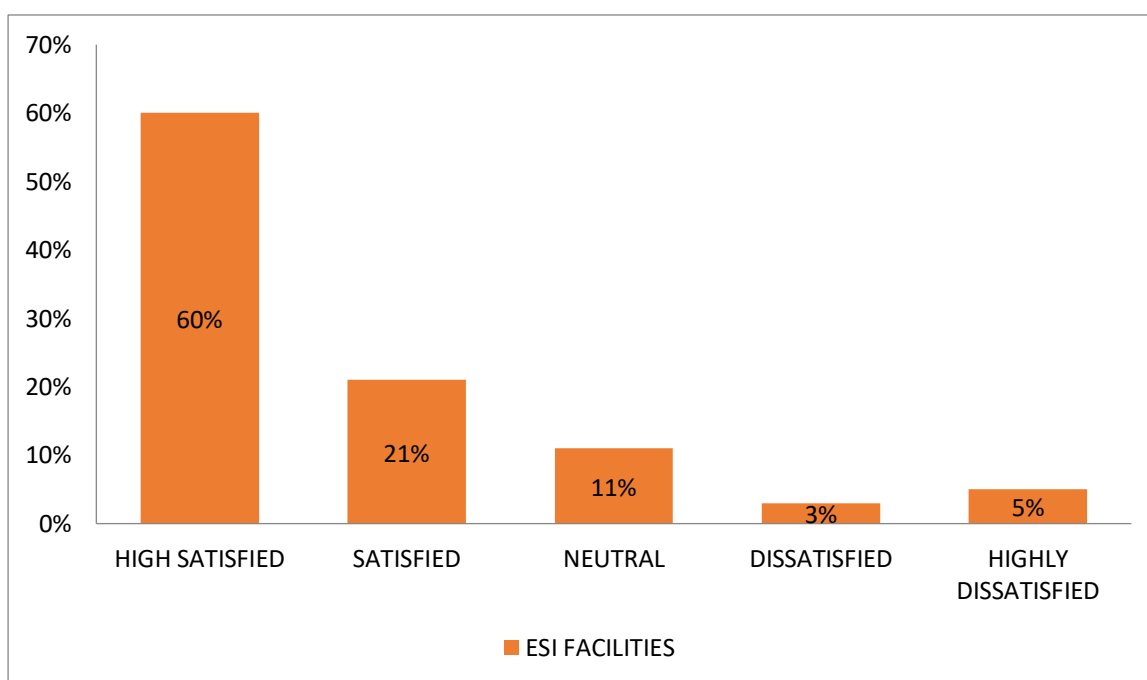
Table no:5.11

SL.NO.	ESI FACILITIES	FREQUENCY	PERCENT
1	HIGH SATISFIED	60	60.0
2	SATISFIED	21	21.0
3	NEUTRAL	11	11.0
4	DISSATISFIED	3	3.0
5	HIGHLY DISSATISFIED	5	5.0
	TOTAL	100	100.0

SOURCE: Primary Data

OPINION OF THE RESPONDENTS ABOUT THE ESI FACILITIES

Chart no:5.11



Inference:

From the above table it is inferred that 60% of the respondents are highly satisfied with the ESI facilities, 21% of the respondents are satisfied with the ESI facilities, 11% of the respondents says neutral with the ESI facilities, 3% of the respondents are dissatisfied with the ESI facilities, 5% of the respondents are highly dissatisfied with the ESI facilities.

OPINION OF THE RESPONDENTS ABOUT THE WORKING ENVIRONMENT

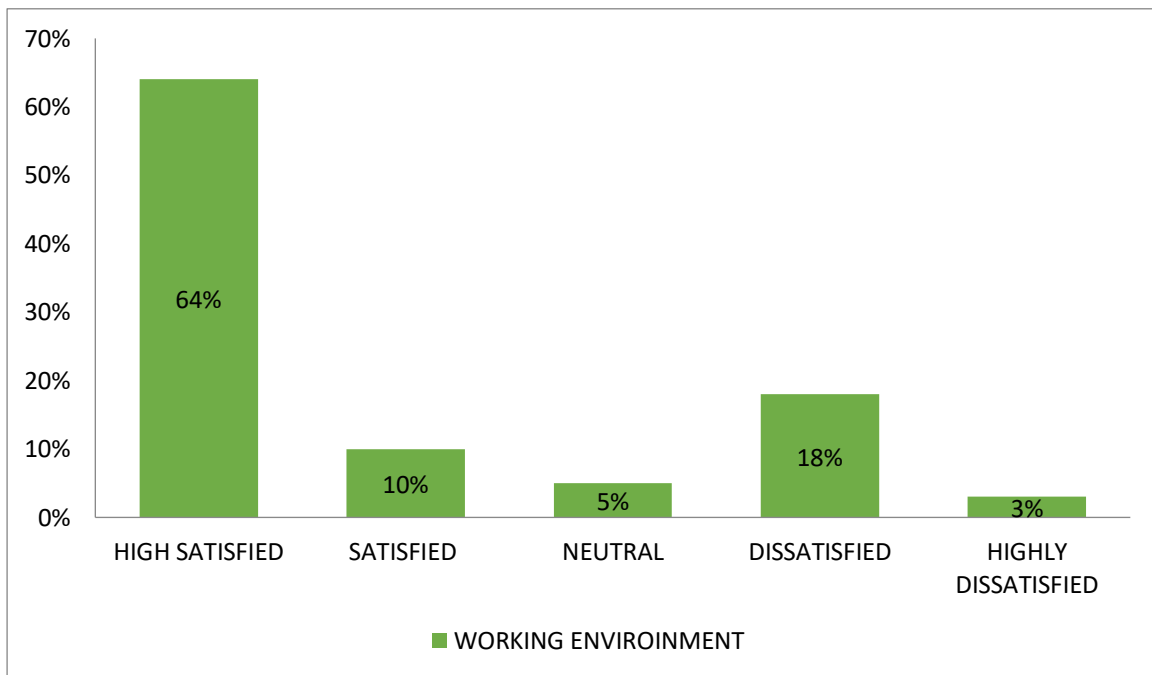
Table no:5.12

SL.NO.	WORKING ENVIRONMENT	FREQUENCY	PERCENT
1	HIGH SATISFIED	64	64.0
2	SATISFIED	10	10.0
3	NEUTRAL	5	5.0
4	DISSATISFIED	18	18.0
5	HIGHLY DISSATISFIED	3	3.0
	TOTAL	100	100.0

SOURCE: Primary Data

OPINION OF THE RESPONDENTS ABOUT THE WORKING ENVIRONMENT

Chart no:5.12



Inference:

From the above table it is inferred that 64% of the respondents are highly satisfied with the working environment in the organisation, 10% of the respondents are satisfied with the working environment in the organisation, 5% of the respondents says neutral with the working environment in the organisation, 18% of the respondents are dissatisfied with the working environment in the organisation, 3% of the respondents are highly dissatisfied with the working environment in the organisation.

**OPINION OF THE RESPONDENTS ABOUT THE FACILITIES TO INCREASE
THE STANDARD OF LIVING**

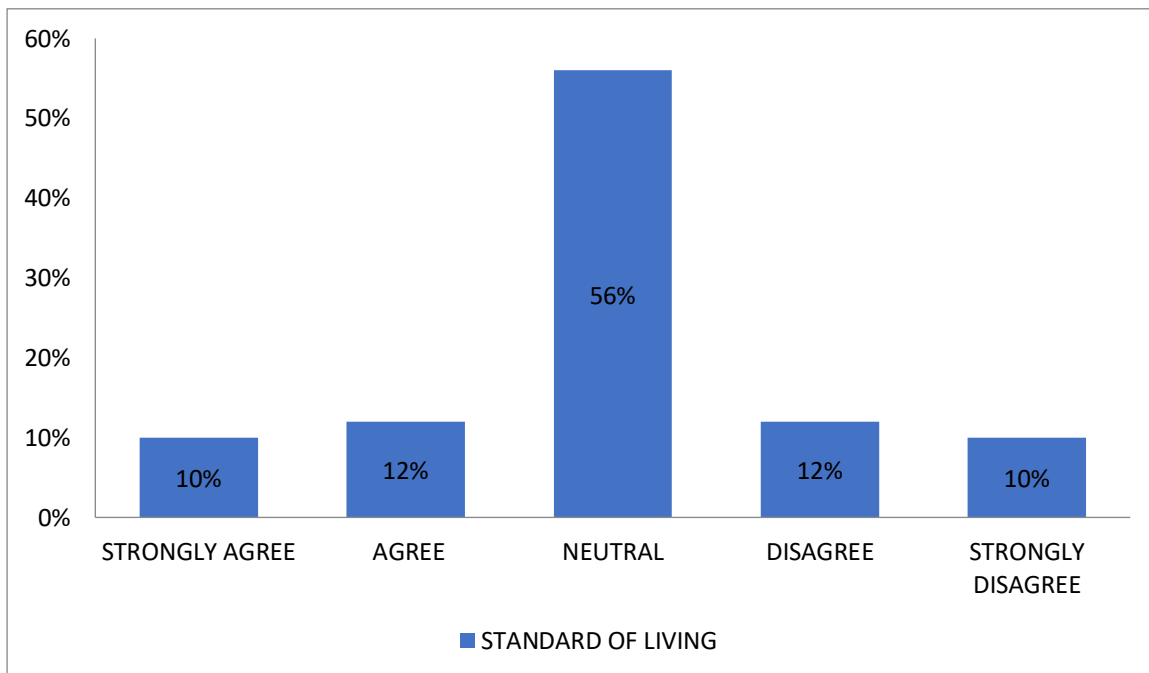
Table no:5.13

SL.NO.	STANDARD OF LIVING	FREQUENCY	PERCENT
1	STRONGLY AGREE	10	10.0
2	AGREE	12	12.0
3	NEUTRAL	56	56.0
4	DISAGREE	12	12.0
5	STRONGLY DISAGREE	10	10.0
	TOTAL	100	100.0

SOURCE: Primary Data

**OPINION OF THE RESPONDENTS ABOUT THE FACILITIES TO INCREASE
THE STANDARD OF LIVING**

Chart no:5.13



Inference:

From the above table it is inferred that 10% of the respondents strongly agree that the facilities increase the standard of living, 12% of the respondents agree that the facilities increase the standard of living, 56% of the respondents say neutral that the facilities increase the standard of living, 12% of the respondents disagree that the facilities increase the standard of living, 10% of the respondents strongly disagree that the facilities increase the standard of living.

OPINION OF THE RESPONDENTS ABOUT THE LOYALTY TOWARDS THE WORK

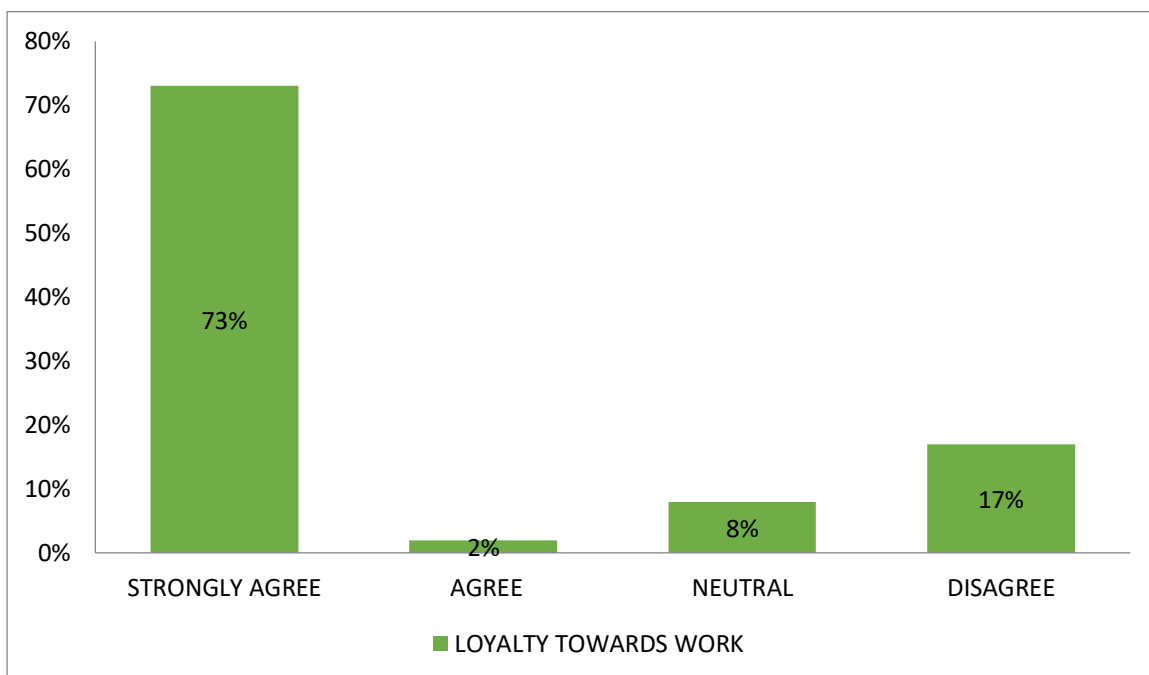
Table no:5.14

SL.NO.	LOYALTY TOWARDS THEWORK	FREQUENCY	PERCENT
1	STRONGLY AGREE	73	73.0
2	AGREE	2	2.0
3	NEUTRAL	8	8.0
4	DISAGREE	17	17.0
	TOTAL	100	100.0

SOURCE: Primary Data

OPINION OF THE RESPONDENTS ABOUT THE LOYALTY TOWARDS THE WORK

Chart no:5.14



Inference:

From the above table it is inferred that 73% of the respondents strongly agree that the welfare facilities creates loyalty towards work, 2% of the respondents agree that the welfare facilities creates loyalty towards work, 8% of the respondents say neutral the welfare facilities creates loyalty towards work, 17% of the respondents disagree that the welfare facilities creates loyalty towards work.

OPINION OF THE RESPONDENTS ABOUT THE SAFETY HELMETS

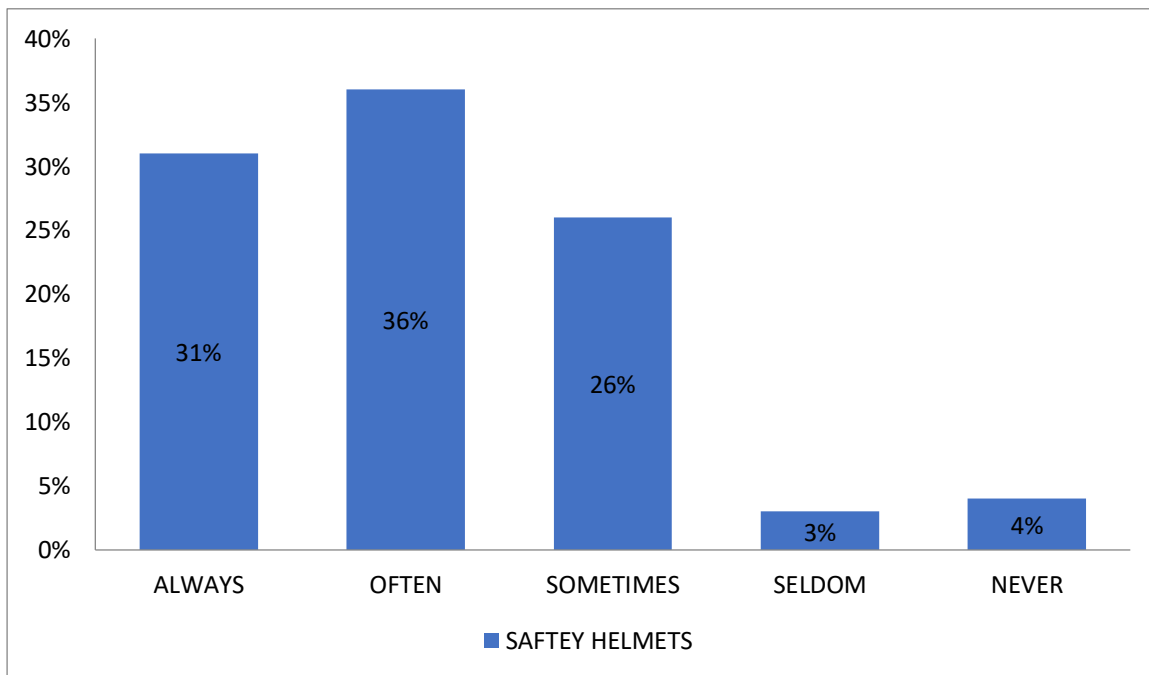
Table no:5.15

SL.NO.	SAFETY HELMETS	FREQUENCY	PERCENT
1	ALWAYS	31	31.0
2	OFTEN	36	36.0
3	SOMETIMES	26	26.0
4	SELDOM	3	3.0
5	NEVER	4	4.0
	TOTAL	100	100.0

SOURCE: Primary Data

OPINION OF THE RESPONDENTS ABOUT THE SAFETY HELMETS

Chart no:5.15



Inference:

From the above table it is inferred that 31% of the respondents say that safety helmets are always provided by the organization, 36% of the respondents say that safety helmets are often provided by the organization, 26% of the respondents say that safety helmets are sometimes provided by the organization, 3% of the respondents say that safety helmets are seldom provided by the organization, 4% of the respondents say that safety helmets are never provided by the organization

OPINION OF THE RESPONDENTS ABOUT THE SAFETY OUTFITS

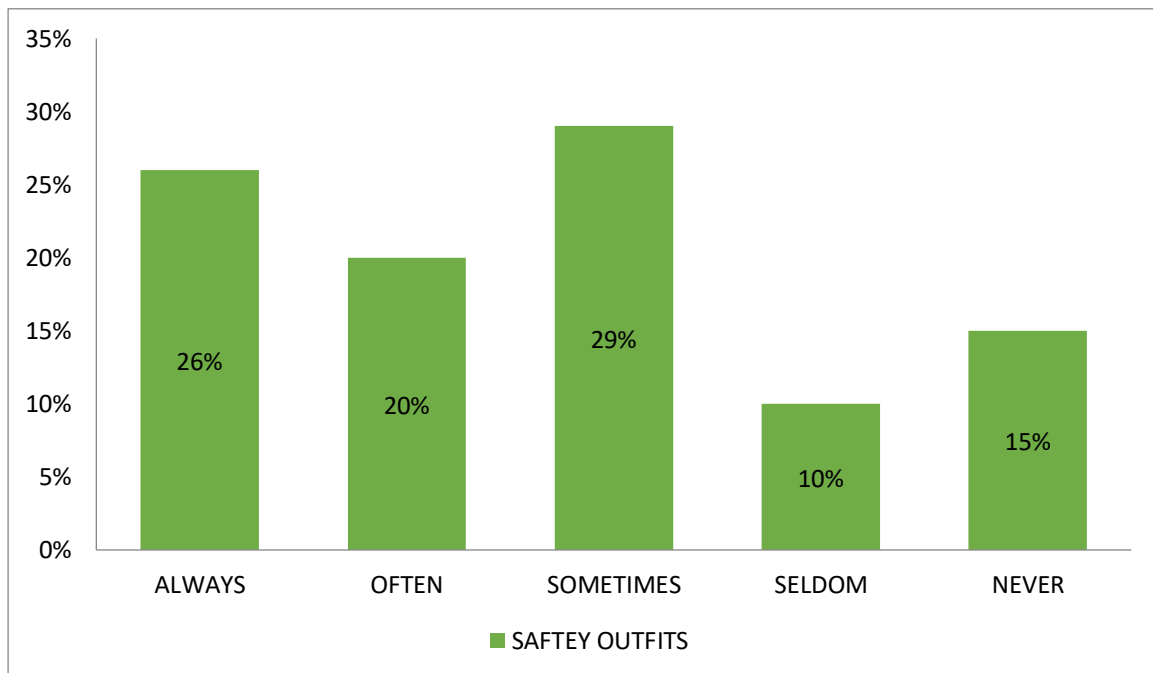
Table no:5.16

SL.NO.	SAFETY OUTFITS	FREQUENCY	PERCENT
1	ALWAYS	26	26.0
2	OFTEN	20	20.0
3	SOMETIMES	29	29.0
4	SELDOM	10	10.0
5	NEVER	15	15.0
	TOTAL	100	100.0

SOURCE: Primary Data

OPINION OF THE RESPONDENTS ABOUT THE SAFETY OUTFITS

Chart no:5.16



Inference:

From the above table it is inferred that 26% of the respondents say that safety outfits are always provided by the organization, 20% of the respondents say that safety outfits are often provided by the organization, 29% of the respondents say that safety outfits are sometimes provided by the organization, 10% of the respondents say that safety outfits are seldom provided by the organization, 15% of the respondents say that safety outfits are never provided by the organization.

OPINION OF THE RESPONDENTS ABOUT THE LEATHER GLOVES PROVIDED

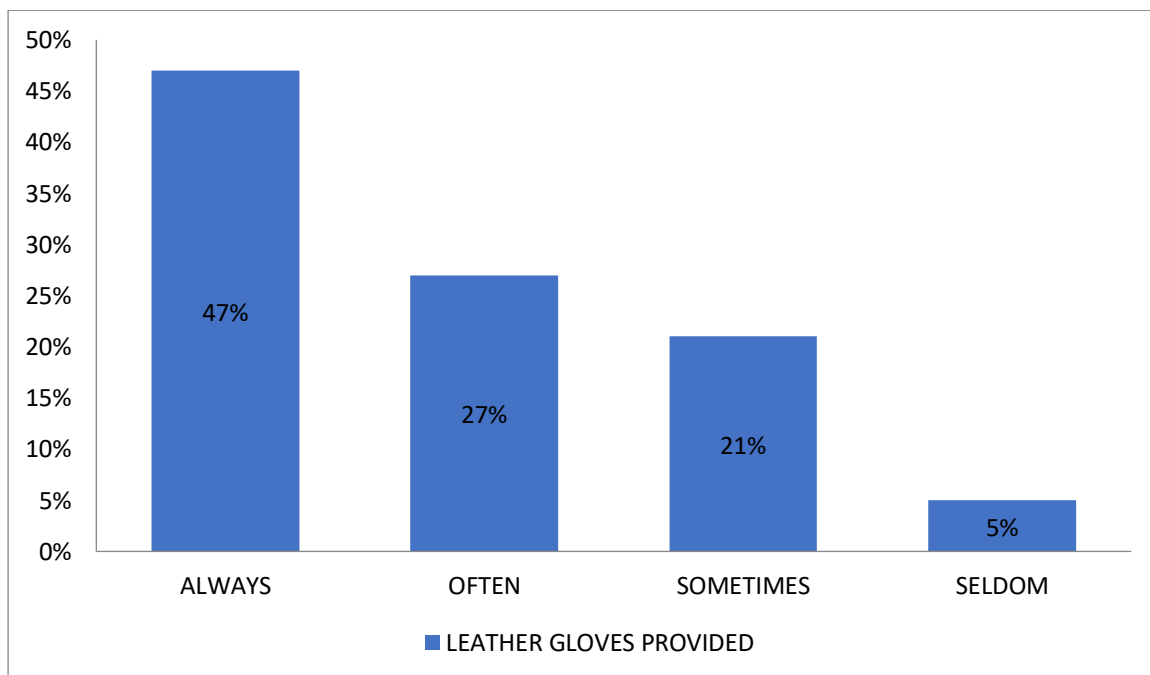
Table no:5.17

SL.NO.	LEATHER GLOVES	FREQUENCY	PERCENT
1	ALWAYS	47	47.0
2	OFTEN	27	27.0
3	SOMETIMES	21	21.0
4	SELDOM	5	5.0
	TOTAL	100	100.0

SOURCE: Primary Data

OPINION OF THE RESPONDENTS ABOUT THE LEATHER GLOVES PROVIDED

Chart no:5.17



Inference:

From the above table it is inferred that 47% of the respondents say that leather gloves are always provided by the organization, 27% of the respondents say that leather gloves are often provided by the organization, 21% of the respondents say that leather gloves are sometimes provided by the organization, 5% of the respondents say that leather gloves are seldom provided by the organization

OPINION OF THE RESPONDENTS ABOUT THE SAFETY SHOES

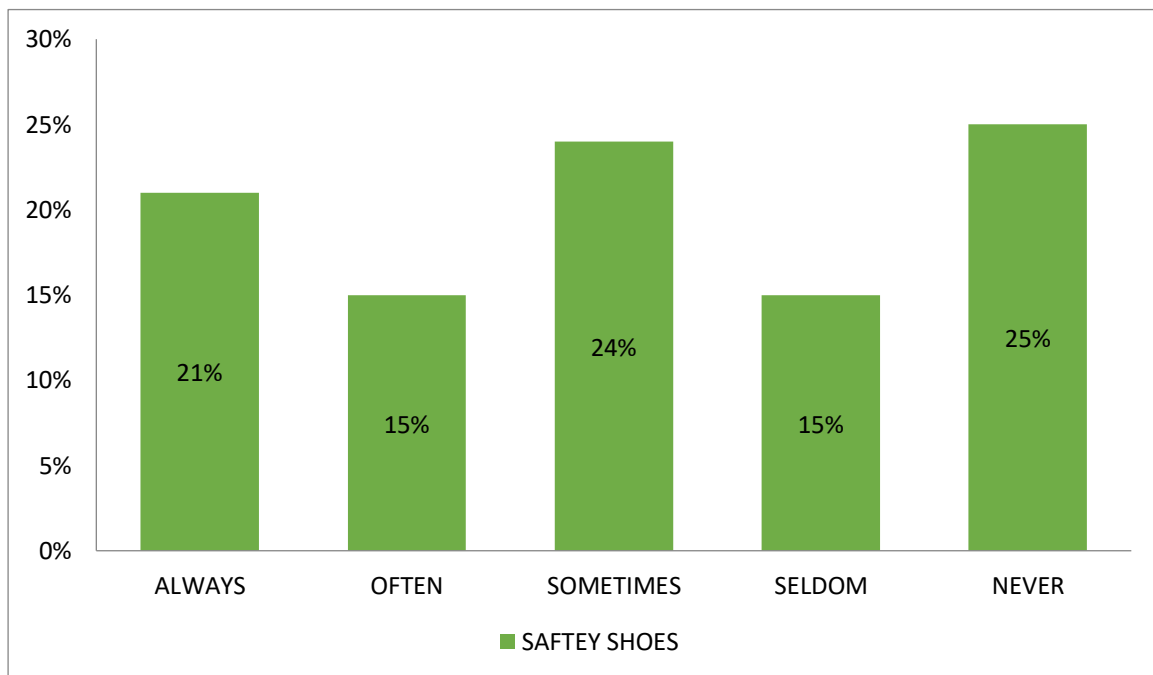
Table no:5.18

SL.NO.	SAFETY SHOES	FREQUENCY	PERCENT
1	ALWAYS	21	21.0
2	OFTEN	15	15.0
3	SOMETIMES	24	24.0
4	SELDOM	15	15.0
5	NEVER	25	25.0
	TOTAL	100	100.0

SOURCE: Primary Data

OPINION OF THE RESPONDENTS ABOUT THE SAFETY SHOES

Chart no:5.18



Inference:

From the above table it is inferred that 21% of the respondents say that safety shoes are always provided by the organization, 15% of the respondents say that safety shoes are often provided by the organization, 24% of the respondents say that safety shoes are sometimes provided by the organization, 15% of the respondents say that safety shoes are seldom provided by the organization, 25% of the respondents say that safety shoes are never provided by the organization.

OPINION OF THE RESPONDENTS ABOUT THE SAFETY MASK PROVIDED

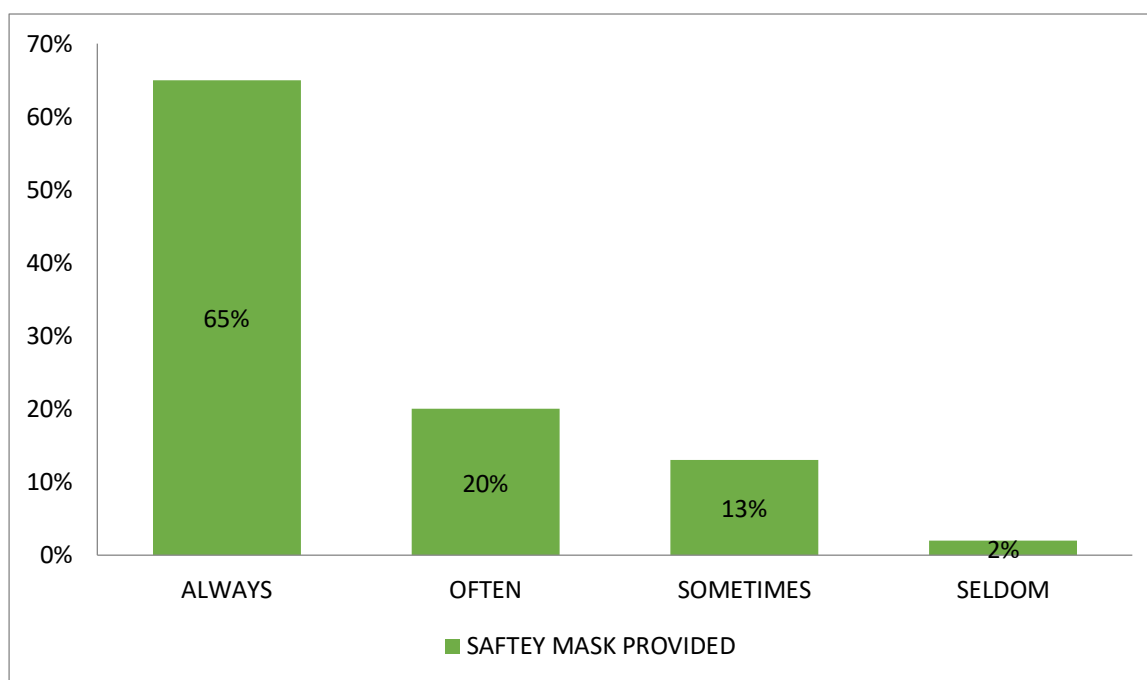
Table no:5.19

SL.NO.	SAFETY MASK	FREQUENCY	PERCENT
1	ALWAYS	65	21.0
2	OFTEN	20	15.0
3	SOMETIMES	13	24.0
4	SELDOM	2	15.0
	TOTAL	100	100.0

SOURCE: Primary Data

OPINION OF THE RESPONDENTS ABOUT THE SAFETY MASK

Chart no:5.19



INFERENCE:

From the above table it is inferred that 65% of the respondents say that safety mask are always provided by the organization, 20% of the respondents say that safety mask are often provided by the organization, 13% of the respondents say that safety mask are sometimes provided by the organization, 2% of the respondents say that safety mask are seldom provided by the organization.

OPINION OF THE RESPONDENTS ABOUT THE LIFE SAVINGS APPLAINCES

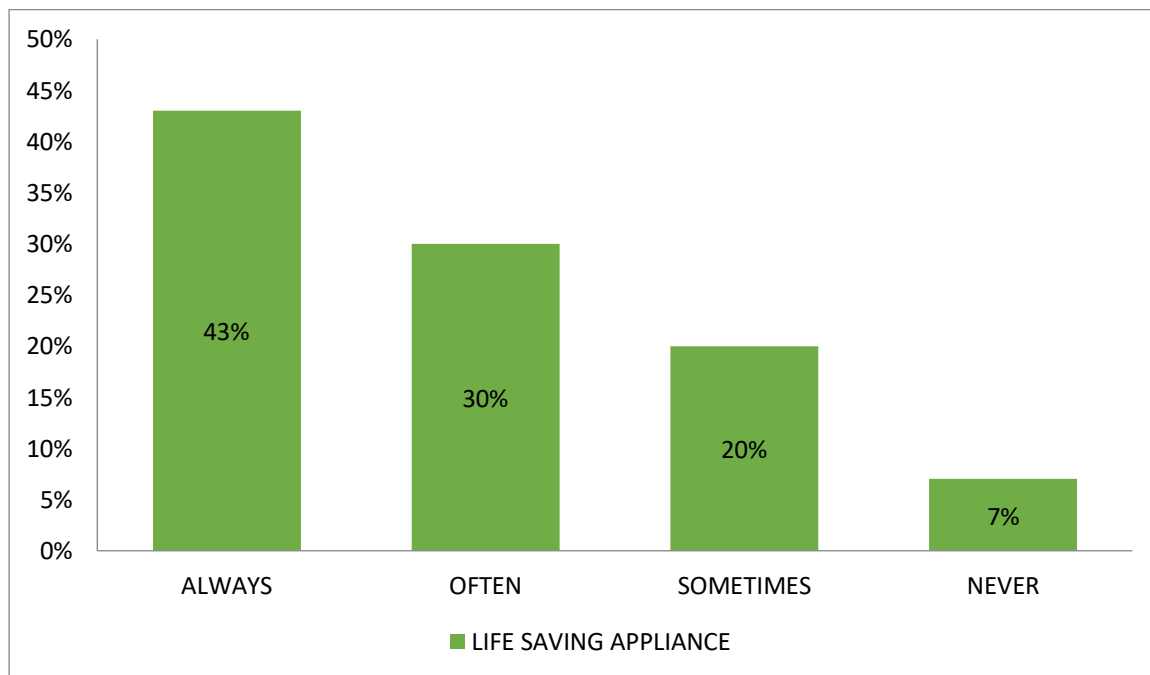
Table no:5.20

SL.NO.	LIFE SAVINGS APPLIANCES	FREQUENCY	PERCENT
1	ALWAYS	43	43.0
2	OFTEN	30	30.0
3	SOMETIMES	20	20.0
4	NEVER	7	7.0
	TOTAL	100	100.0

SOURCE: Primary Data

OPINION OF THE RESPONDENTS ABOUT THE LIFE SAVINGS APPLAINCES

Chart no:5.20



Inference:

From the above table it is inferred that 43% of the respondents say that life saving appliances are always provided by the organization, 30% of the respondents say that life saving appliances are often provided by the organization, 20% of the respondents say that life saving appliances are sometimes provided by the organization, 7% of the respondents say that life saving appliances are never provided by the organization.

EMPLOYEE WELFARE PROMOTES HEALTHY INDUSTRIAL RELATIONSHIP

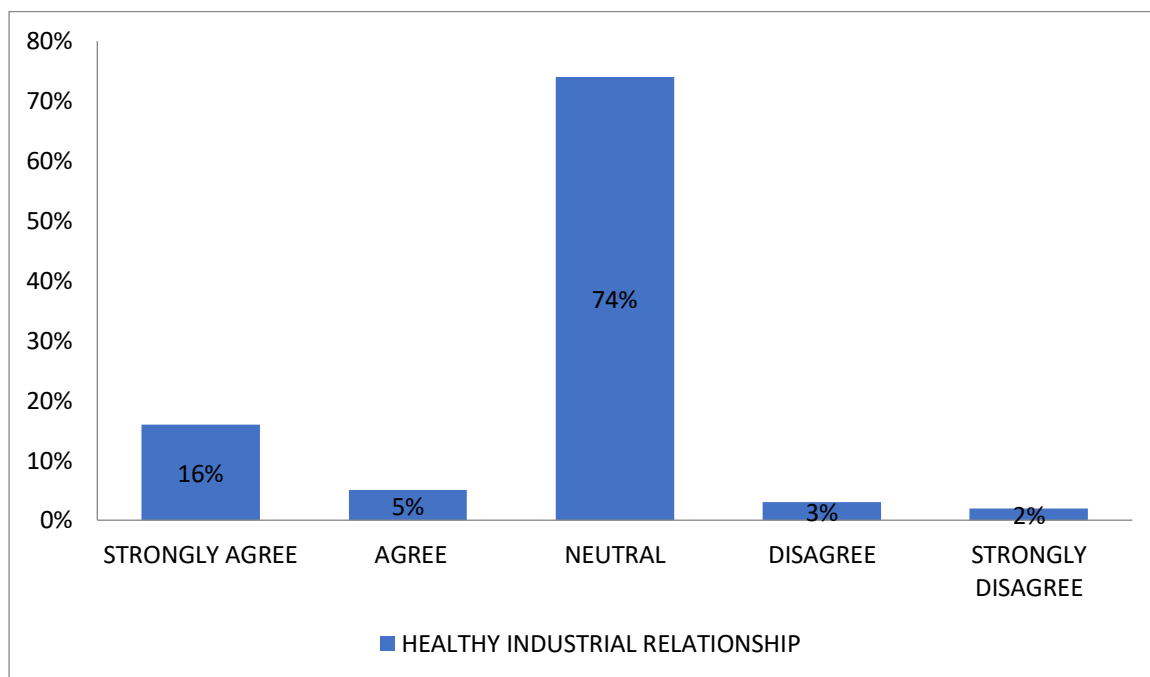
Table no:5.21

SL.NO.	HEALTHY INDUSTRIAL RELATIONSHIP	FREQUENCY	PERCENT
1	STRONGLY AGREE	16	16.0
2	AGREE	5	5.0
3	NEUTRAL	74	74.0
4	DISAGREE	3	3.0
5	STRONGLY DISAGREE	2	2.0
	TOTAL	100	100.0

SOURCE: Primary Data

EMPLOYEE WELFARE PROMOTES HEALTHY INDUSTRIAL RELATIONSHIP

Chart no:5.21



Inference:

from the above table it is inferred that 16% of the respondents strongly agree that welfare facilities promotes healthy industrial relationship, that 5% of the respondents agree that welfare facilities promotes healthy industrial relationship, that 74% of the respondents say neutral that welfare facilities promotes healthy industrial relationship, that 3% of the respondents disagree that welfare facilities promotes healthy industrial relationship, that 2% of the respondents strongly disagree that welfare facilities promotes healthy industrial relationship

SATISFACTION LEVEL OF DRINKING WATER

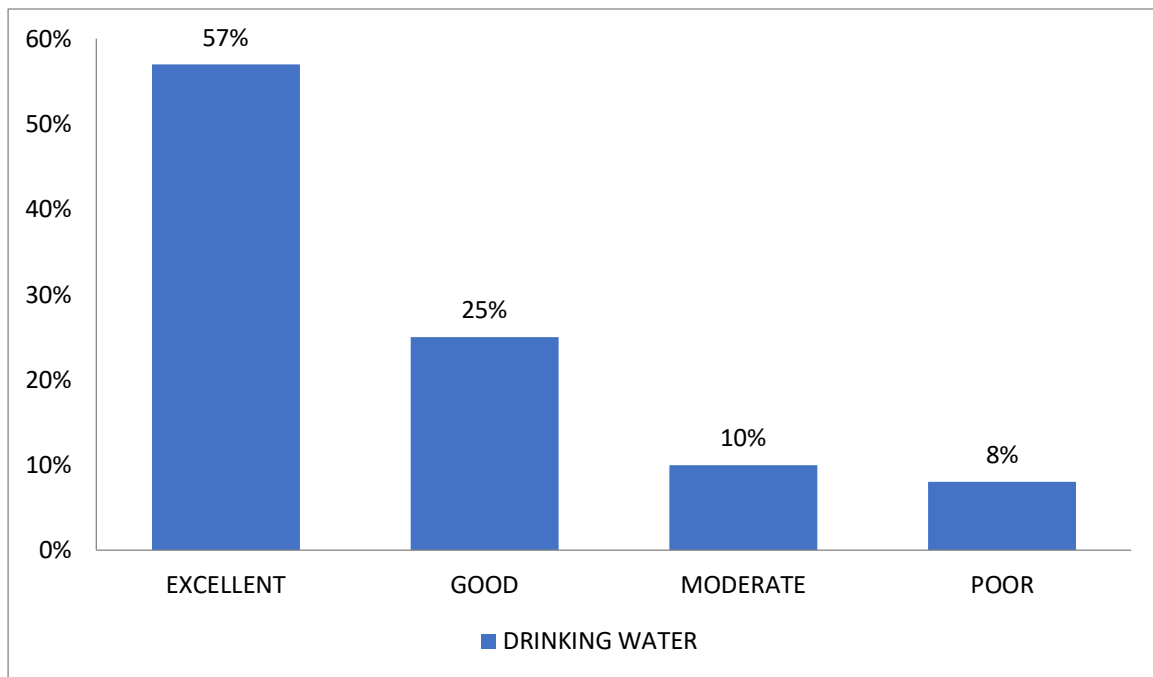
Table no:5.22

SL.NO.	DRINKING WATER	FREQUENCY	PERCENT
1	EXCELLENT	57	57.0
2	GOOD	25	25.0
3	MODERATE	10	10.0
4	POOR	8	8.0
	TOTAL	100	100.0

SOURCE: Primary Data

SATISFACTION LEVEL OF DRINKING WATER

Chart no:5.22



Inference:

From the above table it is inferred that 57% of the respondents says that the drinking water facility is excellent in the organization, 25% of the respondents says that the drinking water facility is good in the organization, 10% of the respondents says that the drinking water facility is moderate in the organization, 8% of the respondents says that the drinking water facility is poor in the organization.

SEATING ARRANGEMENTS

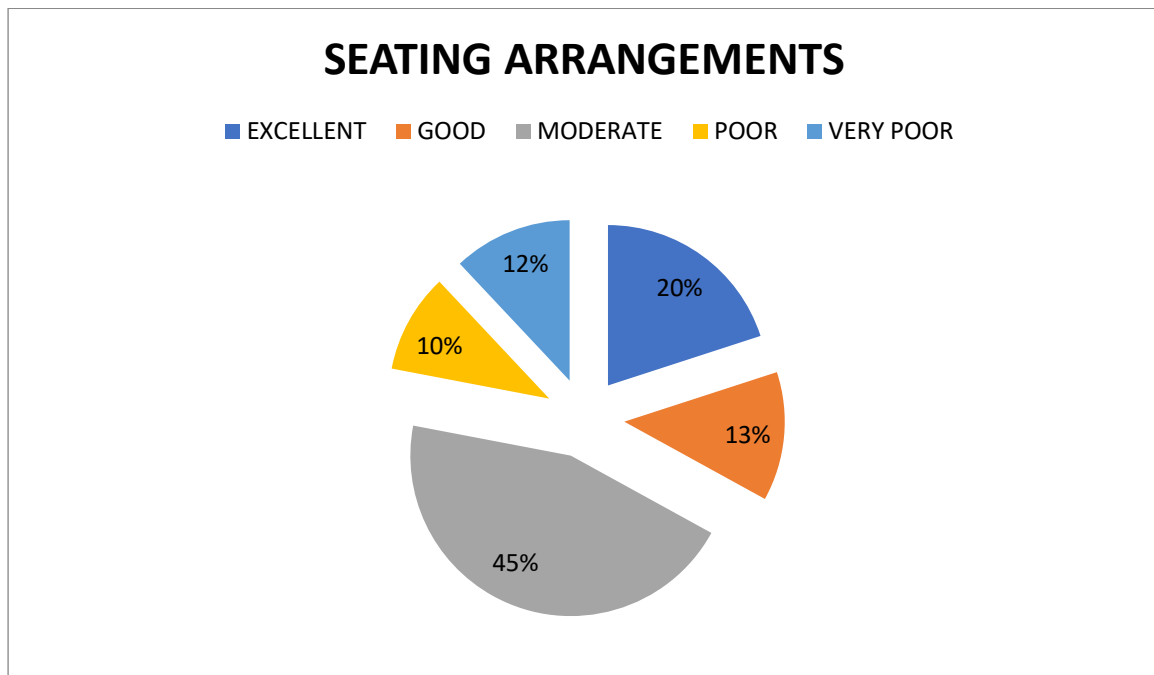
Table no:5.23

SL.NO.	SEATING ARRANGEMENTS	FREQUENCY	PERCENT
1	EXCELLENT	20	20.0
2	GOOD	13	13.0
3	MODERATE	45	45.0
4	POOR	10	10.0
5	VERY POOR	12	12.0
	TOTAL	100	100.0

SOURCE: Primary Data

SEATING ARRANGEMENTS

Chart no:5.23



Inference:

From the above table it is inferred that 20% of the respondents says that the seating arrangement is excellent in the organization, 13% of the respondents says that the seating arrangement is good in the organization, 45% of the respondents says that the seating arrangement is moderate in the organization, 10% of the respondents says that the seating arrangement is poor in the organization, 12% of the respondents says that the seating arrangement is very poor in the organization.

SATISFACTION LEVEL OF THE RESPONDENTS TOWARD FIRST AID APPLIANCES

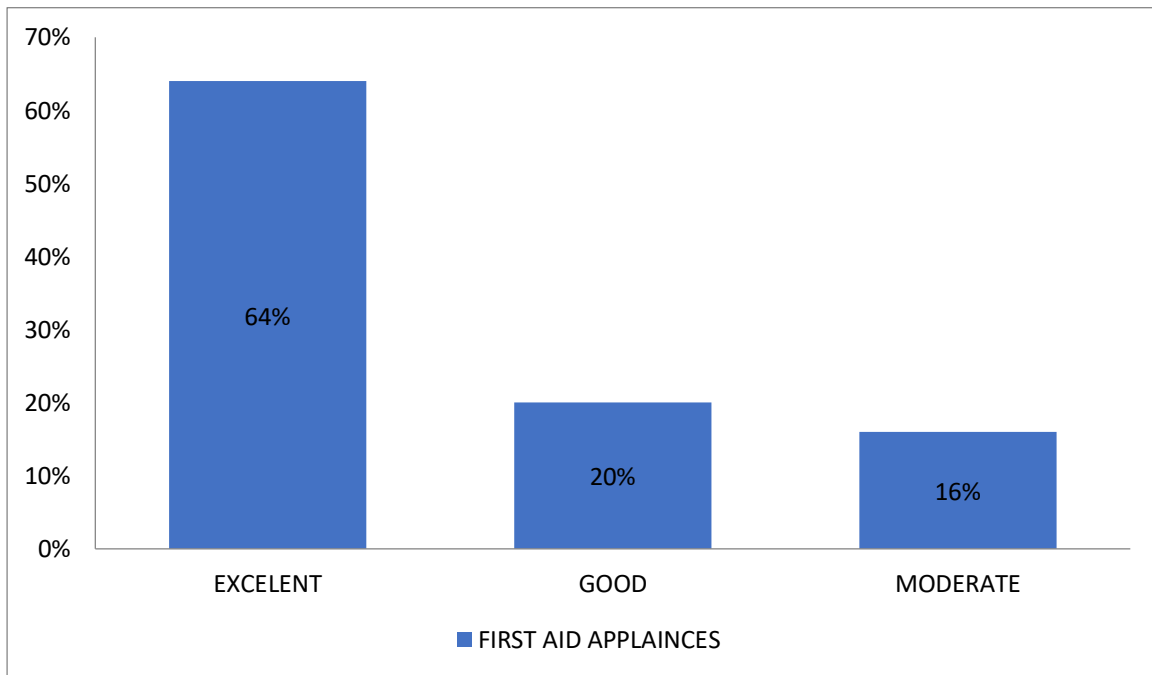
Chart no:5.24

SL.NO.	FIRST AID APPLIANCES	FREQUENCY	PERCENT
1	EXCELENT	64	64.0
2	GOOD	20	20.0
3	MODERATE	16	16.0
	TOTAL	100	100.0

SOURCE:Primary Data

SATISFACTION LEVEL OF THE RESPONDENTS TOWARDS FIRST AID APPLIANCES

Chart no:5.24



Inference:

From the above table it is inferred that 64% of the respondents says that the first aid appliances are excellent in the organization, 20% of the respondents says that the first aid appliances are good in the organization, 16% of the respondents says that the first aid appliances are moderate in the organization.

LIGHTING FACILITIES

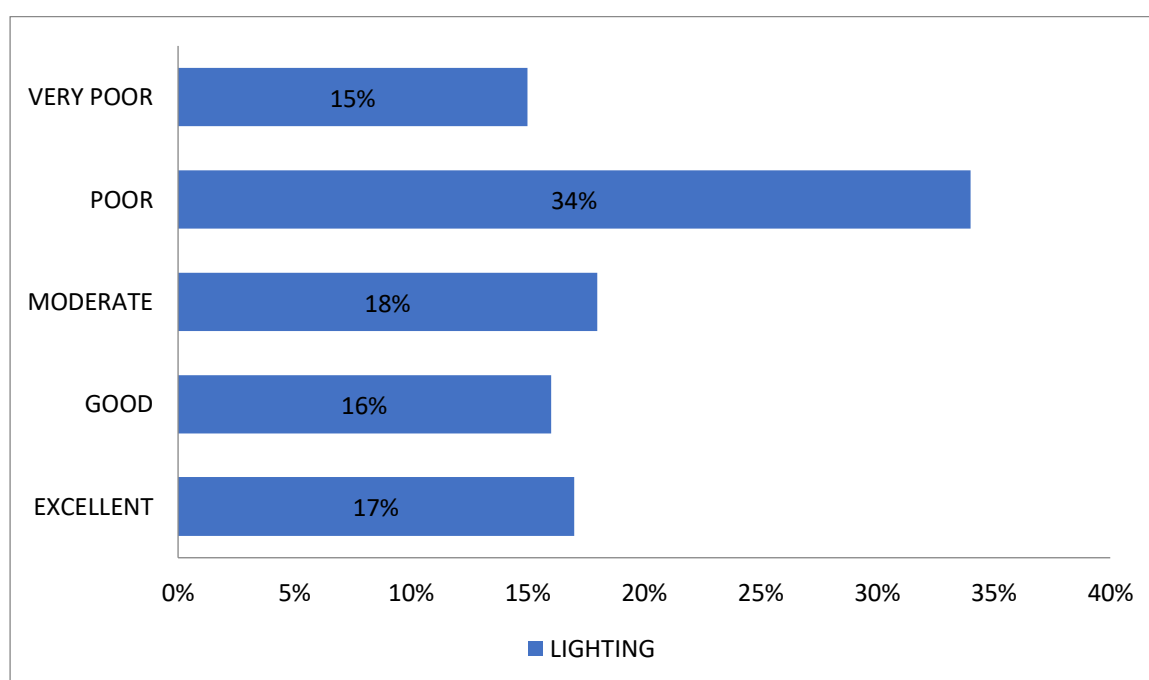
Table no:5.25

SL.NO	LIGHTING	FREQUENCY	PERCENT
1	EXCELENT	17	17.0
2	GOOD	16	16.0
3	MODERATE	18	18.0
4	POOR	34	34.0
5	VERY POOR	12	12.0
	TOTAL	100	100.0

SOURCE: Primary Data

LIGHTING FACILITIES

Chart no:5.25



Inference:

From the above table it is inferred that 17% of the respondents says that the lighting facility is excellent in the organization, 16% of the respondents says that the lighting facility is good in the organization, 18% of the respondents says that the lighting facility is moderate in the organization, 34% of the respondents says that the lighting facility is poor in the organization, 15% of the respondents says that the lighting facility is very poor in the organization..

CHANGING ROOMS FACILITIES

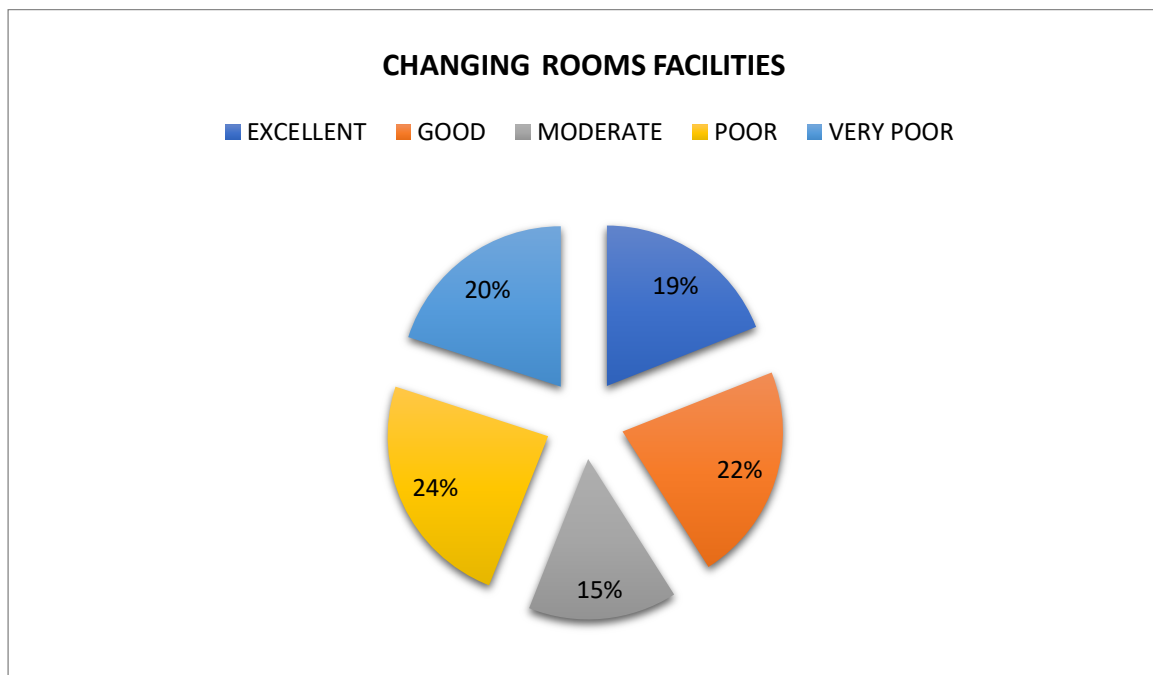
Table no:5.26

SL.NO	CHANGING ROOMS	FREQUENCY	PERCENT
1	EXCELLENT	19	19.0
2	GOOD	22	22.0
3	MODERATE	15	15.0
4	POOR	24	24.0
5	VERY POOR	20	20.0
	TOTAL	100	100.0

SOURCE:Primary Data

CHANGING ROOMS FACILITIES

Chart no:5.26



Inference:

From the above table it is inferred that 19% of the respondents says that the changing rooms are excellent in the organization, 22% of the respondents says that the changing rooms are good in the organization, 15% of the respondents says that the changing rooms are moderate in the organization, 24% of the respondents says that the changing rooms are poor in the organization, 20% of the respondents says that the changing rooms are very poor in the organization.

RESTROOMS FACILITIES PROVIDED

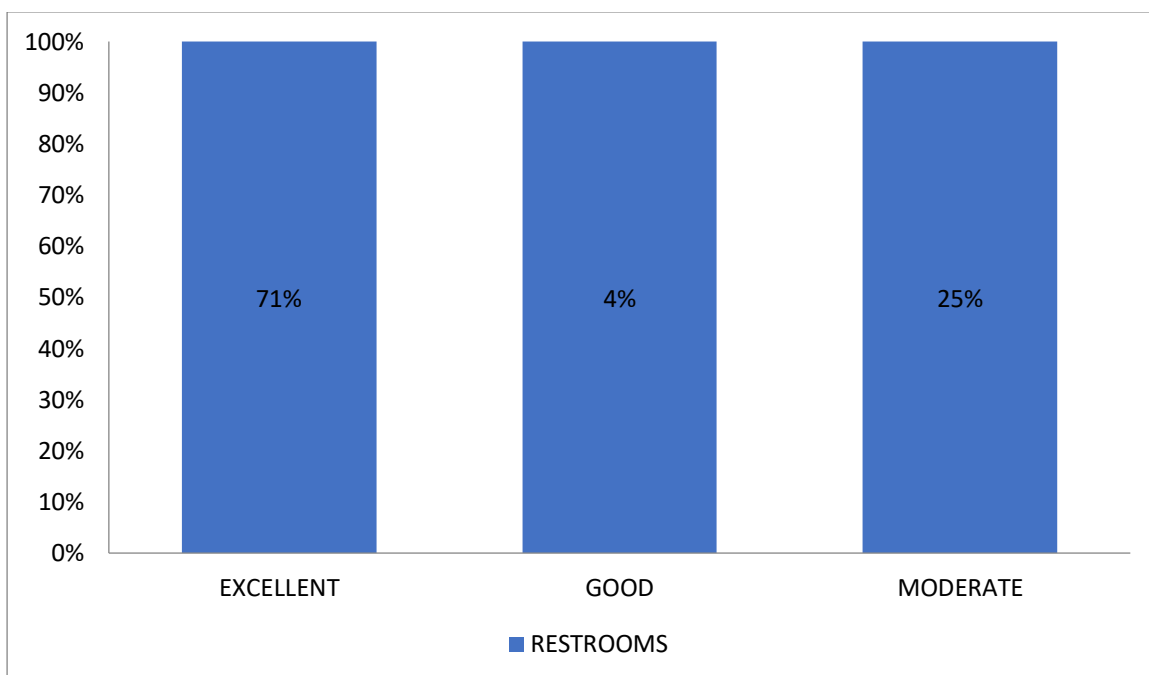
Table no: 5.27

SL.NO.	RESTROOMS	FREQUENCY	PERCENT
1	EXCELLENT	71	71.0
2	GOOD	4	4.0
3	MODERATE	25	25.0
	TOTAL	100	100.0

SOURCE: Primary Data

RESTROOMS FACILITIES PROVIDED

Chart no: 5.27



Inference:

From the above table it is inferred that 71% of the respondents says that the restrooms are excellent in the organization, 4% of the respondents says that the restrooms are good in the organization, 25% of the respondents says that the restrooms are moderate in the organization.

CANTEEN FACILITIES PROVIDED

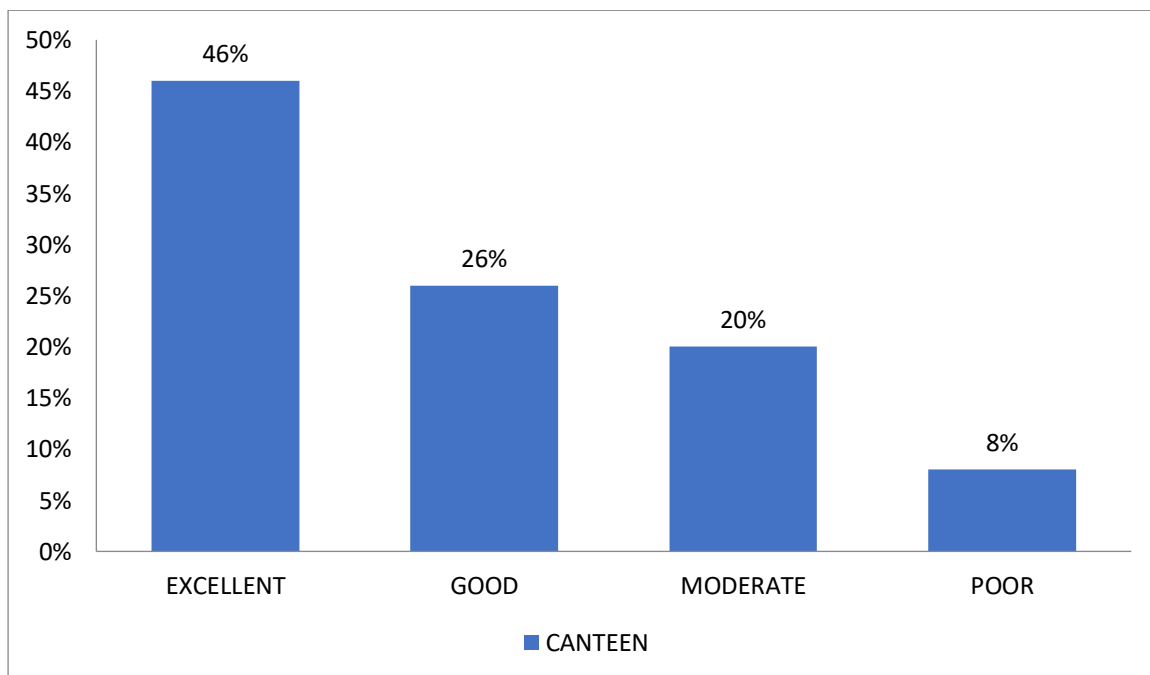
Table no: 5.28

SL.NO	CANTEEN	FREQUENCY	PERCENT
1	EXCELLENT	46	46.0
2	GOOD	26	26.0
3	MODERATE	20	20.0
4	POOR	8	8.0
	TOTAL	100	100.0

SOURCE:Primary Data

CANTEEN FACILITIES PROVIDED

Chart no: 5.28



Inference:

From the above table it is inferred that 46% of the respondents says that the canteen is excellent in the organization, 26% of the respondents says that the canteen is good in the organization, 20% of the respondents says that the canteen is moderate in the organization, 8% of the respondents says that the canteen is poor in the organization.

EFFICIENCY TOWARD WORK

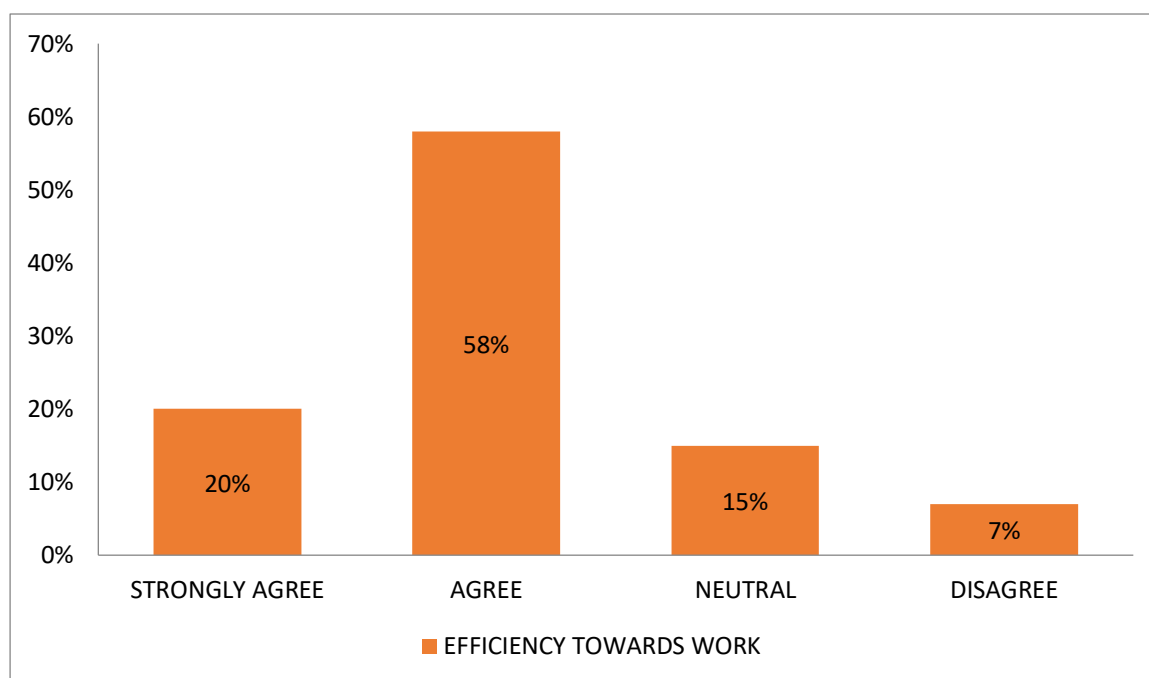
Table no: 5.29

SL.NO	OPINION	FREQUENCY	PERCENT
1	STRONGLY AGREE	20	20.0
2	AGREE	58	58.0
3	NEUTRAL	15	15.0
4	DISAGREE	7	7.0
	TOTAL	100	100.0

SOURCE:Primary Data

EFFICIENCY TOWARDS WORK

Chart no: 5.29



Inference:

From the above table it is inferred that 20% of the respondents strongly agree that employee welfare facility creates efficiency towards work, 58% of the respondents agree that employee welfare facility creates efficiency towards work, 15% of the respondents says neutral that employee welfare facility creates efficiency towards work, 7% of the respondents disagree that employee welfare facility creates efficiency towards work.

MATERNITY LEAVE PROVIDED

Table no: 5.30

SL.NO	OPINION	FREQUENCY	PERCENT
1	YES	19	19.0
2	NO	5	5.0
	TOTAL	24	24.0

SOURCE: Primary Data

MATERNITY LEAVE PROVIDED

Chart no: 5.30



Inference:

From the above table it is inferred that 19% of the female respondents say yes for the maternity leave provided by the company to them, 5% of the female respondents say no for the maternity leave provided by the company.

WOKRING HOURS

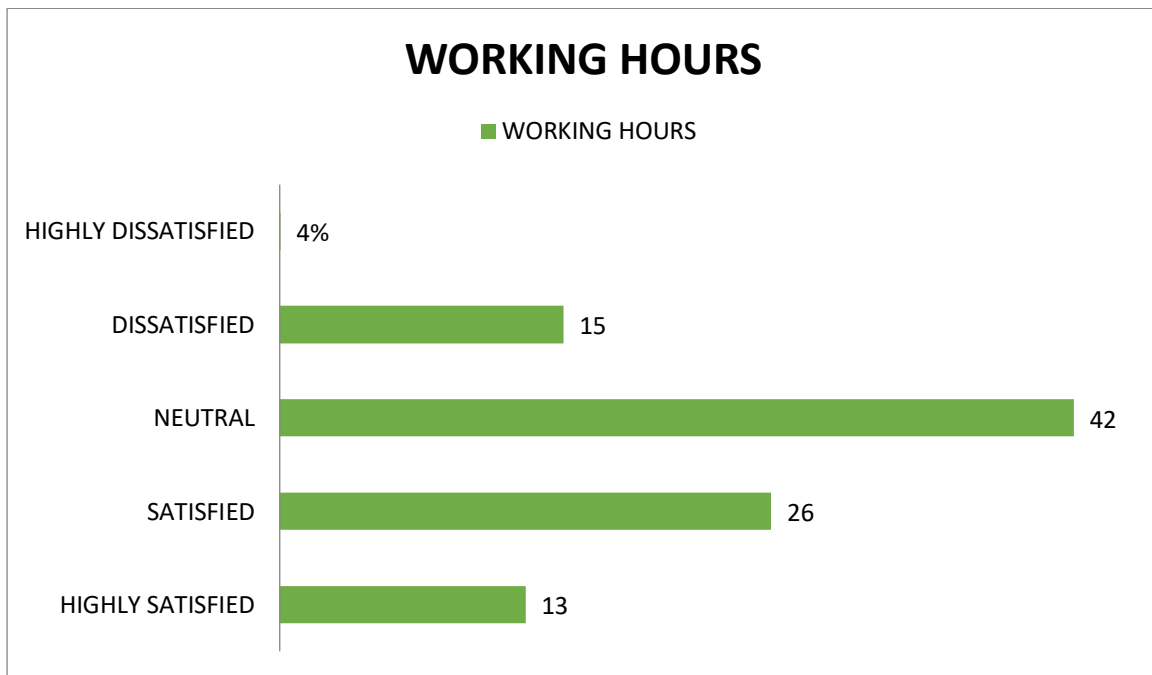
Table no: 5.31

SL.NO	OPINION	FREQUENCY	PERCENT
1	HIGHLY SATISFIED	13	13.0
2	SATISFIED	26	26.0
3	NEUTRAL	42	42.0
4	DISSATISFIED	15	15.0
5	HIGHLY DISSATISFIED	4	4.0
	TOTAL	100	100.0

SOURCE: Primary Data

WORKING HOURS

Chart no: 5.31



Inference:

From the above table it is inferred that 13% of the respondents are highly satisfied with the working hours, 26% of the respondents are satisfied with the working hours, 42% of the respondents says neutral with the working hours, 15% of the respondents are dissatisfied with the working hours, 4% of the respondents are highly dissatisfied with the working hours.

SECURITY

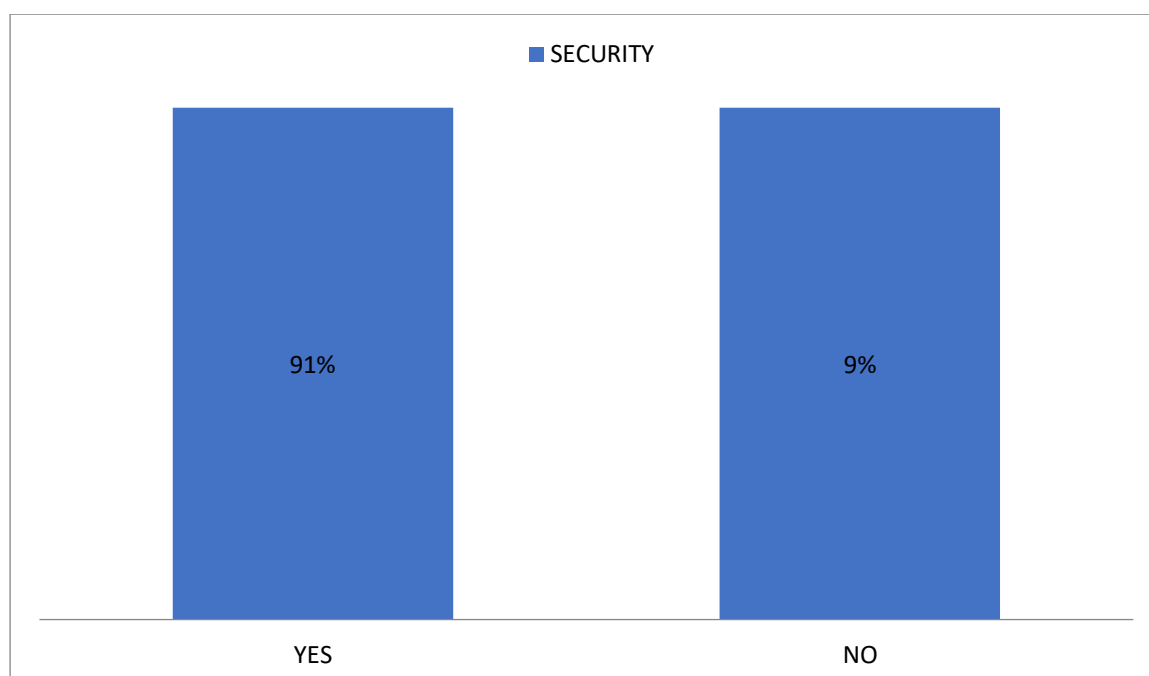
Table no: 5.32

SL.NO	OPINION	FREQUENCY	PERCENT
1	YES	91	91.0
2	NO	9	9.0
	TOTAL	100	100.0

SOURCE: Primary Data

SECURITY

Chart no: 5.32



Inference:

From the above table it is inferred that 91% of the respondents feel secured working in the organization and 9% of the respondents does not feel secured working in the organization.

MOTIVATIONAL FACTOR

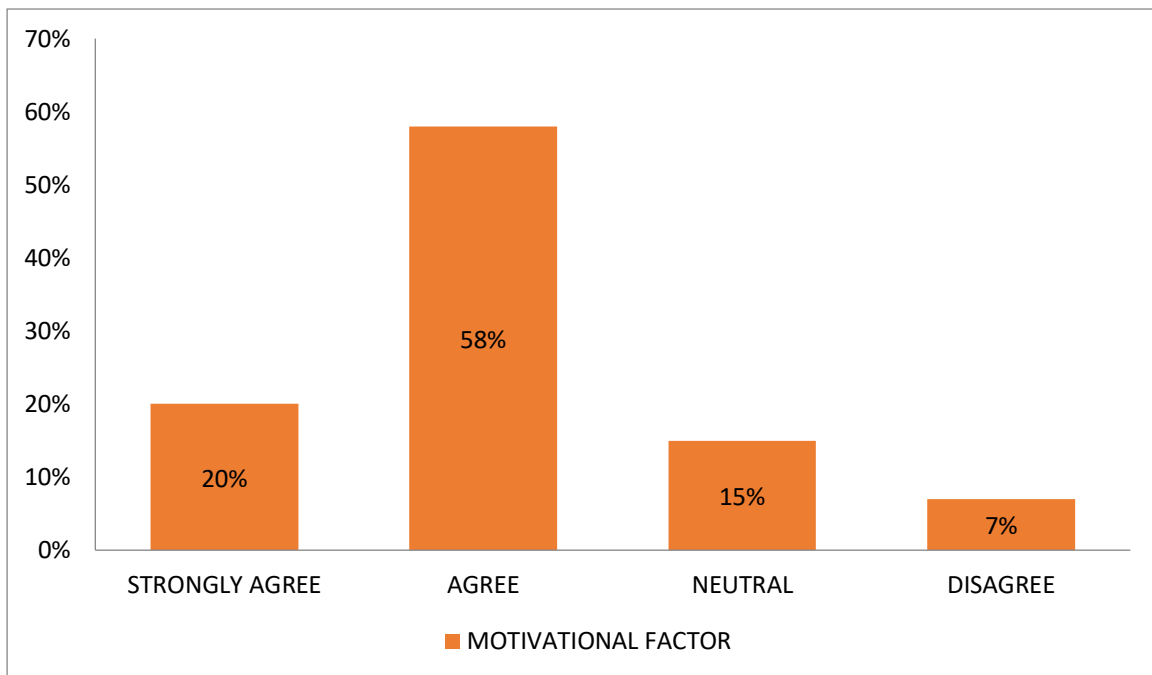
Table no: 5.33

SL.NO	OPINION	FREQUENCY	PERCENT
1	STRONGLY AGREE	20	20.0
2	AGREE	58	58.0
3	NEUTRAL	15	15.0
4	DISAGREE	7	7.0
	TOTAL	100	100.0

SOURCE:Primary Data

MOTIVATIONAL FACTOR

Chart no: 5.33



Inference:

From the above table it is inferred that 29% of the respondents strongly agree that welfare facility act as a motivational factor, 61% of the respondents strongly agree that welfare facility act as a motivational factor, 10% of the respondents strongly agree that welfare facility act as a motivational factor.

SATISFACTION OF OVERAL EMPLOYEE WELFARE

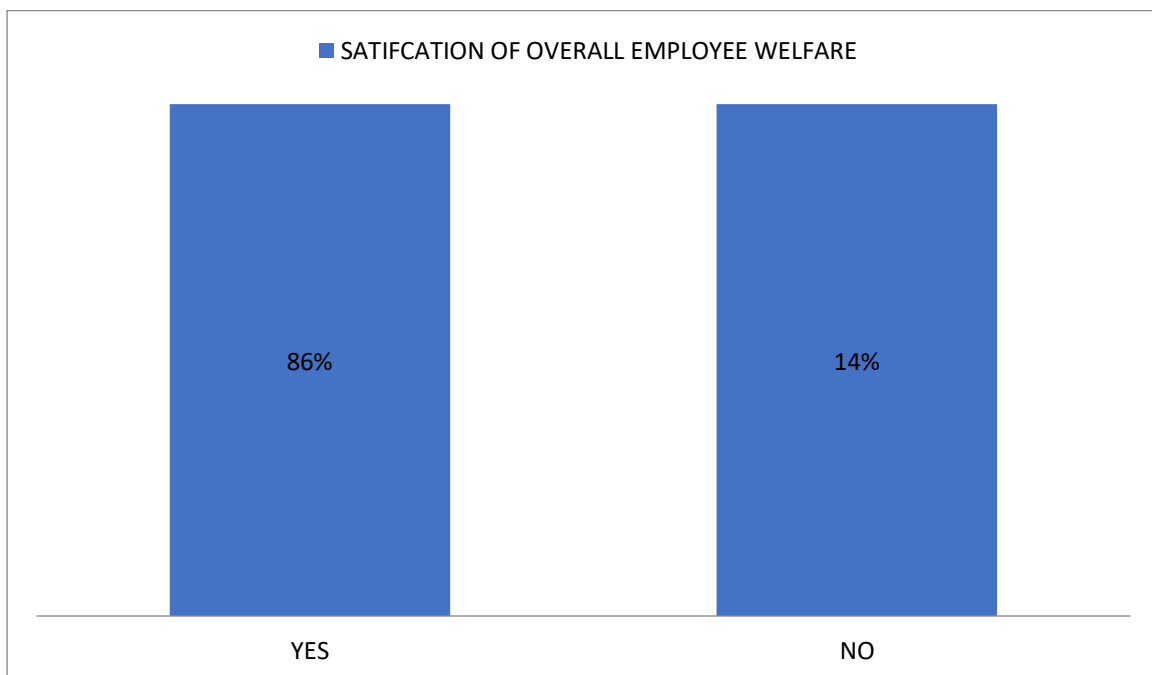
Table no: 5.34

SL.NO	OPINION	FREQUENCY	PERCENT
1	YES	86	86.0
2	NO	14	14.0
	TOTAL	100	100.0

SOUCRE: Primary Data

SATISFACTION OF OVERAL EMPLOYEE WELFARE

Chart no: 5.34



Inference:

From the above table it is inferred that 86% of the respondents say yes that they are satisfied with the overall welfare facility and 14% say no for satisfaction of overall employee welfare facility.

STATISTICAL CALCULATION

WEIGHTED AVERAGE METHOD

Table showing the weight average of the welfare facilities provided by the organization

Table no: 5.35

WEIGHTED AVERAGE											
R	W	X1	X1*W	X2	X2*W	X3	X3* W	X4	X4* W	X5	X5*W
1	5	53	265	26	130	12	60	5	25	60	300
2	4	20	80	15	60	23	92	18	72	21	84
3	3	13	39	40	120	25	75	51	153	11	33
4	2	5	10	13	26	30	60	11	22	3	6
5	1	9	9	6	6	10	10	15	15	5	5
TOATAL		100	403	100	342	100	297	100	287	100	428
Calculated weight ($\frac{\epsilon w x}{\epsilon x}$)		40.30		34.20		29.70		28.70		42.80	
RANK		11		111		1V		V		1	

Inference:

From the above table it is inferred that the ESI facility is ranked 1st, medical facility is ranked 2nd, safety measure is ranked 3rd, transport facility is ranked 4th and recreation facility is ranked 5th.

Table showing the weight average of the safety measures provided by the organization

Table no: 5.36

WEIGHTED AVERAGE													
R	W	X1	X1* W	X2	X2* W	X3	X3* W	X4	X4* W	X5	X5* W	X6	X6* W
1	5	31	155	26	130	47	235	21	105	65	260	43	215
2	4	36	144	20	80	27	108	15	60	20	80	30	120
3	3	26	78	29	87	21	63	24	72	13	39	20	60
4	2	3	6	10	20	5	10	15	30	2	4	7	14
5	1	4	4	15	15	0	0	25	25	0	0	0	0
Total		100	387	100	332	100	416	100	292	100	383	100	409
Calculate d weight ($\frac{\sum WX}{\sum X}$)		38.7		33.2		41.6		29.2		38.3		40.9	
Rank		III		V		I		VI		IV		II	

Inference:

From the above table it is inferred that the leather glove is ranked 1st, life saving appliance is ranked 2nd, safety helmet is ranked 3rd, safety mask is ranked 4th, safety outfit is ranked 5th and safety shoes is ranked 6th.

Table showing the weight average of the satisfaction level towards facilities provided by the organization

Table no: 5.37

WEIGHTED AVERAGE															
R	W	X1	X1 * W	X2	X2 * W	X3	X3 * W	X4	X4 * W	X5	X5 *W	X6	X6 * W	X7	X7 * W
1	5	57	285	20	100	64	320	17	85	19	95	71	355	46	230
2	4	25	100	13	120	20	80	16	64	22	88	4	16	26	104
3	3	10	30	45	135	16	48	18	54	15	45	25	75	20	60
4	2	8	16	10	20	0	0	34	68	24	48	0	0	8	16
5	1	0	0	12	12	0	0	15	15	20	20	0	0	0	0
Total		100	431	100	387	100	448	100	286	100	296	100	446	100	410
Calculated weight $(\frac{\sum WX}{\sum X})$		43.1		38.7		44.8		28.6		29.6		44.6		41	
Rank		III		V		I		VII		VI		II		IV	

Inference:

From the above table it is inferred that the first aid appliance is ranked 1st, rest room is ranked 2nd, drinking water is ranked 3rd, canteen is ranked 4th, seating arrangement is ranked 5th, changing room is ranked 6th and lighting is ranked 7th.

CHI- SQUARE TEST:

ANALYSIS OF OPINION OF THE RESPONDENTS TOWARDS THE GENDER AND AWARENESS OF WELFARE MEASURES

HYPOTHESIS

NULL HYPOTHESIS: (H0)

There is no association between gender and the awareness of welfare measures.

ALTERNATIVE HYPOTHESIS: (H1)

There is association between gender and the awareness of welfare measures.

AGE OF THE RESPONDENTS

Table no: 5.38

SL.NO	AGE	FREQUENCY	PENCENTAGE
1	20-30 YEARS	37	37.0
2	30-40 YEARS	31	31.0
3	40-50 YEARS	22	22.0
4	ABOVE 50 YEARS	10	10.0
	TOTAL	100	100.0

AWARENESS OF WELFARE MEASURES

Table no:5.39

SL. NO.	AWARENESS OF WELFARE MEASURES	FREQUENCY	PERCENTAGE
1	YES	81	81.0
2	NO	19	19.0
	TOTAL	100	100.0

CHI SQUARE CROSS TABULATION OF GENDER vs. AWARENESS OF WELFARE MEASURES

Table no: 5.40

		AWARENESS OF WELFARE MEASURES		TOTAL
		YES	NO	
GENDER	MALE	64	12	76
	FEMALE	17	7	24
TOTAL		81	19	100

CHI SQUARE RESULT

Table NO: 5.41

	VALUE	Df	Asymp.sig. (2-sided)
Person Chi Square	2.121 ^a	1	.145
Continuity Correction	1.341	1	.247
Likelihood Ratio	1.973	1	.160
Fisher's Exact Test			
Linear-by-Linear Association	1.973	1	.147
N of Valid Cases	100		

Cells (25.0%) have expected count less than 5. The minimum expected count is 4.56.

Result:

From the SPSS it is generated that the significance value is .145 ,which is than 0.05 level of significance, so the alternative hypothesis is rejected.

Inference:

Hence there is no significant association between gender and awareness of welfare measures.

CORRELATION:

ANALYSIS OF OPINION OF THE RESPONDENTS TOWARDS THE EFFICIENCY TOWARDS WORK AND MOTIVATING FACTOR

HYPOTHESIS

NULL HYPOTHESIS: (H0)

There is no association between efficiency towards work and motivating factor.

ALTERNATIVE HYPOTHESIS: (H1)

There is association between efficiency towards work and motivating factor.

EFFICIENCY TOWARD WORK

Table no: 5.42

SL.NO	OPINION	FREQUENCY	PERCENT
1	STRONGLY AGREE	20	20.0
2	AGREE	58	58.0
3	NEUTRAL	15	15.0
4	DISAGREE	7	7.0
	TOTAL	100	100.0

SOURCE:Primary Data

MOTIVATIONAL FACTOR

Table no: 5.43

SL.NO	OPINION	FREQUENCY	PERCENT
1	STRONGLY AGREE	20	20.0
2	AGREE	58	58.0
3	NEUTRAL	15	15.0
4	DISAGREE	7	7.0
	TOTAL	100	100.0

SOURCE:Primary Data

CORRELATION RESULTS

Table no: 5.44

		EFFICIENCY TOWARDS WORK	MOTIVATING FACTOR
EFFICIENCY TOWARDS WORK	Pearson correlation	1	.015
	Sig. (2-tailed)		.881
	N	100	100
MOTIVATING FACTOR	Pearson correlation	.015	1
	Sig. (2-tailed)	.881	
	N	100	100

Correlation is significant at the 0.01 level (2-tailed).

Result:

R=.015

From SPSS the output was generated, the correlation value is .015.

Inference:

From the above table the correlation co –efficient value is 0.015, correlation co-efficient is positively correlated between efficiency towards work and motivating factor.

CHAPTER 6

FINDINGS, SUGGESTION AND CONCLUSION

FINDINGS:

1. PERCENTAGE ANALYSIS

- From the study it is being found that 76% of the respondents are male and 24% of the respondents are female.
- From the study it is being found that 37% of the respondents are between the age group of 20-30 years, 31% of the respondents are between the age group of 30-40 years, 22% of the respondents are between the age group of 40-50 years and 10% of the respondents are above 50 years.
- From the study it is being found that 25% of the respondent's educational qualification is diploma, 50% of the respondent's educational qualification is degree, 12% of the respondent's educational qualification is post graduate and 13% of the respondents are other qualification.
- From the study it is being found that 38% of the respondents have 1-5 years of experience, 36% of the respondents have 5-10 years of experience, 19% of the respondents have 10-15 years of experience and 7% of the respondents have above 15 years of experience.
- From the study it is being found that 19% of the respondent's monthly income is between 1000-10000, 34% of the respondent's monthly income is between 10000-20000, 20% of the respondent's monthly income is between 20000-30000, 17% of the respondent's monthly income is between 30000-40000, 10% of the respondent's monthly income are above 40000.
- From the study it is being found that 81% of the respondents say yes for the awareness about the various welfare measures provided at the organization and 19% of the respondents say no.
- From the study it is being found that 64% of the respondents are highly satisfied with the working environment in the organisation and 3% of the respondents are highly dissatisfied with the working environment in the organisation.
- From the study it is being found that 56% of the respondents say neutral that the facilities increase the standard of living, 10% of the respondents strongly agree that the

facilities increase the standard of living and 10% of the respondents strongly disagree that the facilities increase the standard of living.

- From the study it is being found that 74% of the respondents say neutral that welfare facilities promotes healthy industrial relationship, and 2% of the respondents strongly disagree that welfare facilities promotes healthy industrial relationship.
- From the study it is being found that 58% of the respondents agree that employee welfare facility creates efficiency towards work and 7% of the respondents disagree that employee welfare facility creates efficiency towards work.
- From the study it is being found that 19% of the female respondents say yes for the maternity leave provided by the company to them, 5% of the female respondents say no for the maternity leave provided by the company.
- From the study it is being found that 42% of the respondents say neutral to the working hours and 4% of the respondents are highly dissatisfied with the working hours.
- From the study it is being found that 91% of the respondents feel secured working in the organization and 9% of the respondents do not feel secured working in the organization.
- From the study it is being found that 61% of the respondents strongly agree that welfare facility act as a motivational factor and 10% of the respondents strongly agree that welfare facility act as a motivational factor.
- From the study it is being found that 86% of the respondents say yes that they are satisfied with the overall welfare facility and 14% say no for satisfaction of overall employee welfare facility.

2. WEIGHTED AVERAGE METHOD

- From the study, it is being found that the ESI facility is ranked 1st, medical facility is ranked 2nd, safety measure is ranked 3rd, transport facility is ranked 4th and recreation facility is ranked 5th.
- From the study, it is being found that the leather glove is ranked 1st, life saving appliance is ranked 2nd, safety helmet is ranked 3rd, safety mask is ranked 4th, safety outfit is ranked 5th and safety shoes is ranked 6th.
- From the study it is being found that the first aid appliance is ranked 1st, rest room is ranked 2nd, drinking water is ranked 3rd, canteen is ranked 4th, seating arrangement is ranked 5th, changing room is ranked 6th and lighting is ranked 7th.

3. CHI- SQUARE TEST

- From the study it is being found that the significant value is .145 which is greater than 0.05. Therefore we reject the alternate hypothesis. Hence we conclude that there is association between gender and the awareness of welfare measures.

4. CORRELATION

- The correlation co-efficient value is 0.015, correlation co-efficient is positively correlated between efficiency towards work and motivating factor.

SUGGESTIONS:

- The company shall provide the facilities like housing schemes and education for worker's family that helps in raising their standards of living.
- It is advisable that the company shall provide welfare amenities which enable the workers to maintain healthy employer employee relationship.
- The recreation facility shall be focused by the company that builds a strong relationship and a stronger society.
- It is advisable that the company provide appropriate safety accessories that protect employees from hazards and injuries.

CONCLUSION:

Employee welfare covers the state of well-being, happiness, satisfaction, protection and enlargement of human resources and also helps to motivation of worker. The fundamental purpose of employee welfare is to enrich the life of employees and it helps in the development of organization.

As per the study it is observed that the organization provides good welfare facilities to all workers in such way that workers are satisfied, which in turn increases the organization's productivity.

The organization lacks in recreation facilities, safety measures, and basic facilities like lighting and changing room. Therefore it is necessary to make some provision for improving the welfare facility which motivates the employees and improve their performance level.

It can be concluded that the employee welfare facilities provided by the company to employees are satisfied, but there is scope for further improvements, so that efficiency, effectiveness and productivity can be enhanced by which the organization can accomplish its goals.

BIBLIOGRAPHY

REFERENCE BOOKS:

- S.K.Bhatia, Human Resource Management a Competitive advantage.
- Gupta S.P, “Statistical Methods”, thirty fifth revised editions, 2007.
- Kothari C.R, “Research Methodology methods & Techniques”, second edition, New age international publishers revised, 2004.
- V.S.P.Rao, Human Resource management.

JOURNALS:

- Employee Welfare Measures- A Study on Cement Corporation of India Units, in Thandur and Adilabad (2015) by B.R.Manasa
- A Study On Employee Welfare Measures With Reference To It Industry (2014) By Dr.K.Lalitham.Com, B.Ed., M.Phil., Phd T.Priyankamba, (Ph.D):
- Study on Employees Welfare Facilities Adopted at Bosch Limited, Bangalore (2013) by Srinivas KT:

WEBSITES:

- www.managementstudyguide.com
- www.articlesfactory.com
- www.snamalloys.com
- www.scribd.com
- www.managementparadise.com

QUESTIONNAIRE

A STUDY ON EMPLOYEE WELFARE MEASURES AT SMAM ALLOYS PVT LTD

I would be grateful if you kindly spare your precious time to answer the queries.

1. Name:

2. Gender:

a) Male ☐ b) Female ☐

3. Age:

a) 20-30years b) 30-40years c) 40-50years d) Above 50 years

4. Educational qualification:

a) Diploma b) Degree c) Post graduate c) others

5. Years of experience:

a) 1-5 years b)5-10 years c)10-15 years d) 15-20 years e) above 20 years

6. Monthly Income:

a) 1000-10000 b) 10000-20000 c) 20000-30000 d) 30000-40000 e) 40000& Above

7. Are you aware of various welfare measures provided at SNAM ALLOYS?

a) Yes b) No

8. Rate the following facilities that benefit you the most?

FACILITIES	HIGHLY SATISFIED	SATISFIED	NEUTRAL	DISSATISFIED	HIGHLY DISSATISFIED
Medical facilities					
Safety measures					
Transport facilities					
Recreation facilities					
ESI facilities					

9. How do you rate the Working Environment of the Organization?

a) Highly Satisfied b) Satisfied c) Neutral d) Dissatisfied e) Highly Dissatisfied

10. Do the employee welfare facilities increase the standard of living?

a) Strongly Agree B) Agree C) Neutral D) Disagree E) Strongly Disagree

11. Does the employee welfare facility create loyalty towards the work?

a) Strongly Agree B) Agree C) Neutral D) Disagree E) Strongly Disagree

12. What is your opinion about the following safety measures provided by SNAM ALLOYS?

Provision of safety measures	Always	Often	Sometimes	Seldom	Never
Safety helmets					
Safety outfits					
Leather gloves					
Safety shoes					
Safety mask					
Life saving					
Appliances					

13. Does the employee welfare promote healthy industrial relationship?

a) Strongly Agree B) Agree C) Neutral D) Disagree E) Strongly Disagree

14. Rank the following facilities in accordance to your satisfaction level.

Facilities	Excellent	Good	moderate	Poor	Very poor
Drinking water					
Seating arrangement					
First aid appliances					
Lighting					
Changing rooms					
Rest rooms					
Canteen					

15. Does the employee welfare facility create efficiency towards work?

a) Strongly Agree B) Agree C) Neutral D) Disagree E) Strongly Disagree

16. Does the company provide maternity leave to Female Employees?

a) Yes b) No

17. How do you rate the working Hours of the Organization?

a) Highly Satisfied b) Satisfied c) Neutral d) Dissatisfied e) Highly Dissatisfied

18. Does working in the organization give you a feeling of security?

a) Yes b) No

19. Does employee welfare facility act as a motivational factor?

a) Strongly Agree B) Agree C) Neutral D) Disagree E) Strongly Disagree

20. Are you satisfied with the overall employee welfare provided by the organization?

a) Yes b) No