

**“A STUDY ON EMPLOYEE WELFARE MEASURES IN UNIQ
TECHNOLOGIES”**

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

SUBMITTED BY

S.DIVYA

(40410051)



**SUBMITTED TO THE
SCHOOL OF MANAGEMENT STUDIES**

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

Accredited with Grade “A” by NAAC

JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI – 600119

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**SATHYABAMA INSTITUTE OF SCIENCE AND
TECHNOLOGY**

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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **S.DIVYA 40410051** who carried out the project entitled "**A STUDY ON EMPLOYEE WELFARE MEASURES AT UNIQ TECHNOLOGIES**" under my supervision from January 2022 to March 2022.

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DECLARATION

I **DIVYA.S (40410051)** hereby declare that the Project Report entitled “**A STUDY ON EMPLOYEE WELFARE MEASURES AT UNIQ TECHNOLOGIES**” done by me under the guidance of **DR.K.SASIREKHA** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

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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.

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DIVYA.S

REFERENCE NO: INV-001449

Date: 17th January 2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **S. DIVYA** (Reg. No: 40410051) Department of MBA (HR and FINANCE) in **SATHYABAMA INSTITUTE OF SCIENCE AND TECHNOLOGY**, has been permitted to do her internship with project in our organization.

Her project period: **January 2022 to March 2022**

After the successful completion of her internship, she will get the completion letter from our organization.

Thanks & Regards,


(HR Head)

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ABSTRACT

Employees' play a key role in the existence and growth of any organisation, therefore their welfare is essential. During the past few years, organisations have been contributing towards the employee's benefits and also increase their efficiency. Employees' welfare facilities include housing facilities, free medical facilities, retirement benefits, children and adult educational benefits, welfare measures for the employee's families, loan facilities, etc. If the organisations do not bother about the employees benefit, but expect efficient and high performance from them, it is a mere waste. So there is utmost need for the employee's welfare in any type of organisation. Organizations have to provide welfare facilities to their employees to keep their motivation levels high.

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CHAPTER 1

INTRODUCTION

Welfare measures are something that is available to employees in addition to regular wages and other economic benefits under legal provisions and collective bargaining. The perseverance of employee welfare is to improve the working class which in turn makes a worker a good employee and a happy citizen. Employee welfare means anything done for the comfort and (intellectual or social) improvement of the employees, over and above the wages paid.

According to **International Labor Organization** -

“Employee welfare should be understood as such service, facilities and amenities which may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy and peaceful surroundings and to avail of facilities which improve their health and bring high morale”.

1.1 CONCEPT OF EMPLOYEE WELFARE

Employee welfare is a dynamic concept as new welfare measures are added to the existing ones along with social changes. It is also a comprehensive concept. The modern concept of employee welfare entails all those activities of the employers which are directed towards providing the employees with certain facilities and services in addition to wages or salaries. Employee welfare is a dynamic concept as new welfare measures are added to the existing ones along with social changes. It is also a comprehensive concept. The modern concept of employee welfare entails all those activities of the employers which are directed towards providing the employees with certain facilities and services in addition to wages or salaries.

These are not a form of employers' goodwill or charity to the workers, but are facilitative services to build and maintain the morale of the workers to achieve the objectives of the organization. It is not only in the interest of the employees to provide them with necessary medical benefits, recreation facilities, retirement benefits, etc.,

but also in the interest of the organization itself. The employees feel satisfied if they are provided with such services and they also feel committed to the organization. Though welfare services are merely maintenance factors and not motivators, yet they are necessary for the health of the organization since they bear close connection with the productivity of the employees.

The basic features of employees’:

- (i) Labor welfare includes various facilities, services and amenities provided to workers for improving their health, efficiency, economic betterment and social status.
- (ii) Welfare measures are in addition to regular wages and other economic benefits available to workers due to legal provisions and collective bargaining.
- (iii) Labor welfare measures are flexible and ever-changing. New welfare measures are added to the existing ones from time to time.
- (iv) Welfare measures may be introduced by the employers, government, employees or by any social or charitable agency.
- (v) The purpose of labour welfare is to bring about the development of the whole personality of the worker to make him a good worker and a good citizen.

1.2 OBJECTIVES OF EMPLOYEE WELFARE:

- (i) To enhance the level of morale of employees.
- (ii) To create a loyal, contented workforce in organization.
- (iii) To develop a better image of the company in the minds of the employees.
- (iv) To enable the workers to live comfortably and happily.
- (v) To develop efficiency of the workers.
- (vi) To reduce influence of trade unions over the workers.
- (vii) To expose philanthropic and benevolent activities of the company.
- (viii) To make the workers know that the company takes care of them.
- (ix) To develop positive attitude towards job, company and management.
- (x) To reduce tax burden.
- (xi) To develop a feeling of satisfaction of employees with the company.
- (xii) To develop a sense of belonging to the company.

(xiii) To retain skilled and talented workers.

(xiv) To develop better human relation.

(xv) To prevent social evils like drinking, gambling through improvement of working conditions, cultural activities and social conditions.

1.3 WHY EMPLOYEE WELFARE IS IMPORTANT?

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

2. **Poverty** – Poverty is one of the main reasons behind the provisions of labor welfare activities. Indian workers in majority are poor, and are, therefore, unable to provide a healthy living for their families and good education for their children.

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

4. **Low level of health and nutrition** – Due to poverty and illiteracy, the workers remain unhealthy and ill fed. This reduces their productivity and efficiency.

5. **Lack of healthy recreation** – Due to lack of healthy recreation, the workers indulge in crime and other wrong activities. The employer should provide means of healthy recreation in order to maintain their efficiency.

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

1.4 EMPLOYEE WELFARE APPROACHES:

The different approaches to employee welfare reflect the evolution of the concept of welfare. Earlier, the Government of the land had to compel the industrial houses to provide the basic amenities to their employees. Such compulsion was necessary because the employers believed in exploiting the employee and treating it in an unfair manner. But with passage of time, the concept of welfare has undergone changes, but today management provides welfare facilities voluntarily and with enlightened

willingness and enthusiasm. In fact, welfare facilities are, no longer, restricted to workers alone, it has been extended to include social welfare too.

1. Policing Approach:

According to this theory, the factory owners exploit the employee in an unfair manner. Instances of exploitation are making the employees work for long hours, paying low wages, neglecting health and safety provisions, providing unhygienic conditions of work, etc. A welfare state enacts legislation under which managements are compelled to provide basic amenities to the workers. Thus, the state assumes the role of a policeman and compels the employers to provide welfare facilities and punishes the non-complier.

2. Philanthropic Approach:

Affection for mankind is the basis of philanthropic theory. This theory refers to the provision of good working conditions, creches and canteens out of pity on the part of the employers who want to remove the disabilities of the employees. The philanthropic theory is more common in social welfare rather than in industrial enterprises.

3. Paternalistic Approach:

According to the paternalistic theory, the industrialist holds the entire industrial estate, properties and the profits accruing from them in trust. This trust is not actual and legal but it is moral. The employers provide for the well-being of their employees out of funds under their control. As, the whole enterprise is held in trust for the benefit of the employees, this theory is also called trusteeship theory.

4. Placating Approach:

When workers are organized and unions are strong, management has to appease them. As crying children are pacified by sweets, workers are pleased by welfare works. This theory is based on the assumption that management can bring peace in the organization by welfare measures.

5. Functional Approach:

According to the functional theory, welfare work is a means of securing, preserving and increasing the efficiency of labor. Welfare facilities are provided by the employers to the employees to make them more efficient.

6. Social Approach:

The social responsibility of business has been assuming great significance these days. The social theory implies that an industrial establishment is morally bound to improve the conditions of society in addition to improving the condition of the employees. Labor welfare is gradually taking the shape of social welfare.

7. Public Relations Approach:

According to this theory, welfare facilities provided by the employers to the employees create a good image of the employer in the mind of the general public. Some employers proudly take their visitors around the plant to show how well they have organized their welfare activities.

1.5 EMPLOYEE WELFARE BENEFITS:

- 1) Employees would start working sincerely and honestly.
- 2) It would improve the productivity and efficiency of the employees.
- 3) The attachment and belongingness among the employees would be developed.
- 4) Employees would be healthy and they would be mentally and physically fit to perform in the best manner. Thus; it promotes a healthy work environment.
- 5) Employees can enjoy stable, developed, dedicated employees; moreover, employees will work with interest and with full involvement.
- 6) Higher Productivity, higher efficiency, promotes health industrial relations, ultimately industrial peace can be achieved.
- 7) Absenteeism, labor turnover such problems of the employees would not arise in the organization.
- 8) Employees would come forward to share additional responsibilities of the company.
- 9) It will improve the standard of living of the employees.
- 10) Work environment, work culture will be developed in the organization.

- 11) It enhances the goodwill and reputation and thereby image of the company.
- 12) No chance for industrial dispute in the company. Healthy, harmonious relation between employer and employees will be developed.

1.6 EMPLOYEE WELFARE UNDER VARIOUS SCHEMES AND PROCEDURES

Employee Welfare activities are provided under various schemes by central government/state government / trade unions / voluntary agencies etc.

Those are provided as stated below:

Central Government has enacted various laws, to provide certain welfare facilities by the employers to their employee's viz.:

1. Canteen facility if employing more than 250 workers, creche, if employing more than 30 women, welfare officer if employing 500 or more workers.
2. Provision of shelters for taking food and rest if 150 or more persons are employed, first aid rooms, in mines employing more than 150 workers
3. Educational facilities, in the estate for the children of workers where there are 25 workers children, between the age of 6 and 12, housing facilities to every worker and his / her family residing in the plantation.
4. Uniforms, raincoats to drivers, conductors and line checking staff, for protection against rain and cold, medical facilities, to the motor transport worker
5. Ensure regular payment of minimum wages / equal pay for equal work irrespective of sex / provide suitable residential accommodation to workers / to provide such protective clothing to the workmen, as may be prescribed.

1.7 STATUTORY WELFARE

Statutory welfare measures mainly include welfare facilities provided within the precincts of an industrial establishment. They form part of the employers' statutory obligations. All welfare states provide welfare to the labor by securing and protecting social order to ensure social, economic and political justice.

PROVISIONS REGARDING THE WELFARE OF WORKERS

1.7.1 Washing: In every factory adequate and suitable facilities for washing shall be provided and maintained. They shall be conveniently accessible and shall be kept clean. There must be separate provisions for male and female workers.-Sec. 42.

1.7.2 Storing and drying. The State Government may make rules requiring the provision of suitable facilities for storing and drying clothing.-Sec. 43.

1.7.3 Sitting. Sitting facilities must be provided for workers who have to work in a standing position. so that they may take rest when possible. When work can be done in a sitting position efficiently the Chief Inspector may direct the provision of sitting arrangements. Sec. 44.

1.7.4 First aid. Every factory must provide first aid boxes or cupboard. They must contain the prescribed materials and they must be in charge of persons trained in first aid treatment. Factories employing more than 500 persons must maintain an ambulance room containing the prescribed equipment and in charge of the prescribed medical and nursing staff-Sec. 45.

1.7.5 Canteens. Where more than 250 workers are employed. the state Government may require the opening of canteen or canteens for workers. Rules may be framed regarding the food served. its management etc.,,-Sec.

1.7.6 Shelters. In every factory where more than 150 workers are employed there must be provided adequate and suitable shelters or rest. rooms and a lunch room (with drinking water supply) where workers may eat meals brought by them. Such rooms must be sufficiently lighted and ventilated and must be maintained in a cool and clean condition~. The standards may be fixed by the State Government. -Sec. 47

1.7.7 Creches. In every factory where more than 30 women a employed, a room shall be provided for the use of the children (below 6 years) of such women. The room shall be adequate size. well lighted and ventilated, maintained in a clean and sanitary

condition and shall be in charge of a woman trained in the care of children and infants. The standards shall be laid down by the State Government. Sec. 48.

1.7.8 Welfare officers. Welfare officers must be appointed in every factory where 500 or more workers are employed. The State Government may prescribe the duties, qualifications etc. of such officers. Sec. 49.

1.7.8 Rules. The State Government may make rules regarding the welfare of workers.-Sec. 50.

1.8 Employee Welfare Benefits Schemes

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. These include provisions provided in industrial acts like Factories Act 1948, Dock Workers Act (safety, health and welfare) 1986, Mines Act 1962. The non-statutory schemes differ from organization to organization and from industry to industry.

Some of the employee welfare Laws in India

1.8.1 The Factories Act, 1948

Factories Act, 1948 has been enacted to consolidate and amend the law regulating the workers working in the factories. It extends to whole of India and applies to every factory wherein 20 or more workers are ordinary employed. Since the aim and object of the Act is to safeguard the interest of workers and protect them from exploitation, the Act prescribes certain standards with regard to safety, welfare and working hours of workers, apart from other provisions. Factory means [section 2 (m)]Means any premises including the precincts thereof where ten or more persons are working in any manufacturing process being carried on with aid of power and where twenty or more workers are working without the aid of power.

1.8.2 The Maternity Benefit Act, 1961

The 44th Session of Indian Labour Conference (ILC), has recommended for enhancing maternity leave under Maternity Benefit Act, 1961 from existing twelve weeks to twenty-four weeks. This recommendation has been reiterated during 45th and 46th Session of ILC. The Ministry of Women and Child Development and other stakeholders has also requested to enhance maternity benefit under the Maternity Benefit Act, 1961. Based on the recommendations of ILC and requests from the various quarters and the deliberations during the Tripartite Consultations with stakeholders, it has been decided to amend the Maternity Benefit Act, 1961. The Maternity Benefit Act, 1961, protects the employment of women during the time of maternity and entitles them to a full paid absence from work to take care for the child. The amendments in 2017 seeks to increase maternity leave period to 26 weeks in all establishments, including private sector.

1.8.3 The Employee State Insurance Act, [ESI] 1948

The Employees* State Insurance Act (ESI Act) was enacted with the object of introducing a scheme of health insurance for industrial workers. The scheme envisaged by it is one of compulsory State Insurance providing for certain benefits in the event of sickness, maternity and employment injury to workmen employed in or in connection with the work in factories other than seasonal factories.

1.8.4 The employees' provident funds and miscellaneous provisions act, 1952

The Employees' Provident Fund Organization (EPFO) is a statutory body of the Government of India under the Ministry of Labour and Employment. It administers a compulsory contributory Provident Fund Scheme, Pension Scheme and an Insurance Scheme. It is one of the largest provident fund institutions in the world in terms of members and volume of financial transactions that it has been carrying on. The Employees' Provident Fund and Miscellaneous Provisions Act 1952 applies to the whole India except Jammu & Kashmir. Employees' Provident Fund and Miscellaneous Provisions Act 1952 is applicable to: Every establishment which is

engaged in any one or more of the industries specified in Schedule I of the Act or any activity notified by Central Government in the Official Gazette.

1.8.5 The Payment of Bonus Act, 1965

The Payment of Bonus Act, 1965 is the principal act for the payment of bonus to the employees which was formed with an objective for rewarding employees for their good work for the organization. It is a step forward to share the prosperity of the establishment reflected by the profits earned by the contributions made by capital, management and labour with the employees. The Act mandates payment of bonus to employees' whose salary or wage is up to Rs 21,000 per month.

1.9 COMPANY PROFILE

UNIQ TECHNOLOGIES

1.9.1 About

Uniq technology is a leading software services company focusing on consulting, enterprises solution, internet application, IT service system software, networking and telecom and software testing, verification and validation. At uniq, they combine business and technical knowledge based on the requirement of the client and ensure maximum customer satisfaction. Equipped with the team comprising of experience and dedicated professionals, we go about our task other ring to the choose and framework and documentation standard. We also use document that system to provide full satisfaction on the quality of product.

The main aim of this company is to provide high quality software that compresses to given specification and deliver it within the stipulated time frame. They also support developmental life cycle by providing function and technical recruitments through coding and testing. They are ready to deploy our extensive resources to meet our challenges. Apart from these they also expertise and sheer devotion to their work which makes the obvious choice as information technology outsourcing consultant and provider. They believe that any solution will be effective only when it perfectly complements existing business strategies, practices, structure and vision. Each project is unique in its recruitment and the approach subsequently differs.

1.9.2 OUR VISION

“To be a globally respected corporation that provides best-of-breed business solutions, leveraging technology, delivered by best-in-class people”

1.9.3 OUR MISSION

“To achieve our objectives in an environment of fairness, honesty, and courtesy towards our clients, employees, vendors and society at large“

1.9.4 OUR VALUES

- Uncompromising integrity & flawless execution of commitments
- Edge in performance & envisioning technology leadership
- Shared vision among team members & teaming as a way of life

1.9.5 PRODUCTS

Biometric attendance system

Ve 2727 is a widely used access control in the office. Choosing a lot of stable original parts, strictly follow the national security product standard. Ve 2727 is suitable for the entrances and exits of office, factory, hotel, school, etc. All input /output are using anti-jamming protection and over-voltage/circuit protection. The product experiences the strict degradation test before leaving factory, the greatest advantage of ve 2727 is easy to install, with multifunctional & elegant design and reasonable price.

Vehicle tracking system

Introducing a system where your vehicle can go anywhere except out of sight. The vehicle tracking solution lets you see exactly where your cargo is whenever you need to. Vehicle tracking solution is an efficient system for tracking and monitoring of commercial and passenger vehicles.

How does it work?

The tracking device, which consists of a gps unit and a cdma module, constantly sends out information about the vehicle’s position, speed, distance travelled and

duration of each halt. This information can then be accessed from a central location through a website or a mobile phone.

Storage systems

We have catalyst which is the sole distributor of infortrend storage solutions in Malaysia. Infortrend is a leading provider of cost-effective, high performance networked storage solutions. Our eonstor raid subsystems support all storage interfaces including fibre, iscsi, sas, sata and scsi. We also provide storage support services for all makes of storage

1.9.6 SERVICES

1.9.6.1 IT SERVICE

I. RESPONSIVE WEB DESIGNING

Responsive web design is an approach which demonstrates that the web design and web development should respond to the user's environment and actions supported by the display size, orientation, and platform. Mobile Internet has taken the world long way in the lead and largely the Indian marketplace. You all will be amazed to be acquainted with the fact that there are 2.5 billion internet users, globally, and around 60% of them use cellular phones as the main mode for online accessibility. This means that 6 out of 10 grown-up people use the mobile gadget to access the web. The situation thus discloses a big opportunity for online marketers. If you crave to accomplish your centre of attention on the audience at anytime and anywhere, then there is no preferable option than to master your existing web page or to obtain an exclusively mobile friendly responsive web page design.

II. SEO Services

UNIQ Technologies is a fastest growing SEO Company in India, Providing SEO Services across the globe. SEO Services adopts an professional approach while actualizing and executing a SEO process that will greatly impact the outcome of by successful achievement through our demonstrated and experimentally figured

methodologies that is rehearsed and equipped by our team of SEO consultants, analyst and experts who, with their familiarity and industry specific knowledge, give you the ideal plan that will boost the search engine rankings. Search Engine Optimization is more technical and needs a wonderful planning for sorting out the right keywords and content rewriting for the website so that it can best describe the type of website to the search engine. Web crawlers are the best approach to get your site seen by potential clients. Site improvement or SEO is a science that calculates web crawler calculations and human guest conduct to get your site rankings on real web crawlers like Google, Bing, and Yahoo. SEO is likewise the speciality of utilizing Meta Tags and other Parameters which are put-forth by Search Engines.

III. Mobile App Development

Android Application Development is taking an edge over other mobile operating systems around the globe. The open eco-system of Android has worked in favour of Google, running most of the major smartphones in the world today and has become the most favoured platform.

Having an Android application developed gives your customers and employee easy access to your business and in return gives you the huge profit.

Android not only strengthens your brand awareness but also helps you to connect with your customers who are on the move.

1.9.6.2 CIVIL SERVICES

I. Architectural Services

Architectural Drafting and Design Services:

Architectural 2d drafting:

We offer all types of Architectural 2d Drafting services to help you in making paper less working environment and digitize your drawings and ideas.

Animation & Walkthroughs:

We create quality animation & walkthroughs with latest animation software available today to meet industry demands. We can convert 3D models in to walkthrough, giving you a feel of reality to your concept/product/buildings.

II. Structural Services

We provide complete details for each steel member, its fastening details, hardware list and the match-mark. Using the customer prescribed CAD Software we can customize the drawings as per specific need of marking schemes (Sheet size, layering, text style, etc.). AISC codes and other standards are followed as per design requirement.

1.9.6.3 Engineering Services

I. New Product Development Services

UNIQ provides high-quality turnkey new product development services. This includes end-to-end development from a “concept”, making the product a reality.

We provide services for the development of following types of products:

1. Electronic products
2. Electro-Mechanical products
3. Mechanical products

II. Hardware Design Services

Hardware design is a critical part of any system design. Achieving optimal and right hardware design is important.

UNIQ team has extensive expertise and years of experience in low to high complexity and high-speed hardware system and board designs. This includes designs for harsh environment industrial and defence applications. Our engineers have vast experience in all aspects of good hardware design including high-speed designs, timing analysis, Signal Integrity analysis to achieve “first time right” designs. Our team is well versed with requirements of EMI/EMC, safety, DFM/ DFT and ensure the success of the product when it goes in the “real world” environment.

1.9.6.4 Mechanical Services

I. Product Design and Development

New Product Development(NPD):

CEC's New Product Development is designed for organizations that want to:

- Create a pipeline of new products.
- Develop an existing product to target the demanding market.
- Re-engineer an existing product by introducing new exciting features with latest technology.
- Innovate completely new ideas for sustainable products.

II. Reverse Engineering

“Reverse Engineering (RE) is today a consolidated methodology integrated in the design process for reconstructing surfaces from physical prototypes.”.

While doing Reverse Engineering, we analyse what makes a product works and the product will be digitized which could be converted in to 3D CAD models. We create reports, and those reports specify the exact answers to the questions posed. The data points could be captured in 2D or 3D using contact or non-contact methods. The collected data points can be supplied in convenient CAD formats as required by our customers. Engineering companies requesting either data retrieval of part geometry or generating part prints can be reverse engineered. The data is generated by scanning X Y Z points and supplying them in an ASCII, DXF or IGES format.

III. Industrial Design

The skills that we encompass cover the aesthetics and usability of a product, which may be improved for marketability and production. As such the industrial design looks at form and function, and the connection between product and user.

CHAPTER 2

REVIEW OF LITERATURE

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 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 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

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 is a 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 undertaken 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

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 DESIGN

The research design used in this is descriptive research design.

Descriptive research design is a scientific method which involves observing and describing the behavior of a subject without influencing it in any way. The main characteristics of this method is that the researcher has no control of variables, he can report only what has happened or what is happening.

3.2 SCOPE OF THE STUDY

This study will also help the management to reduce the job-related problems, increase motivational activities and develop the employees in such a way that their career goals are achieved. This is an opportunity for the employees to give their feedback which aids the management will do some alteration in the future welfare and other further facilities. The study helps the management to know about the shortcoming in managing employees and that also encourage them to take action to reduce their shortcomings.

3.3 OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE

“To study on employee welfare measures at uniq technologies”

SECONDARY OBJECTIVE

- To study about statutory welfare measure provided to the employees.

- To study about non-statutory welfare measure provided to the employees.
- To analyse the employee satisfaction with respect of welfare measures.
- To understand how welfare measures improve the motivation of the employee.

3.4 NEED OF THE STUDY

- The need of this study is to provide the welfare measures to create efficient, healthy, loyal and satisfied work force for the organization.
- Employee welfare measures are endeavoring to establish effective systems for performance evaluation.
- It helps to increase employee's productivity efficiency and protect workers from social evils.
- It helps to enhance goodwill and public image of the organization.
- It helps to improve industrial relations and peace.

3.5 SOURCES OF DATA

The analysis of financial viability of the company necessitates accurate and reliable data. Therefore, the methodology used for the collection of information.

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

- Primary Data
Questionnaire given to employees working in Uniq Technologies.
- Secondary Data - Websites and online journals, Published reports & Review of literature from published articles

3.6 POPULATION

The population comprises of 200 employees at Uniq Technologies.

3.7 SAMPLE SIZE

120 samples are selected for the study from the above population.

3.8 PERIOD OF STUDY

The period of study is three months from December 2021 to March 2022.

3.9 STRUCTURE OF QUESTIONNAIRE

The questionnaire consist of both open ended and closed ended questions.

3.10 ANALYTICAL TOOL

The statistical tool used for analysis is Chi square .

CHAPTER 4 DATA ANALYSIS AND INTERPRETATION

PERCENTAGE ANALYSIS

4.1 Do the organization involve employee in training new technology?

Table No.4.1

The table showing the involving new employees in training new technology

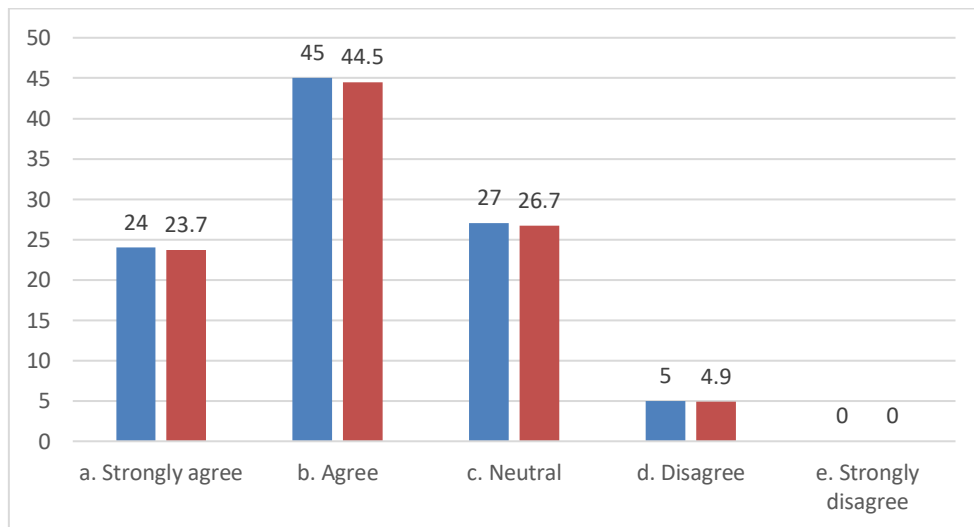
S.No	Particulars	No of Respondent	Percentage of Respondent
1	a. Strongly agree	24	23.7
2	b. Agree	45	44.5
3	c. Neutral	27	26.7
4	d. Disagree	5	4.9
5	e. Strongly disagree	0	0
	Total	101	99.8

Interpretation:

From the table 4.1, it is observed that around 44.5% of the respondents are agreed that they have attended the training program based on new technology, 26.7% are neutral, 23.7% are strongly agreed, and the remaining 4.9% are disagreed.

Chart No.4.1

The chart showing the involving new employees in training new technology



4.2 Do the organization conduct woman empowerment programs?

Table No.4.2

The table showing the women empowerment program

S.No	Particulars	No of Respondent	Percentage of Respondent
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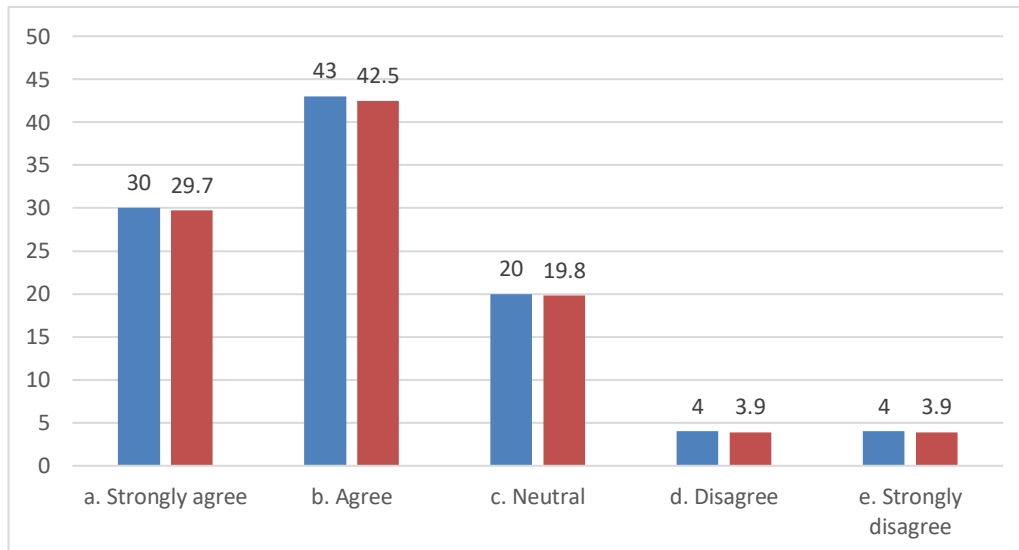
1	a. Strongly agree	30	29.7
2	b. Agree	43	42.5
3	c. Neutral	20	19.8
4	d. Disagree	4	3.9
5	e. Strongly disagree	4	3.9
	Total	101	99.8

Interpretation:

From the table 4.2, it is observed that around 42.5% of the respondents are agreed with the women empowerment program, 29.7% are strongly agreed, 19.8% are neutral, 3.9% are disagreed and the remaining 3.9% are strongly disagreed.

Chart No.4.2

The chart showing the women empowerment program



4.3 Rate the general fulfillment with representative welfare exercises of the Organization?

Table No.4.3

The table showing the general welfare exercises of organization

S.No	Particulars	No of Respondent	Percentage of Respondent
1	a. Strongly agree	25	24.7

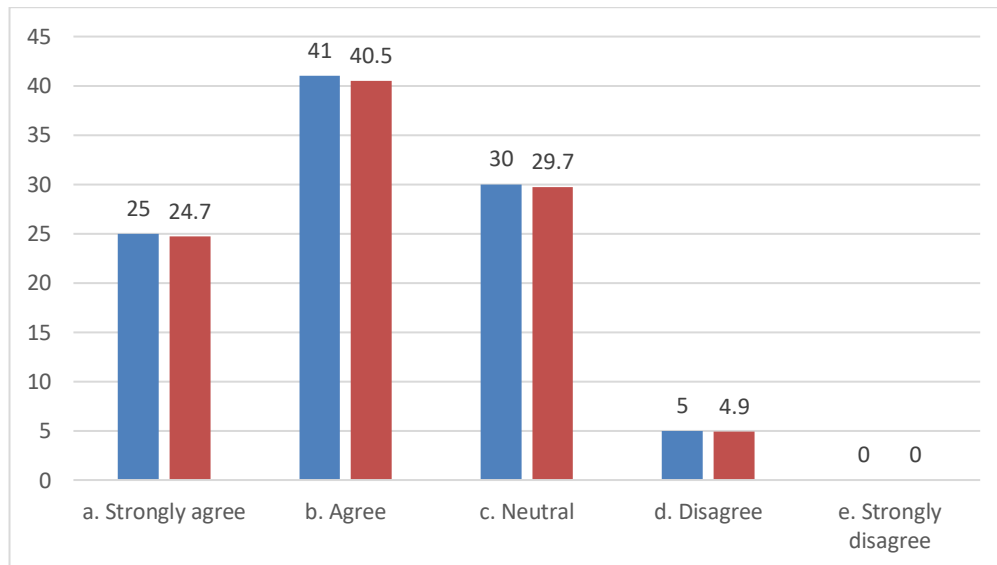
2	b. Agree	41	40.5
3	c. Neutral	30	29.7
4	d. Disagree	5	4.9
5	e. Strongly disagree	0	0
	Total	101	99.8

Interpretation:

From the table 4.3, it is observed that around 40.5% of the respondents are agreed with the general welfare exercises, 29.7% are neutral, 24.7% are strongly agreed, and the remaining 4.9% are disagreed.

Chart No.4.3

The chart showing the general welfare exercises of organization



4.4 Are you Satisfied with the appraisal/ rewarding technique followed in the organization?

Table No.4.4

The table showing the satisfaction level towards the rewarding techniques followed

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Highly Satisfied	27	26.7
2	Satisfied	48	47.5

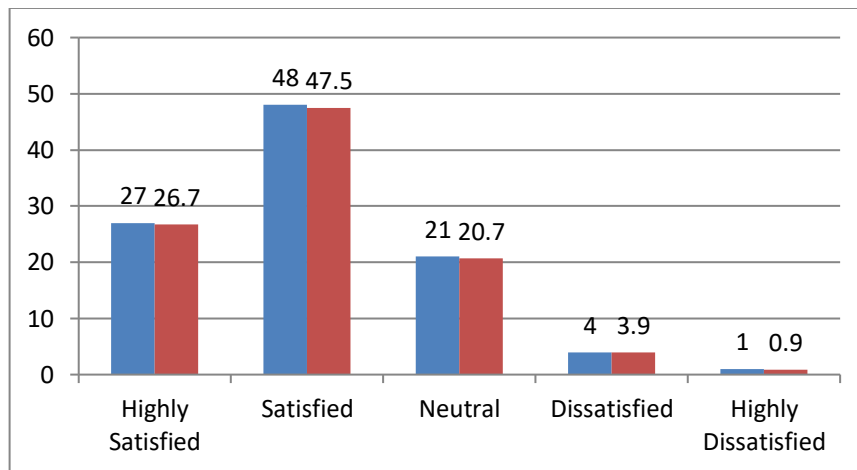
3	Neutral	21	20.7
4	Dissatisfied	4	3.9
5	Highly Dissatisfied	1	0.9
	Total	101	99.7

Interpretation:

From the table 4.4, it is observed that around 47.5% of the respondents are satisfied with the rewarding and appraisal techniques , 26.7% are highly satisfied, 20.7% are neutral, 3.9% are dissatisfied and the remaining 0.9% are highly dissatisfied.

Chart No.4.4

The chart showing the satisfaction level towards the rewarding techniques followed



4.5 Basic Facilities Provided By The Organization

Table No.4.5

The table showing the basic facilities provided by the organization

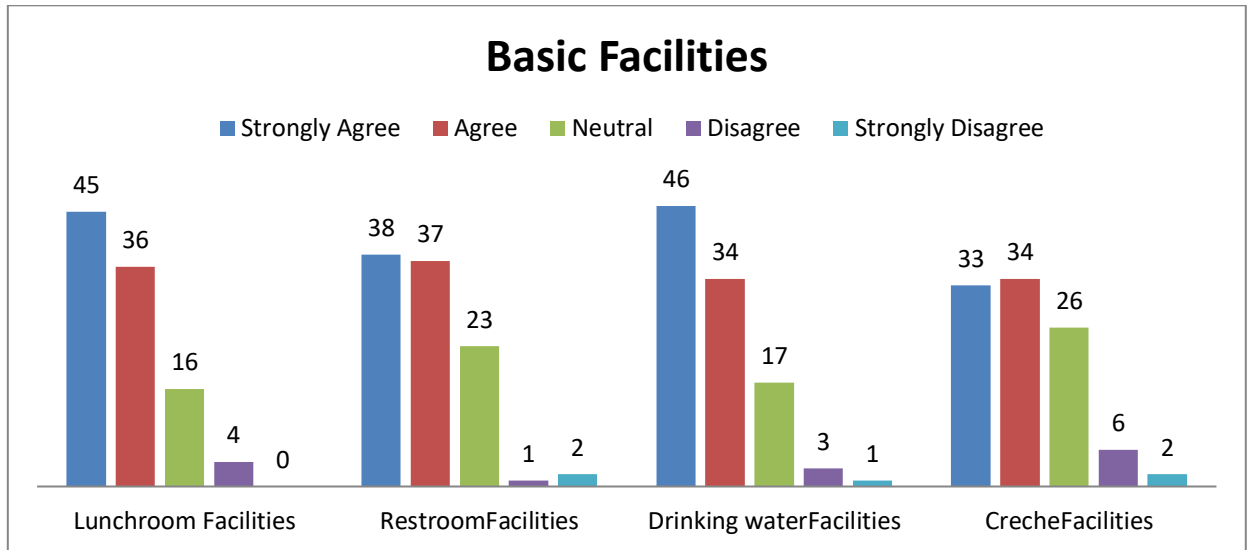
Particulars	strongly agree	agree	neutral	disagree	strongly disagree	No of respondent
Lunchroom Facilities	45	36	17	4	0	102

Restroom Facilities	38	38	23	1	32	102
Drinking water Facilities	46	35	17	3	1	102
Crèche Facilities	33	34	27	6	2	102

Interpretation

From the above table 4.5 it is clear that 45% strongly agree that they are satisfied with their lunch room facilities , 46% strongly agree with their drinking water facility and there is strongly disagree with all these basic facilities.

Chart 4.5



4.6 Satisfaction level towards medical benefits

Table 4.6

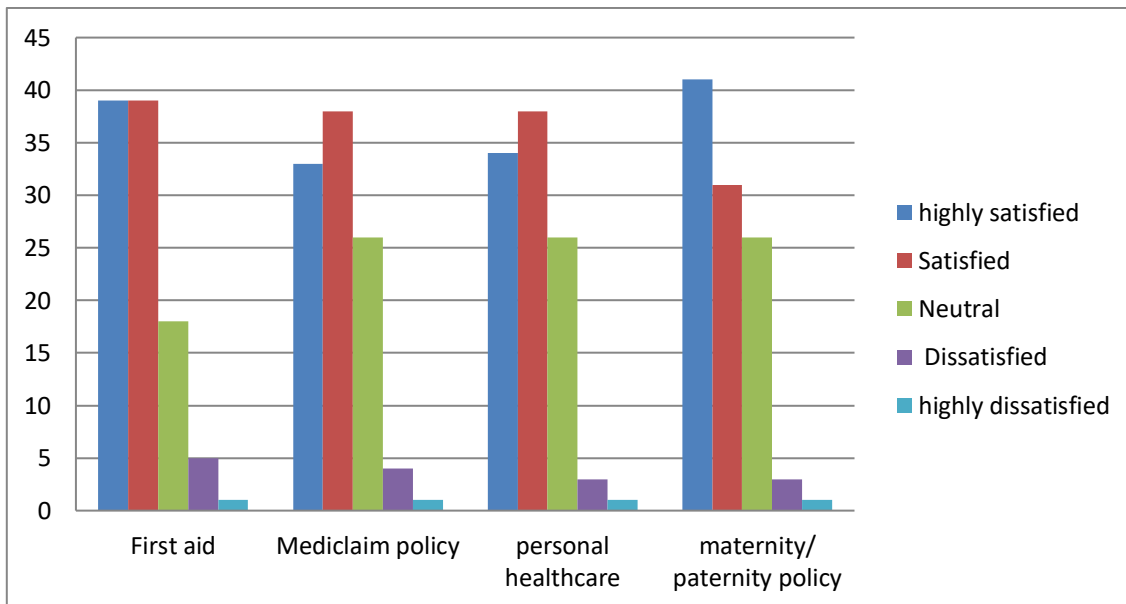
Particulars	highly satisfied	Satisfied	Neutral	Dissatisfied	highly dissatisfied	No. of respondent
First aid	39	39	18	5	1	102
Medi claim policy	33	38	26	4	1	102
personal	34	38	26	3	1	102

healthcare						
maternity/ paternity policy	41	31	26	3	1	102

Interpretation

From the above table 4.6 it is clear that most of the employees are satisfied with their medical benefits provided by the organization. 41% are highly satisfied with their maternity / paternity policy provided by the organization and only 1% of the employee highly dissatisfied with the medical benefits.

Chart 4.6



4.7 Do you agree with educational allowance given to employee children?

Table 4.7

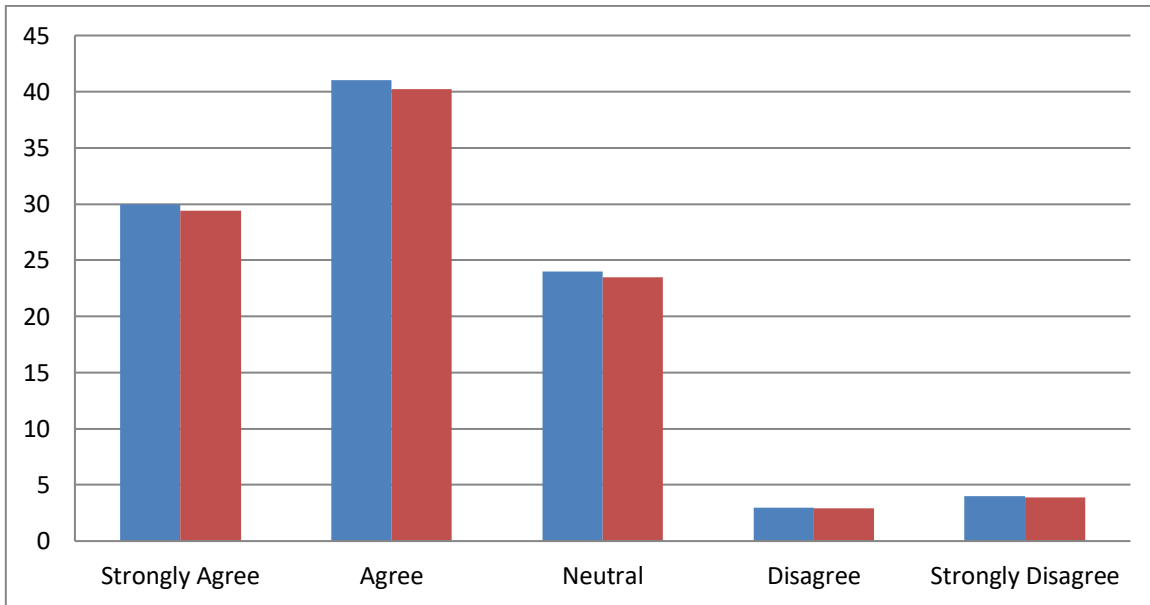
S.no	Particulars	no. of respondent	percentage of respondent
1	Strongly Agree	30	29.4
2	Agree	41	40.2
3	Neutral	24	23.5
4	Disagree	3	2.9

5	Strongly Disagree	4	3.9
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Interpretation

From the above table 4.7 it is clear that majority of 41% agrees with educational allowance provided by the organization and 3% of the respondent disagrees with the question.

Chart 4.7



STATISTICAL ANALYSIS:

CHI SQUARE ANALYSIS

I have considered the analysis to know the relationship between involving the employees in new technologies and also to know their satisfaction level towards the appraisal and rewarding methods followed in organization.

Have considered the following table for analysis

Question: Do the organization involve employee in training new technology?

Table No.4.1

S.No	Particulars	No of Respondent	Percentage of Respondent
1	a. Strongly agree	24	23.7
2	b. Agree	45	44.5
3	c. Neutral	27	26.7
4	d. Disagree	5	4.9
5	e. Strongly disagree	0	0
	Total	101	99.8

The table showing the involving new employees in training new technology
 Question: Are you satisfied with the appraisal/ rewarding technique followed in the organization?

Table No.4.4

The table showing the satisfaction level towards the rewarding technique followed

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Highly Satisfied	27	26.7
2	Satisfied	48	47.5
3	Neutral	21	20.7
4	Dissatisfied	4	3.9
5	Highly Dissatisfied	1	0.9
	Total	101	99.7

Null Hypothesis H0: The two categorical variables are independent.

Alternative Hypothesis H1: The two categorical variables are dependent.

The Chi Square test statistic is calculated by using the formula: $\chi^2 = \sum (O-E)^2 / E$

Where O represents the Observed Frequency. E is the Expected Frequency under the null Hypothesis and computed by: $E = (\text{Row Total} * \text{Column Total}) / \text{Sample Size}$

We will compare the value of the test statistic to the critical value of χ^2_{α} with degree of freedom = (r - 1) (c - 1), and reject the null hypothesis if $\chi^2 > \chi^2_{\alpha}$.

Observation Table- 1.3

Particulars	Strongly agree	agree	Neutral	disagree	Strongly disagree	Total
Highly Satisfied	6	12	5	4	0	27
Satisfied	13	21	14	0	0	48
Neutral	5	12	4	0	0	21
Dissatisfied	0	0	4	0	0	4
Highly Dissatisfied	0	0	0	1	0	1
Total	24	45	27	5	0	101

Expected Table- 1.4:

Particulars	Strongly agree	agree	Neutral	disagree	Strongly disagree	Total
Highly Satisfied	6.41	12.0	7.21	1.33	0	27
Satisfied	11.4	21.3	12.8	2.37	0	48
Neutral	4.99	9.35	5.61	1.03	0	21
Dissatisfied	0.9	1.78	1.06	0.19	0	4
Highly Dissatisfied	0.2	0.4	0.2	0.04	0	1
Total	24	45	27	5	0	101

(O-E) Table 1.5

Particulars	Strongly agree	agree	Neutral	disagree	Strongly disagree	Total
Highly Satisfied	-0.41	0	-2.21	2.67	0	27
Satisfied	1.6	-0.3	1.2	-2.37	0	48
Neutral	0.01	2.65	-1.61	-1.03	0	21
Dissatisfied	-0.9	-1.78	2.94	-0.19	0	4
Highly Dissatisfied	-0.2	-0.4	-0.2	0.96	0	1
Total	24	45	27	5	0	101

(O-E) (O-E) Table-1.6

Particulars	Strongly agree	agree	Neutral	disagree	Strongly disagree	Total
Highly Satisfied	0.16	0	4.88	7.12	0	27
Satisfied	2.56	0.09	1.44	5.61	0	48
Neutral	0.0001	7.02	2.59	1.06	0	21
Dissatisfied	0.81	3.16	8.64	0.03	0	4
Highly Dissatisfied	0.04	0.16	0.04	0.92	0	1
Total	24	45	27	5	0	101

(O-E) (O-E)/E Table-1.7

Particulars	Strongly agree	agree	Neutral	disagree	Strongly disagree
Highly Satisfied	0.02	12.0	0.67	5.35	0
Satisfied	0.22	0.004	0.11	2.36	0
Neutral	2.00	0.75	0.46	1.02	0
Dissatisfied	0.9	1.77	8.15	0.15	0
Highly Dissatisfied	0.2	0.4	0.2	23	0

Calculated value from Table 1.7 = 59.734

Degree of freedom= (r - 1) (c - 1), (5-1) (5-1) = 16

Table value for DOF, Level of significance at 95%, 0.05= 26.29

Calculated value > table value therefore we suggest alternate hypothesis and thus we conclude that there is a relationship between the amount of time spent at work and the sufficient time for handling household responsibilities.

CHAPTER 5

FINDINGS, SUGGESTION AND CONCLUSIONS

5.1 FINDINGS

It is observed that around 44.5% of the respondents are agreed that they have attended the training program based on new technology, 26.7% are neutral, 23.7% are strongly agreed, and the remaining 4.9% are disagreed.

It is observed that around 42.5% of the respondents are agreed with the women empowerment program, 29.7% are strongly agreed, 19.8% are neutral, 3.9% are disagreed and the remaining 3.9% are strongly disagreed.

It is observed that around 40.5% of the respondents are agreed with the general welfare exercises, 29.7% are neutral, 24.7% are strongly agreed, and the remaining 4.9% are disagreed.

It is observed that around 47.5% of the respondents are satisfied with the rewarding and appraisal techniques , 26.7% are highly satisfied, 20.7% are neutral, 3.9% are dissatisfied and the remaining 0.9% are highly dissatisfied.

It is observed that 45% strongly agree that they are satisfied with their lunch room facilities, 46% strongly agree with their drinking water facility and there is strongly disagree with all these basic facilities.

The most of the employees are satisfied with their medical benefits provided by the organization. 41% are highly satisfied with their maternity / paternity policy provided by the organization and only 1% of the employee highly dissatisfied with the medical benefits

It is observed that majority of 41% agrees with educational allowance provided by the organization and 3% of the respondent disagrees with the education allowance.

5.2 SUGGESTIONS

Most of the employees are satisfied with the existing welfare schemes provided by the company. The following recommendations will be helpful to the management to improve he awareness as well as to improve the satisfaction level of employees.

The Management shall arrange more programmes to improve the employee's awareness about the welfare measures working conditions and social security schemes.

The management shall conduct regular meetings and allow the employees to participate in it. It will help to improve the employee employer relationship.

The management may improve training program facility by identifying the training needs of each individual.

5.3 CONCLUSIONS

Human resource plays an important role in any organization, employee's welfare facilities are concerns to this department, if the employee happy with welfare measures then only the productivity of that organization can be increased.

The overall respondents are satisfied with the welfare measure provided by the organization. It also increases the effectiveness and productivity of employees and organization as a whole.

Employee welfare important in a business/ organization. Other factors for production depends on the human factor. Therefore the worker has the demand right to demand that the condition under which he work should be reasonable and provides proper safeguard for their life and health. The amount of dedication come of quality of work, commitment to the organization all determined by the type and amount of welfare of a work receives. From the above study I understood the employee welfare factors place important role in employees life. Satisfaction employee gain from the organization leads to satisfactory level in terms of achieving organizational goal.

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QUESTIONNAIRE

1.NAME

2.GENDER

a)Male

b)Female

3.Age

a)Below 20 yrs

b)20-30 yrs

c)30-40 yrs

d)Above 40 yrs

4.For how long you have been working in the organization?

a)0-5 yrs

b)5-10 yrs

c)10-15 yrs

d)More than 15 yrs

5.What is the first objective of your company?

a)Higher productivity

b)Industrial peace and harmony

c)Employee welfare

d)All the above

6.What increases productivity in your views?

a)Monetary rewards

b)Motivation

c)Both

d)None

7. Rate the canteen facilities provided by the organization.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1. Cleanliness					
2. Hygienic					
3. Serving					
4. Price					

8.How do you rate the training programs conducted by the company to improve skills?

a) Strongly Agree

b) Agree

c) Neutral

d) Disagree

e) Strongly Disagree

9. Are you satisfied with the gratuity provided by the company?

a) Highly Satisfied

b) Satisfied

c) Neutral

d) Dissatisfied

e) Highly Dissatisfied

10. Satisfaction level towards medical benefits

	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied
First aid					
Mediclaime policy					
Personal health care					
Maternity/ Paternity policy					

11. Basic facilities provided by the organization

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Lunchroom Facilities					
Restroom Facilities					
Drinking water Facilities					
Creche Facilities					

12. Do you agree with educational allowance given to employee children?

- a) Strongly Agree

- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly Disagree

13. Does the organization provide security for employees working in night shift?

- a) Strongly Agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly Disagree

14. Do you agree with conveyance allowance offered by the organization?

- a) Strongly Agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly Disagree

15. Do the organization involve employee in training new technology?

- a) Strongly Agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly Disagree

16. Safety and Security Measures for employees

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
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Insurance policy					
Covid Precautions					
Transport Facilities					
Work Environment					
Job Security					

17. Do the organization conduct woman empowerment programs?

- a) Strongly Agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly Disagree

18. Rate the general fulfillment with representative welfare exercises of the Organization?

- a) Strongly Agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly Disagree

19. Are you Satisfied with the appraisal/ rewarding technique followed in the organization?

- a) Highly Satisfied

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

20. Do you have flexible work timings?

- a) yes
- b) no
- c) may be

21. Does the organization provide regular increments for the employees?

- a) Strongly Agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly Disagree

22. How often have you faced the grievance related to the facilities that are offered by the organization?

- a) Almost
- b) Sometimes
- c) Rarely
- d) Never

ANNEXURE

ARTICLE

A STUDY ON EMPLOYEE WELFARE MEASURES IN UNIQ TECHNOLOGIES

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ABSTRACT

Employees are the most valuable asset of an organization. Welfare measures are something that is available to employees in addition to regular wages and other economic benefits under legal provisions and collective bargaining. The perseverance of employee welfare is to improve the working class which in turn makes a worker a good employee and a happy citizen. Employee welfare means anything done for the comfort and (intellectual or social) improvement of the employees, over and above the wages paid. Employee's welfare entails everything from services, facilities and benefits that are provided or done by the employer for the advantage or comfort of an employee. Organizations have to provide welfare facilities to their employees to keep their motivation levels high and to know the satisfaction level of the employees on the enforceability of various welfare measures.

Keywords: Employee Welfare, Satisfaction, Motivation

I.INTRODUCTION

According to **International Labor Organization** - "Employee welfare should be understood as such service, facilities and amenities which may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy and peaceful surroundings and to avail of facilities which improve their health and bring high morale".

A. CONCEPT

Employee welfare is a dynamic concept as new welfare measures are added to the existing ones along with social changes. It is also a comprehensive concept. The modern concept of employee welfare entails all those activities of the employers which are directed towards providing the employees with certain facilities and services in addition to wages or salaries. These are not a form of employers' goodwill or charity to the workers, but are facilitative services to build and maintain the morale of the workers to achieve the objectives of the organization. It is not

only in the interest of the employees to provide them with necessary medical benefits, recreation facilities, retirement benefits, etc., but also in the interest of the organization itself. The employees feel satisfied if they are provided with such services and they also feel committed to the organization. Though welfare services are merely maintenance factors and not motivators, yet they are necessary for the health of the organization since they bear close connection with the productivity of the employees.

The basic features of employees’:

- (i) Labor welfare includes various facilities, services and amenities provided to workers for improving their health, efficiency, economic betterment and social status.
- (ii) Welfare measures are in addition to regular wages and other economic benefits available to workers due to legal provisions and collective bargaining.
- (iii) Labor welfare measures are flexible and ever-changing. New welfare measures are added to the existing ones from time to time.
- (iv) Welfare measures may be introduced by the employers, government, employees or by any social or charitable agency.
- (v) The purpose of labour welfare is to bring about the development of the whole personality of the worker to make him a good worker and a good citizen.

B.IMPORTANCE:

1. Lack of strong trade union movement
2. Poverty
3. Illiteracy
4. Low level of health and nutrition
5. Lack of healthy recreation
6. Lack of training

C. APPROACHES:

The different approaches to employee welfare reflect the evolution of the concept of welfare. Earlier, the Government of the land had to compel the industrial houses to provide the basic amenities to their employees. Such compulsion was necessary because the employers believed in exploiting the employee and treating it in an unfair manner. But with passage of time, the concept of welfare has undergone changes, but today management provides welfare facilities voluntarily and with enlightened willingness and enthusiasm. In fact, welfare facilities are, no longer, restricted to workers alone, it has been extended to include social welfare too.

1. Policing Approach:

According to this theory, the factory owners exploit the employee in an unfair manner. Instances of exploitation are making the employees work for long hours, paying low wages, neglecting health and safety provisions, providing unhygienic conditions of work, etc. A welfare state enacts legislation under which managements are compelled to provide basic amenities to the workers. Thus, the state assumes the role of a policeman and compels the employers to provide welfare facilities and punishes the non-complier.

2. Philanthropic Approach:

Affection for mankind is the basis of philanthropic theory. This theory refers to the provision of good working conditions, creches and canteens out of pity on the part of the employers who want to remove the disabilities of the employees. The philanthropic theory is more common in social welfare rather than in industrial enterprises.

3. Paternalistic Approach:

According to the paternalistic theory, the industrialist holds the entire industrial estate, properties and the profits accruing from them in trust. The employers provide for the well-being of their employees out of funds under their control. As, the whole enterprise is held in trust for the benefit of the employees, this theory is also called trusteeship theory.

4. Placating Approach:

When workers are organized and unions are strong, management has to appease them. This theory is based on the assumption that management can bring peace in the organization by welfare measures.

5. Functional Approach:

According to the functional theory, welfare work is a means of securing, preserving and increasing the efficiency of labor.

D. BENEFITS:

- 1) Employees would start working sincerely and honestly.
- 2) It would improve the productivity and efficiency of the employees.
- 3) The attachment and belongingness among the employees would be developed.
- 4) Employees would be healthy and they would be mentally and physically fit to perform in the best manner. Thus; it promotes a healthy work environment.
- 5) Employees can enjoy stable, developed, dedicated employees; moreover, employees will work with interest and with full involvement.
- 6) Higher Productivity, higher efficiency, promotes health industrial relations, ultimately industrial peace can be achieved.
- 7) Absenteeism, labor turnover such problems of the employees would not arise in the organization.

E. STATUTORY WELFARE

Statutory welfare measures mainly include welfare facilities provided within the precincts of an industrial establishment. They form part of the employers' statutory obligations. All welfare states provide welfare to the labor by securing and protecting social order to ensure social, economic and political justice.

PROVISIONS REGARDING THE WELFARE OF WORKERS

1. Washing: In every factory adequate and suitable facilities for washing shall be provided and maintained. They shall be conveniently accessible and shall be kept clean. There must be separate provisions for male and female workers.-Sec. 42.

2. Storing and drying. The State Government may make rules requiring the provision of suitable facilities for storing and drying clothing.-Sec. 43.

3. Sitting. Sitting facilities must be provided for workers who have to work in a standing position. so that they may take rest when possible. When work can be done in a sitting position efficiently the Chief Inspector may direct the provision of sitting arrangements. Sec. 44.

4. First aid. Every factory must provide first aid boxes or cupboard. They must contain the prescribed materials and they must be in charge of persons trained in first aid treatment. Factories employing more than 500 persons must maintain an ambulance room containing the prescribed equipment and in charge of the prescribed medical and nursing staff- Sec. 45.

5. Canteens. Where more than 250 workers are employed. the state Government may require the

opening of canteen or canteens for workers. Rules may be framed regarding the food served. its management etc.,...-Sec.

F. WELFARE LAWS OR SCHEMES

1. The Factories Act, 1948

Factories Act, 1948 has been enacted to consolidate and amend the law regulating the workers working in the factories. It extends to whole of India and applies to every factory wherein 20 or more workers are ordinary employed. Since the aim and object of the Act is to safeguard the interest of workers and protect them from exploitation, the Act prescribes certain standards with regard to safety, welfare and working hours of workers, apart from other provisions

2. The Maternity Benefit Act, 1961

The 44th Session of Indian Labour Conference (ILC), has recommended for enhancing maternity leave under Maternity Benefit Act, 1961 from existing twelve weeks to twenty-four weeks. This recommendation has been reiterated during 45th and 46th Session of ILC. The Ministry of Women and Child Development and other stakeholders has also requested to enhance maternity benefit under the Maternity Benefit Act, 1961. The Maternity Benefit Act, 1961, protects the employment of women during the time of maternity and entitles them to a full paid absence from work to take care for the child. The amendments in 2017 seeks to increase maternity leave period to 26 weeks in all establishments, including private sector.

3. The Employee State Insurance Act, [ESI] 1948

The Employees* State Insurance Act (ESI Act) was enacted with the object of introducing a scheme of

health insurance for industrial workers. The scheme envisaged by it is one of compulsory State Insurance providing for certain benefits in the event of sickness, maternity and employment injury to workmen employed in or in connection with the work in factories other than seasonal factories.

4. The employees' provident funds and miscellaneous provisions act, 1952

The Employees' Provident Fund Organization (EPFO) is a statutory body of the Government of India under the Ministry of Labour and Employment. It administers a compulsory contributory Provident Fund Scheme, Pension Scheme and an Insurance Scheme. It is one of the largest provident fund institutions in the world in terms of members and volume of financial transactions that it has been carrying on. The Employees' Provident Fund and Miscellaneous Provisions Act 1952 applies to the whole India except Jammu & Kashmir.

5. The Payment of Bonus Act, 1965

The Payment of Bonus Act, 1965 is the principal act for the payment of bonus to the employees which was formed with an objective for rewarding employees for their good work for the organization. It is a step forward to share the prosperity of the establishment reflected by the profits earned by the contributions made by capital, management and labour with the employees. The Act mandates payment of bonus to employees' whose salary or wage is up to Rs 21,000 per month.

G. COMPANY PROFILE

UNIQ TECHNOLOGIES

About

Uniq technology is a leading software services company focusing on consulting, enterprises solution, internet application, IT service system software, networking and telecom and software testing, verification and validation. At uniq, they combine business and technical knowledge based on the requirement of the client and ensure maximum customer satisfaction. The main aim of this company is to provide high quality software that compresses to given specification and deliver it within the stipulated time frame. They believe that any solution will be effective only when it perfectly complements existing business strategies, practices, structure and vision. Each project is unique in its recruitment and the approach subsequently differs.

PRODUCTS

- Biometric attendance system
- Vehicle tracking system
- Storage systems

SERVICES

- **IT SERVICE**
 - Responsive web designing
 - SEO Services
 - Mobile App Development
- **CIVIL SERVICES**
 - Architectural Services
 - Structural Services
- **ENGINEERING SERVICES**
 - New Product Development Services
 - Hardware Design Services
- **Mechanical Services**
 - Product Design and Development
 - Reverse Engineering
 - Industrial Design

II. REVIEW OF LITERATURE

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 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 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 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 is a 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.

III. RESEARCH METHODOLOGY

A. OBJECTIVES

PRIMARY OBJECTIVE

“To study on employee welfare measures at uniq technologies”

SECONDARY OBJECTIVE

- To study about statutory welfare measure provided to the employees.
- To study about non-statutory welfare measure provided to the employees.
- To analyse the employee satisfaction with respect of welfare measures.
- To understand how welfare measures improve the motivation of the employee.

B. RESEARCH DESIGN

Research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. It constitutes the blueprint for the collection, measurement and analysis of data.

C. SOURCES OF DATA

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

- Primary Data

Questionnaire given to employees working in Uniq Technologies.

- Secondary Data - Websites and online journals, Published reports & Review of literature from published articles

IV.DATA ANALYSIS AND INTERPRETATION

S.No	Particulars	No of Respondent	Percentage of Respondent
1	a. Strongly agree	30	29.7
2	b. Agree	43	42.5
3	c. Neutral	20	19.8
4	d. Disagree	4	3.9
5	e. Strongly disagree	4	3.9
	Total	101	99.8

A.PERCENTAGE ANALYSIS

1. Do the organization involve employee in training new technology?

Table No.1

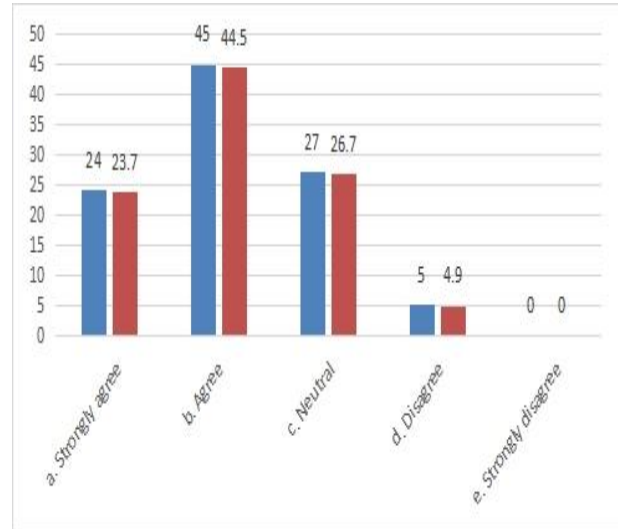
The table showing the involving new employees in training new technology

Interpretation:

From the table 1, it is observed that around 45% of the respondents are agreed that they have attended the training program based on new technology, 26.7% are neutral, 23.7% are strongly agreed, and the remaining 4.9% are disagreed.

Chart No.1

The chart showing the involving new employees in training new technology



2 Do the organization conduct woman empowerment programs?

S.No	Particulars	No of Respondent	Percentage of Respondent
1	a. Strongly agree	24	23.7
2	b. Agree	45	45
3	c. Neutral	27	26.7
4	d. Disagree	5	4.9
5	e. Strongly disagree	0	0
	Total	101	99.8

empowerment programs?

Table No.2

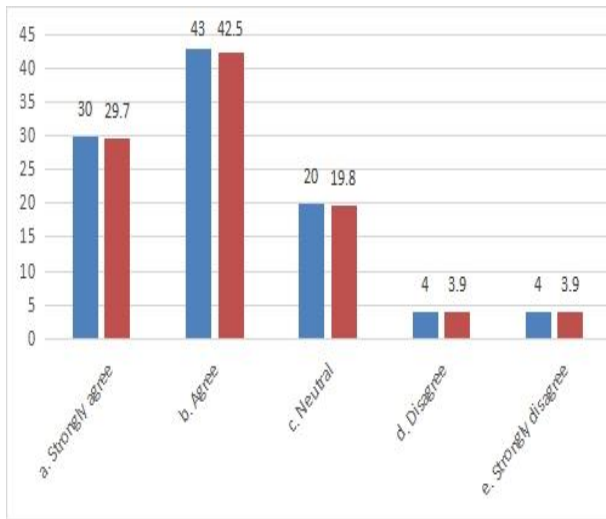
The table showing the women empowerment program

Interpretation:

From the table 2, it is observed that around 42.5% of the respondents are agreed with the women empowerment program, 29.7% are strongly agreed, 19.8% are neutral, 3.9% are disagreed and the remaining 3.9% are strongly disagreed.

Chart No.2

The chart showing the women empowerment program



3 Rate the general fulfillment with representative welfare exercises of the Organization

Table No.3

The table showing the general welfare exercises of organization

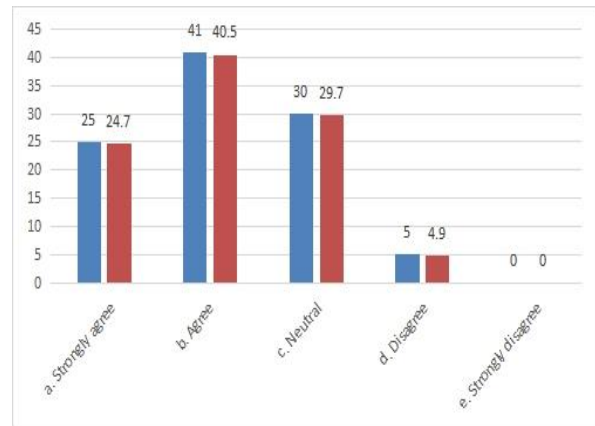
S.No	Particulars	No of Respondent	Percentage of Respondent
1	a. Strongly agree	25	24.7
2	b. Agree	41	40.5
3	c. Neutral	30	29.7
4	d. Disagree	5	4.9
5	e. Strongly disagree	0	0
	Total	101	99.8

Interpretation:

From the table 3, it is observed that around 40.5% of the respondents are agreed with the general welfare exercises, 29.7% are neutral, 24.7% are strongly agreed, and the remaining 4.9% are disagreed.

Chart No.3

The chart showing the general welfare exercises of organization



4 Are you Satisfied with the appraisal/ rewarding technique followed in the organization?

Table No.4

The table showing the satisfaction level towards the rewarding techniques followed

S.No	Particulars	No of Respondent
1	Highly Satisfied	27
2	Satisfied	48
3	Neutral	21
4	Dissatisfied	4
5	Highly Dissatisfied	1
	Total	101

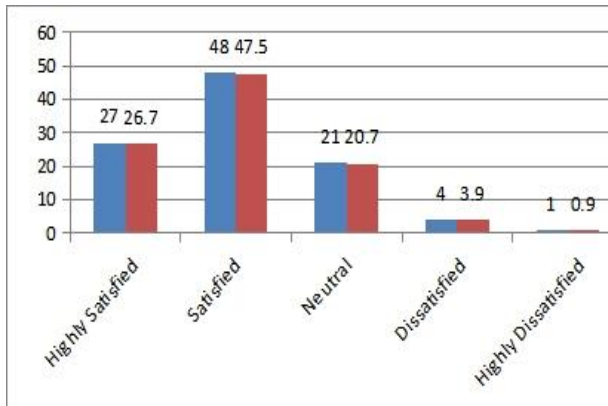
Interpretation:

From the table 4, it is observed that around 47.5% of the respondents are satisfied with the rewarding and appraisal techniques, 26.7% are highly satisfied, 20.7% are neutral, 3.9% are dissatisfied and the

remaining 0.9% are highly dissatisfied.

Chart No.4

The chart showing the satisfaction level towards the rewarding techniques followed



5 Basic Facilities Provided By The Organization

Table No.5

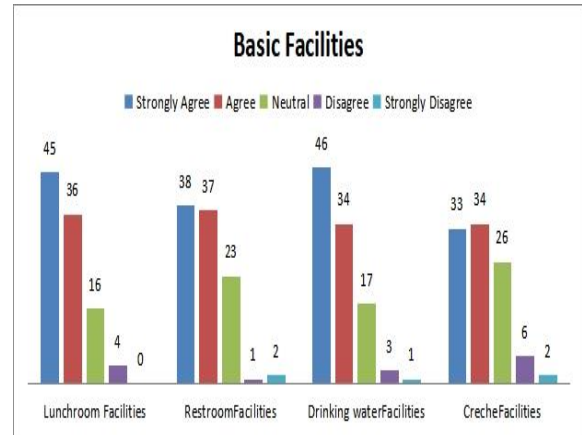
The table showing the basic facilities provided by the organization

	S	A	N	DA	SD	No of respondent
Lunch room	45	36	17	4	0	102
Restroom	38	38	23	1	32	102
Drinking water	46	35	17	3	1	102
Crèche	33	34	27	6	2	102

Interpretation

From the above table 5 it is clear that 45% strongly agree that they are satisfied with their lunch room facilities, 46% strongly agree with their drinking water facility and there is strongly disagree with all these basic facilities.

Chart 5



STATISTICAL ANALYSIS:

CHI SQUARE ANALYSIS

I have considered the analysis to know the relationship between involving the employees in new technologies and also to know their satisfaction level towards the appraisal and rewarding methods followed in organization.

Have considered the following table for analysis

Question: Do the organization involve employee in training new technology?

Table No.1

S.No	Particulars	No of Respondent	Percentage of Respondent
------	-------------	------------------	--------------------------

1	a. Strongly agree	24	23.7
2	b. Agree	45	44.5
3	c. Neutral	27	26.7
4	d. Disagree	5	4.9
5	e. Strongly disagree	0	0
	Total	101	99.8

The table showing the involving new employees in training new technology

Question: Are you satisfied with the appraisal/ rewarding technique followed in the organization?

Table No. 4

The table showing the satisfaction level towards the rewarding technique followed

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Highly Satisfied	27	26.7
2	Satisfied	48	47.5
3	Neutral	21	20.7
4	Dissatisfied	4	3.9
5	Highly Dissatisfied	1	0.9
	Total	101	99.7

Null Hypothesis H0: The two categorical variables are independent.

Alternative Hypothesis H1: The two categorical variables are dependent.

The Chi Square test statistic is calculated by using the formula: $\chi^2 = \sum (O-E)^2 / E$

Where O represents the Observed Frequency. E is the Expected Frequency under the null Hypothesis and

computed by: $E = (\text{Row Total} * \text{Column Total}) / \text{Sample Size}$

We will compare the value of the test statistic to the critical value of χ^2_{α} with degree of freedom = (r - 1) (c - 1), and reject the null hypothesis if $\chi^2 > \chi^2_{\alpha}$.

Observation Table- 1

Particulars	SA	A	N	DA	SDA	Total
Highly Satisfied						27
Satisfied	6	12	5	4	0	48
Neutral	13	21	14	0	0	21
Dissatisfied	5	12	4	0	0	4
Highly Dissatisfied	0	0	4	0	0	1
Total	24	45	27	5	0	101

Expected Table- 1

Particulars	SA	A	N	DA	SDA	Highly Satisfied	0.16	0	4.88	7.12	0	27
	Total						Satisfied	2.56	0.09	1.44	5.61	0
Highly Satisfied	6.41	12.0	7.21	1.33	0	27 Neutral	0.0001	7.02	2.59	1.06	0	21
Satisfied	11.4	21.3	12.8	2.37	0	48 Dissatisfied	0.81	3.16	8.64	0.03	0	4
Neutral	4.99	9.35	5.61	1.03	0	21 Highly Dissatisfied	0.04	0.16	0.04	0.92	0	1
Dissatisfied	0.9	1.78	1.06	0.19	0	4 Total	24	45	27	5	0	101
Highly Dissatisfied	0.2	0.4	0.2	0.04	0	101						
Total	24	45	27	5	0	101						

(O-E) (O-E)/E Table-1

(O-E) Table 1

Particulars	SA	A	N	DA	SDA	Particulars	Strongly agree	agree	Neutral	disagree	Strongly disagree
Highly Satisfied	-0.41	0	-2.21	2.67	0	27 Highly Satisfied	0.02	12.0	0.67	5.35	0
Satisfied	1.6	-0.3	1.2	-2.37	0	48 Satisfied	0.22	0.004	0.11	2.36	0
Neutral	0.01	2.65	-1.61	-1.03	0	21 Neutral	2.00	0.75	0.46	1.02	0
Dissatisfied	-0.9	1.78	2.94	-0.19	0	4 Dissatisfied	0.9	1.77	8.15	0.15	0
Highly Dissatisfied	-0.2	-0.4	-0.2	0.96	0	1 Highly Dissatisfied	0.2	0.4	0.2	23	0
Total	24	45	27	5	0	101	Calculated value from Table 1.7 = 59.734				

Degree of freedom= (r - 1) (c - 1), (5-1) (5-1) = 16

(O-E) (O-E) Table-1

Particulars	SA	A	N	DA	SDA	0.05=
Total						26.29

Table value for DOF, Level of significance at 95%,

Calculated value > table value therefore we suggest alternate hypothesis and thus we conclude that there

is a relationship between the amount of time spent at

work and the sufficient time for handling household responsibilities.

V.FINDINGS,SUGGESTIONSANDCONCLUSIONS

A.FINDINGS

It is observed that around 45% of the respondents are agreed that they have attended the training program based on new technology, 26.7% are neutral, 23.7% are strongly agreed, and the remaining 4.9% are disagreed.

It is observed that around 42.5% of the respondents are agreed with the women empowerment program, 29.7% are strongly agreed, 19.8% are neutral, 3.9% are disagreed and the remaining 3.9% are strongly disagreed.

It is observed that around 40.5% of the respondents are agreed with the general welfare exercises, 29.7% are neutral, 24.7% are strongly agreed, and the remaining 4.9% are disagreed.

It is observed that around 47.5% of the respondents are satisfied with the rewarding and appraisal techniques , 26.7% are highly satisfied, 20.7% are neutral, 3.9% are dissatisfied and the remaining 0.9% are highly dissatisfied.

It is observed that 45% strongly agree that they are satisfied with their lunch room facilities, 46% strongly agree with their drinking water facility and there is strongly disagree with all these basic facilities.

The most of the employees are satisfied with their medical benefits provided by the organization. 41% are highly satisfied with their maternity / paternity policy provided by the organization and only 1% of

the employee highly dissatisfied with the medical benefits

It is observed that majority of 41% agrees with educational allowance provided by the organization and 3% of the respondent disagrees with the education allowance.

B. SUGGESTIONS

Most of the employees are satisfied with the existing welfare schemes provided by the company. The following recommendations will be helpful to the management to improve he awareness as well as to improve the satisfaction level of employees.

The Management shall arrange more programmes to improve the employee's awareness about the welfare measures working conditions and social security schemes.

The management shall conduct regular meetings and allow the employees to participate in it. It will help to improve the employee employer relationship.

The management may improve training program facility by identifying the training needs of each individual.

C.CONCLUSIONS

Human resource plays an important role in any organization, employee's welfare facilities are concerns to this department, if the employee happy with welfare measures then only the productivity of that organization can be increased

The objective of the study is achieved in finding the statutory welfare measures.

Employee welfare important in a business/ organization. Other factors for production depends on the human factor. Therefore the worker has the demand right to demand that the condition under which he work should be reasonable and provides proper safeguard for their life and health. The amount of dedication come of quality of work, commitment to the organization all determined by the type and amount of welfare of a work receives. From the above study I understood the employee welfare factors place important role in employees life. Satisfaction employee gain from the organization leads to IAS satisfactory level in terms of achieving organizational goal.

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