



STUDY ON IMPACT OF EMPLOYEE WELFARE MEASURES ON EMPLOYEE SATISFACTION WITH REFERENCE TO TEXTILE INDUSTRY, PUDUKKOTTAI

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ABSTRACT:

Employee Welfare means anything which has been done for the consolation and improvement, intellectual, social welfare of the personal over and above the wages paid which isn't necessity of the industry. It also helps them to have minimum desirable standards like housing, health, clothing, education, job, insurance, and fun for themselves. A survey was conducted using structured questionnaire in PDCSM, PUDUKKOTTAI. Data analysis has been done using SPSS. The sample size was 117. Convenient sampling method has been used. PDCSM provides all the statutory benefits as well as most of the non-statutory benefits even after they get separated from the PDCSM. Thus the employees and their families feel motivated and secure and satisfied with welfare benefits provided by the organization.

Keywords: Employee Satisfaction, Statutory and Non-Statutory welfare Measures, Employee Motivation

INTRODUCTION:

PDCSM – Pudukkottai District Co-operative Spinning mill is one of the six co-operative spinning mills in Tamil Nadu, where its primary goal is to provide standard source of income for the people of surrounding area. The End Products, i.e. yarn from the mill is primarily sold to the handlooms.

Employee satisfaction is the extent to which employees are content with their employment. It helps to improve employee engagement towards their work which then returns increases the business performance. It is also a term which is interchangeably used to describe if



employees are happy and fulfilling their wants and need at work. Employee satisfaction is one of the key factor that could determine the overall pulse of an organization, which is the main reason why many organizations conducting the regular surveys.

Employee welfare measures also plays a major role in removing the dissatisfaction which in turn help to develop loyalty in workers towards organization. Employee welfare and benefits motivate the employees for the better performance, it also increases the employee morale, and improves human relations.

In the organization, Employee welfare programs aims at improving job satisfaction as a way of improving engagement and commitment at work. This is expected to increase productivity, reduce turnover and steadily increases loyalty. Statutory welfare measures under factories act includes hygienic drinking water, sufficient sitting arrangements, First aid appliances, A sufficient number of latrines and urinals, Canteen facilities, spittoons provided in convenient places, Proper and sufficient lights, Adequate number of restrooms, maternity or adoption leaves, Gratuity, Employee's State Insurance Scheme of India, Employee's provident fund scheme. And Non – Statutory welfare measures includes Educational benefits, Travel allowance, Washing allowance, Recreational benefits.

REVIEW OF LITERATURE:

1. (**Anjali Ganesh , 2017**) Studied the welfare facilities provided to the employees of Mangalore Refinery and petrochemicals limited. Welfare measures are very important for maintaining the happy labor work force. Unless employees are well taken care of by the organization they may not satisfied to stay in the organization. This study finds out that MRPL has played a very important role in extending the welfare measures and keeping the employee satisfied.

2. (**Chaitali shah , Avani Sha , 2016**) This study focuses on identifying the impact of welfare facilities provided to the non - managerial employees of Auto mobile sector in Ahmedabad district. By using various statistical tools like Regression , Correlation , one – way ANOVA totally 100 samples were analyzed. From the findings of the study it is evident that there is a



positive relation between welfare measures provided to the employees and employee satisfaction. It was also found out that majority of the employees are satisfied with the current welfare measures provided to them in their industry.

3. (V.Dhamoharan , V.Agalya Viswanathan , 2016) Employee welfare is an area of Social welfare in terms of both conceptually and operationally. The basic purpose of employee welfare measures is to improve the life of employees and to keep them happy. This study identified and analyzed different welfare measures provided to the employees belong to the leather manufacturing companies, Chennai. From the results we could see that most of the employees are content with the welfare facilities provided to them.

4. (Mansura Nasrat , Mohammad Solaiman , 2016) This study aims at measuring the extent to which the garment industry in Chittagong city of Bangladesh. We also found out that garment industry in Chittagong city of Bangladesh provides various facilities to the employees and tend to follow the rules and regulations of Bangladesh government. This study also suggested that garment industry should provide affordable housing facilities to the workers.

5. (Ravi & Raja , 2016) When compared with other factors in organization, labor welfare measures is most important. When these welfare measures are provided in adequate quality we could witness a decrease in employee motivation and their dedication towards their work. It is important for personal manager to introduce various employee measures in the organization. These measures help in neutralizing the harmful effects of large scale industrialization and urbanization. So this is evident that measures on the organization are one of the important factors to maintain the employees keep employed in the company.

6. (Monga, Verma , Monga (2015) Conducted a research on satisfaction level among the employees working in the ICICI banks, located in Himachal Pradesh. Totally 6 branches of ICICI were selected for the study, the sample size was amount to 80. From the result they concluded that employee morale can be increased by increasing the welfare measures provided to them. Also a sign of appreciation from the superior also mounts to increase in productivity.



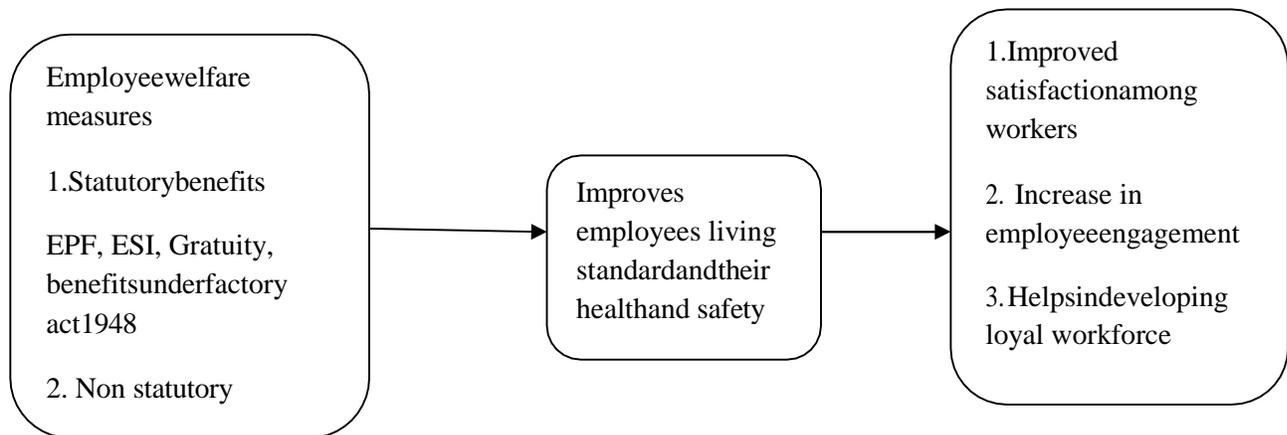
RESEARCH OBJECTIVES:

1. To study the impact of welfare activities on employee satisfaction of Employees working in PDCSM (co-operative spinning mill), Pudukkottai District.
2. To study and analyze the determinants of welfare measures of workers of PDCSM company
3. To analyze the relationship between factors of employee satisfaction and factors of employee welfare

STATEMENT OF THE PROBLEM:

After a thorough review of the findings of related studies, and witnessing the decrease in employee satisfaction among the workers of PUDUKKOTTAI CO-OPERATIVE SPINNING MILL it was decided that the research study being reported herein would be aimed at gauging the impact of welfare measures on employee satisfaction. Accordingly the problem statement of the study was finalized as “ A STUDY ON IMPACT OF WELFARE MEASURES ON EMPLOYEE SATISFACTION WITH REFERENCE TO TEXTILE INDUSTRY”

FRAMEWORK:



**RESEARCH METHODOLOGY:**

Research methodology is the tool to understand the study of the problem in scientific or technical way.

RESEARCH DESIGN:

The research design adopted for the study is Descriptive Research Design method. Research Design refers to definite pattern or plan of action that guides the researcher in collecting and analyzing the data.

SAMPLE SIZE:

The sample size taken for this study is 117. Total population of the study is 240.

SAMPLING TECHNIQUE:

Convenient sampling method is implemented to collect the primary data. The respondents for the purpose of the purpose of this study are selected non systematically. Convenience sampling is type of Non – Probability sampling technique, which doesn't contain a random selection of respondents.

RESEARCH TOOLS:

The tools using in this study are percentage analysis, chi-square test, pearson – correlation analysis, simple regression analysis.

RELIABILITY OF THE QUESTIONNAIRE:

Reliability test was done to check the reliability of the questionnaire. Cronbach's alpha value is 0.809 which means the questionnaire is highly reliable.

TABLE 3.5.1: Reliability check

Cronbach's alpha	No of items
0.809	27

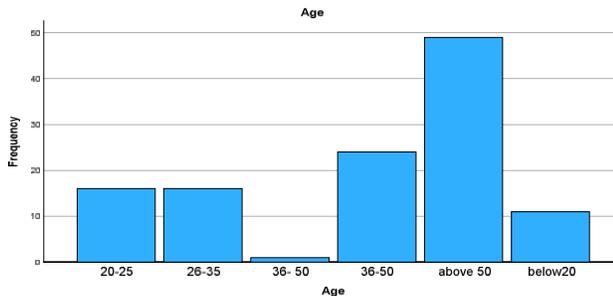


4.1 PERCENTAGE ANALYSIS

TABLE 4.1.1: Frequency Distribution on Age

S.no	Age	Frequency	Percentage
1	20-25 years	16	13.7
2	26-35 year	16	13.7
3	36-50 years	24	20.5
4	above 50 year	49	41.9
5	below 20 years	11	9.4
	Total	117	100.0

FIGURE 4.1.1: Frequency Distribution on Age



Interpretation:

This above table 4.1.1 shows that 41.9% of the respondents are in the age group of above 50 years, 20.5% of the respondents are in the age group of the 36-50 years, 13.7% of the respondents are in the age group of 20-25 years & 26-35 years, 9.4% of the respondents are in the age group of below 20 years.

Inference:

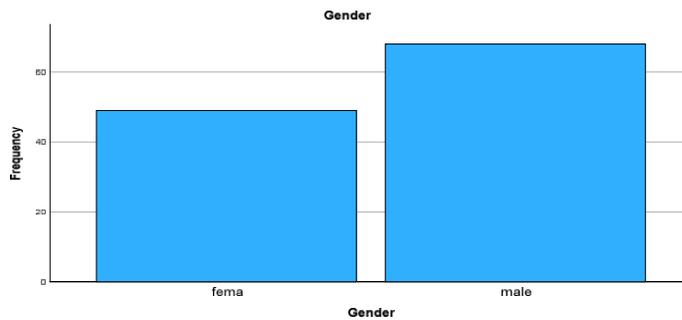
The majority 41.9% of the respondents belong to the age group of above 50 years.



Table4.1.2:FrequencyDistributiononGender

s.no	gender	Frequency	Percentage
1	Female	49	41.9
2	Male	68	58.1
	Total	117	100.0

Figure4.1.2:FrequencyDistributiononGender



Interpretation:

This above table 4.1.2 shows that 58.1% of the respondents are male, 41.9% of the respondents are females.

Inference:

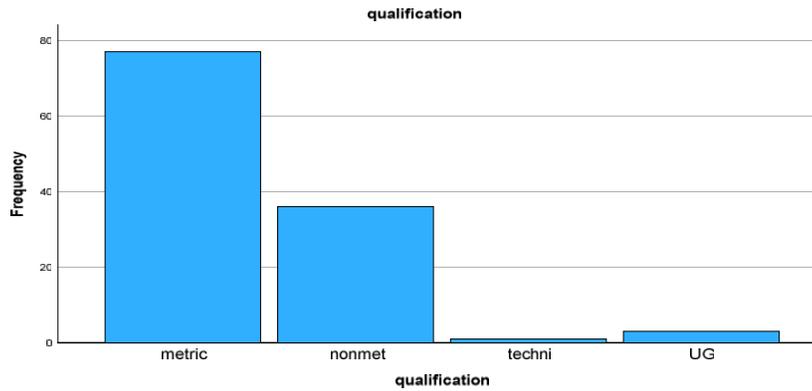
The majority 58.1% of the respondents are male.



Table4.1.3:FrequencyDistributiononEducation

s.no	Education	Frequency	Percentage
1	Metric	77	65.8
2	Non-metric	36	30.8
3	Technical	1	.9
4	UG	3	2.6
	Total	117	100.0

Figure4.1.3:FrequencyDistributiononEducation



Interpretation:

This above table4.1.3 shows that 77%ofthe respondents are Metric, 36% oftherespondents are non- metric, 3% of the respondents are UG, 1% of the respondents are Technical and other courses.

Inference:

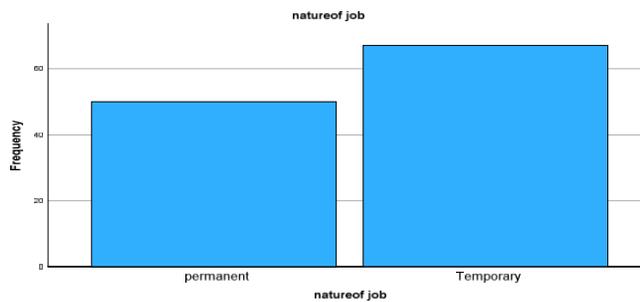
Themajority77%oftherespondentsareMetric



TABLE 4.1.4: Frequency Distribution on Nature of Job

S.no	Nature of job	Frequency	Percentage
	permanent	50	42.7
	Temporary	67	57.3
	Total	117	100.0

Figure 4.1.4: Frequency Distribution on Nature of Job



Interpretation:

This above table 4.1.4 shows that 57.3% of the respondents are temporary workers, 42.7% of the respondents are permanent workers.

Inference:

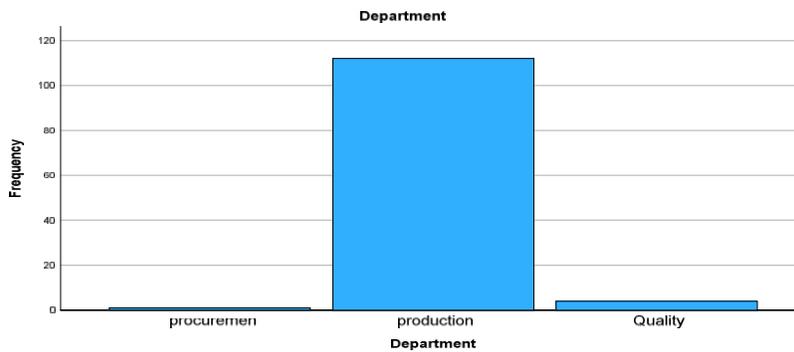
The majority 57.3% of the respondents are Temporary workers.



TABLE4.1.5:FrequencyDistributiononDepartment

S.no	Department	Frequency	Percentage
1	procurement	1	.9
2	production	112	95.7
3	Quality	4	3.4
	Total	117	100.0

FIGURE4.1.5: Frequency Distribution on Department



Interpretation:

This above table 4.1.5 shows that 95.7% of the respondents are belong to production, 3.4% of the respondents are of quality, 0.9% of the respondents are belong to procurement department.

Inference:

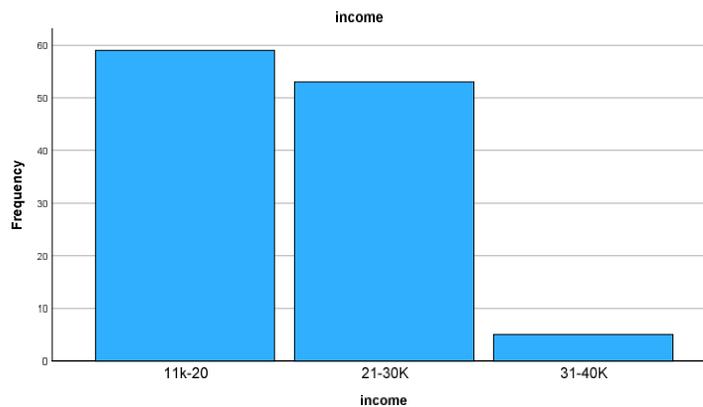
The majority 95.7% of the respondents belong to production department.



TABLE4.1.6:FrequencyDistributiononIncome

S.no	Income	Frequency	Percent
1	11k-20	59	50.4
2	21-30K	53	45.3
3	31-40K	5	4.3
	Total	117	100.0

FIGURE4.1.6:FrequencyDistributiononIncome



Interpretation:

This above table 4.1.6 shows that 59% of the respondents belongs to 11-20K salary, 53% of the respondents belongs to 21k-30k salary, 5% of the respondents belongs to 31k-40k.

Inference:

The majority of 59% of the respondents gets 11k–20k salary.



CORRELATION ANALYSIS

Correlation I

Hypothesis – 1 Leave Policies and Worklife Balance

H0: There is no relationship between the leave policies and worklife balance.

H1: There is significant between the leave policies and worklife balance.

Table 4.2.1: Correlation for leave policies and worklife balance.

Correlation

		leave policies	worklife balance
leave policies	Pearson Correlation	1	.593**
	Sig. (2-tailed)		<.001
	N	117	117
worklife balance	Pearson Correlation	.593**	1
	Sig. (2-tailed)	<.001	
	N	117	117

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

Interpretation:

From the table 4.2.1, inferred that significant value 0.001 is less than critical value 0.05, hence H0 rejected and H1 accepted. Therefore, there is a significant relationship between the leave policies and work life balance.

Inference:

Therefore, there is significant relationship between the leave policies and worklife balance



Correlation II

Hypothesis-2

H0: There is no significant relationship between the ventilation and working environment.

H1: There is a significant relationship between the ventilation and working environment.

Table 4.2.2: Correlation for ventilation and working environment

Correlations

Correlations			
		working environment	Ventilation
working environment	Pearson Correlation	1	.702**
	Sig.(2-tailed)		<.001
	N	117	117
Ventilation	Pearson Correlation	.702**	1
	Sig.(2-tailed)	<.001	
	N	117	117

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

Interpretation:

From the table 4.2.2, inferred that significant value 0.001 is less than critical value 0.05, hence H0 rejected and H1 accepted. Therefore, there is a significant relationship between the ventilation and working environment.

Inference:

Therefore, there is a significant relationship between ventilation and working environment.



Chi-square I

Hypothesis-1

H0: There is no relationship between nature of job and job security.

H1: There is a significant relationship between nature of job and job security.

Table 4.3.2: nature of job * job security cross tabulation

			job security				
			1.00	2.00	3.00	4.00	5.00
Nature of job	permanent	Count	0	0	3	37	10
	Temporary	Count	17	40	5	5	0
Total		Count	17	40	8	42	10

Table 4.3.2: Chi-square Tests for nature of job and job security.

Chi-Square Tests			
	Value	df	Asymptotic Significance(2-sided)
Pearson Chi-Square	91.339 ^a	4	<.001
Likelihood Ratio	118.471	4	<.001
N of Valid Cases	117		

a. 3 cells (30.0%) have expected count less than 5. The minimum expected count is 3.42.

Interpretation

Calculated value (C.V) = 91.3

Table value (C.V) = 9.4

Calculated value > Table value

H0 rejected, H1 accepted. Hence, H0 rejected, H1 accepted. So, there is significant relationship



between nature of job and job security.

Chi-squareII

Hypothesis-2

H0: There is no relationship between Income and EPF.

H1: There is a significant relationship between Income and EPF.

Table4.31: Income*EPF Crosstabulation

income*EPF Crosstabulation			EPF				Total
			2.00	3.00	4.00	5.00	
Income	11k-20	Count	23	9	26	1	59
	21-30K	Count	1	4	48	0	53
	31-40K	Count	0	2	3	0	5
Total		Count	24	15	77	1	117

Table4.3.2: Chi-square Tests for Income and EPF.

Chi-Square Tests			
	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	34.287 ^a	6	<.001
Likelihood Ratio	38.814	6	<.001
N of Valid Cases	117		
a. 6 cells (50.0%) have expected count less than 5. The minimum expected count is .04.			

Interpretation

Calculated value (C.V) = 34.2, Table value (C.V) = 12.5

Calculated value > Table value. H0 rejected. H1 accepted. Hence, there is a significant relationship between Income and EPF.



MULTILINEAR REGRESSION

Hypothesis-1

Null Hypothesis (H0): There is no association between a linear combination of variables (safety appliances, ventilation, cleanliness, Restroom facilities) and working environment of the organization.

Alternative Hypothesis (H1): There is an association between a linear combination of variables (safety appliances, ventilation, cleanliness, Restroom facilities) and working environment of the organization.

Table 1: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.858 ^a	.736	.727	.38313
a. Predictors: (Constant), safety appliances, cleanliness, Restroom facility, ventilation				

As indicated in table no 1, we can see that R square value is 0.736, which means that our independent variables i.e., safety appliances, cleanliness, Restroom facilities, ventilation measures causes 73.6% changes in dependent variable (working Environment).

Table 2: Anova

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	45.884	4	11.471	78.147	<.001 ^b
	Residual	16.440	112	.147		
	Total	62.325	116			

a. Dependent Variable: working environment

b. Predictors: (Constant), safety appliances, cleanliness, Restroom facility, ventilation



Tableno3:coefficients

Model		UnstandardizedCoefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients Beta		
1	(Constant)	.251	.198		1.268	.207
	Cleanliness	.145	.053	.165	2.724	.007
	Ventilation	.253	.058	.288	4.378	<.001
	Restroomfacility	.412	.061	.424	6.786	<.001
	safety appliances	.147	.059	.171	2.491	.014

a. DependentVariable:workingenvironment

Herethebetavalueispositive,whichindicatesthepositiverelationshipbetweenworkingenvironment and safety appliances, cleanliness, restroom facilities, ventilation

Interpretation:

Here,resultsshowsthatp-valueis<0.01whichislessthan0.05. H0

rejected

H1accepted

So,Thereisaassociationbetweenalinearcombinationofvariables(safetyappliances, ventilation, Restroom, cleanliness) and working environment of the organization.

Inference:

Thereisaassociationbetweenworkingenvironmentandsafetyappliances,cleanness, Restroom facilities, ventilation.



FINDINGS:

CORRELATION ANALYSIS RESULTS:

1. From the table 4.2.1, inferred that significant value 0.001 is less than critical value 0.05, hence H_0 rejected and H_1 accepted. Therefore, there is a significant relationship between the leave policies and work life balance.
2. From the table 4.2.2, inferred that significant value 0.001 is less than critical value 0.05, hence H_0 rejected and H_1 accepted. Therefore, there is a significant relationship between the ventilation and working environment.

Chi square result

3. $(C.V) > (T.V)$ Hence, H_0 rejected. So, there is significant relationship between nature of job and job security.
4. $(C.V) > (T.V)$ Hence, H_0 rejected, H_1 accepted. So, there is significant relationship Income and EPF.

MULTIPLE REGRESSION RESULTS:

As indicated in table no 1, we can see that R^2 value is 0.736, which means that our independent variables i.e., safety appliances, cleanliness, Restroom facilities, ventilation measures causes 73.6% changes in dependant variable (working Environment).

SUGGESTIONS:

Following are the few recommendations for improving welfare measures in PDCSM

1. Providing more updated skill training to the employees.
2. Improving the infrastructure and conducting maintenance in regular run to reduce any potential accidents.
3. Improving the quality of foods and Refreshments given to the employees of organization.
4. Properly addressing the problems of employees and emphasizing on Respect and equality among the workers.
5. Educating the elderly employees about different benefits provided by the organization.



6. Increasing the number of sitting arrangements within the organization premises.
7. Providing adequate number of earplugs and Masks for the employees in regular manner will help them greatly to maintain their health.

CONCLUSION

Employee welfare measures mean the effort to make the life worth living for workmen. The term employee welfare includes various services, benefits, and facilities offered to the employees by the employer. Providing such facilities make their work life better leads to good standard of living. PDCSM provides a lot of benefits to the employees even after they get separated from the organization. Thus the employees of the organization and their families feel secure and motivated. PDCSM management can improve their employees' efficiency by rewarding the employees for their extra ordinary efforts and by a proper system of redressing of employees' complaints and grievances at the workplace.

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