



A STUDY ON SATISFACTION LEVEL OF EMPLOYEES ON WELFARE FACILITIES PROVIDED BY HCCB

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ABSTRACT

Any organization's existence and development are greatly influenced by its workforce. In the present environmental elements it becomes significant for associations to fulfill their workers. Therefore, the well-being of employees is crucial to an organization's success. The term "employer welfare" refers to any and all actions taken by an employer with the intention of providing specific facilities and services to employees, such as housing, medical services, retirement benefits, loan options, and so on. in addition to wages or salaries to foster productive, healthy, devoted, and content employees for the business.

INTRODUCTION

The term "to take care of the well-being of workers by employers, trade unions, and governmental agencies" refers to the level of employee satisfaction found in welfare facilities. In addition to eliminating dissatisfaction, it fosters employee loyalty to the company.

A representative who feels valued will additionally be agreeable, fulfilled and more productive. It has not only resulted in increased productivity but also enhanced performance quality, thereby assisting in the company's profitable acquisition of market share. An employer can retain the best talent and reduce employee turnover thanks to a satisfied employee who will not look for alternative employment opportunities. Anything done in addition to wages for the benefit of employees' well-being and comfort is considered welfare. In order to keep employees for a longer period of time, welfare programs aid in maintaining employee morale and motivation. The government assistance estimates need not be in financial terms no one but, it can likewise be in any structures. The monitoring of working conditions, the development of industrial harmony through infrastructure for health, industrial relations, and insurance against illness, injury, and unemployment for workers and their families are all components of employee welfare. Representative government assistance is a thorough term including different administrations, offices and conveniences gave to

workers to their improvement. Employees are entitled to welfare benefits in addition to regular wages and other economic benefits under collective bargaining and legal provisions.

REVIEW OF LITERATURE

- **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.
- **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 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.

NEED FOR THE STUDY

To know that whether welfare facilities plays an important role on the working of employees, and to know that the employees are dissatisfied welfare facilities will help them to get motivated .Labour welfare, also referred to as betterment work for employees, relatives to taking care of the well-being of workers by employers, trade unions, and governmental and non-governmental agencies

SCOPE OF THE STUDY

This study aims to find out the satisfaction of the employees, whether the company is provide Necessary health, safety and welfare measures in the industry. The scope of the current study named "Employee welfare facilities" is limited only to Global industries. This study helps to improve the performance of the human resource management.

OBJECTIVES OF THE STUDY

- To find out how satisfied employees are with the company's welfare facilities
- To study the existing welfare facilities provided to the employees at HCCB ,Sri kalahasthi .
- To know the employees opinion about the present welfare facilities at HCCB , Sri kalahasthi.
- To study the satisfaction of workers towards the present welfare facilities .
- To study & understand the satisfaction level of employees with reference to welfare and security measures.

RESEARCH METHODOLOGY

- Data collection : Primary & secondary
- Type of research : Descriptive research
- Research instrument : Questionnaire
- Sample size : 100
- Sample method : Simple random sampling method
- Statistical tool : Percentage & graphical analysis like bar charts

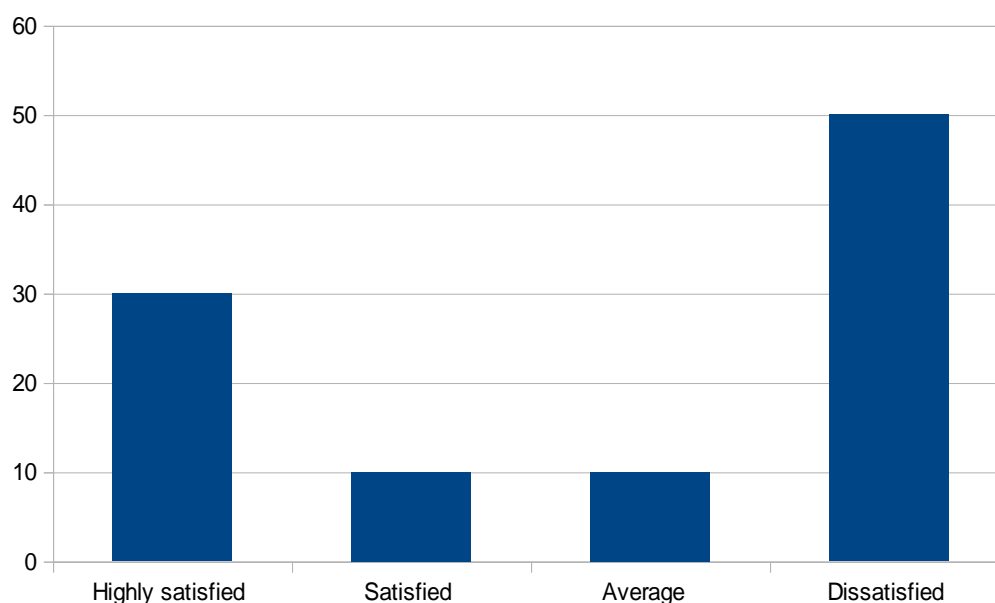
DATA ANALYSIS

1 : Satisfied with Medical facilities provided by your organization.

Opinion	Number of respondents	Percentage of respondents
Highly satisfied	30	30%
Satisfied	10	10%
Average	10	10%
Dissatisfied	50	50%
Total	100	100

INTERPRETATION :

From the above graph 30% of employees said highly satisfied, 10% of employees said satisfied, 10 % of employees said average, 10 % employees said dissatisfied 50 % of employees said they are dissatisfied with medical facilities provided by HCCB

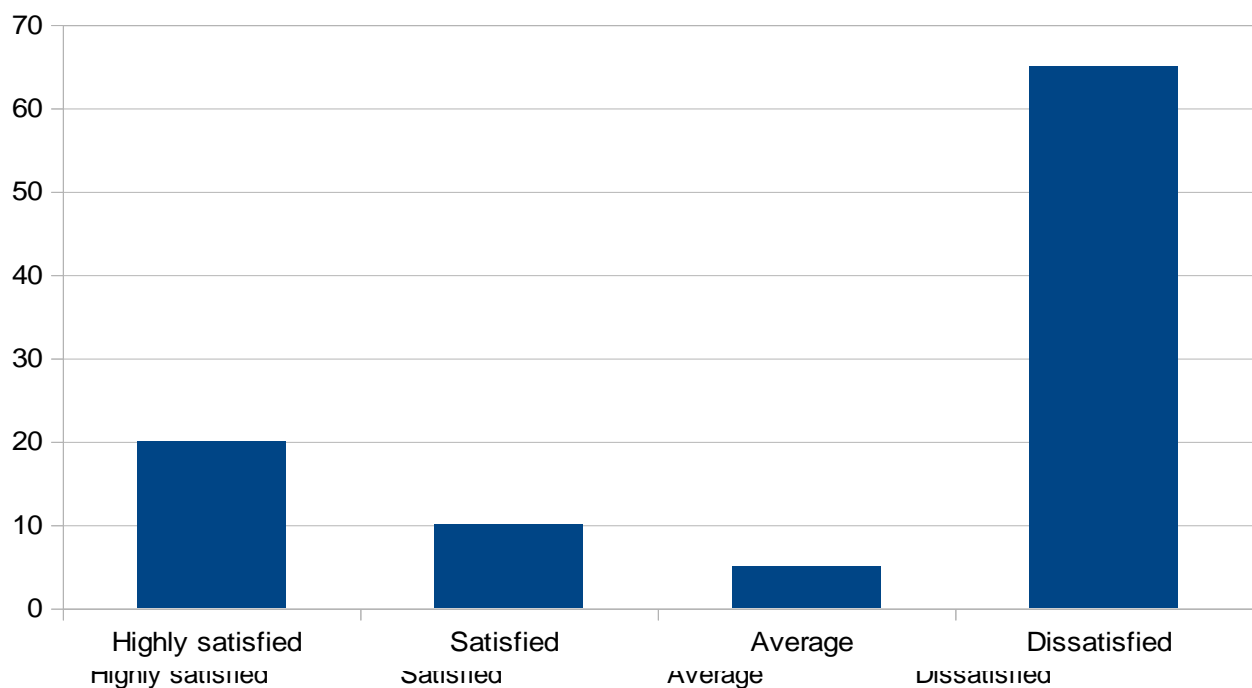


2 : Satisfaction with the company taking care of the employees working in night shift.

Opinions	Number of respondents	Percentage of respondents
Highly satisfied	40	40%
Satisfied	30	30%
Average	20	20%
Dissatisfied	10	10%
Total	100	100

INTERPRETATION :

From the above graph 40% of the respondents said that highly satisfied, 30% of employees satisfied, 20% of employees said that average, 10% of employees said that dissatisfied with the company taking care of the employees working in night shifts



3 .Education facility provided by the company .

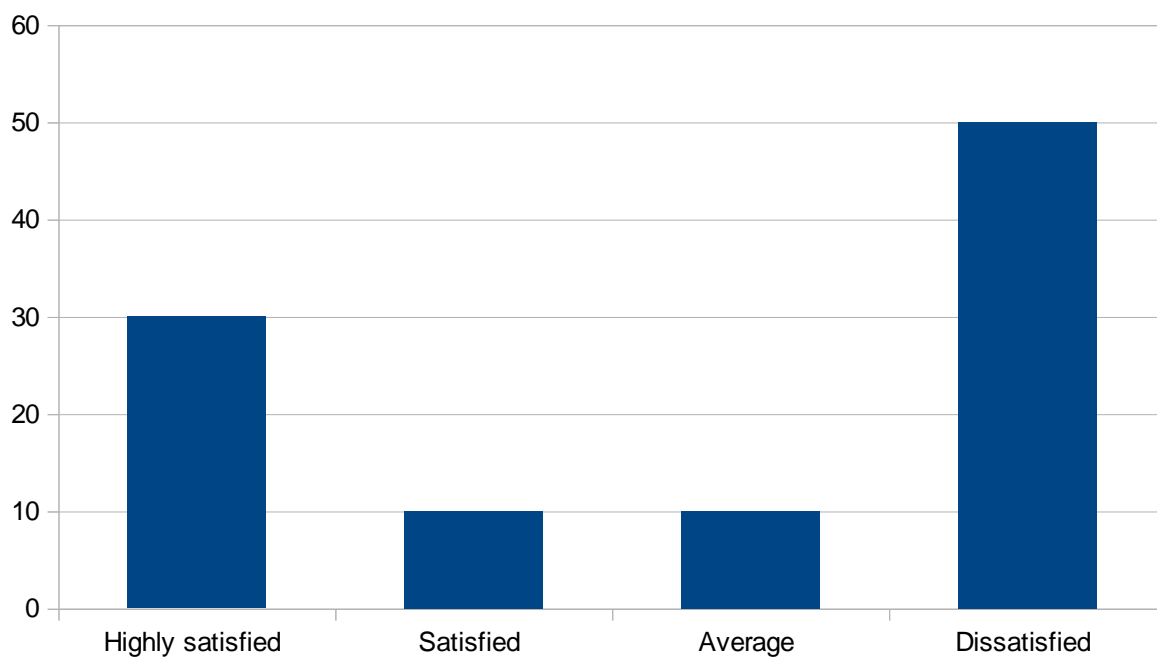
Opinions	Number of respondents	Percentage of respondents
Highly satisfied	20	20%
Satisfied	10	10%
Average	5	5%
Dissatisfied	65	65%
Total	100	100

INTERPRETATION

From the above graph 20% of respondents said they are highly satisfied,10% said they are satisfied,5% said Average,65% said they are not satisfied with Education facility provided by Company

4.Company is providing Maternity leave to female employees.

Opinion	Number of respondents	Percentage of respondents
Highly satisfied	30	30%
Satisfied	10	10%
Average	10	10%
Dissatisfied	50	50%
Total	100	100

**INTERPRETATION**

From the above graph 30% said they are highly satisfied,10% said satisfied,10% said average,50% of employees said they are dissatisfied with company providing Maternity leave to female employees

FINDINGS

- 70% respond are satisfied with the quality of food in canteen .
- 20% respondents are satisfied with the education facilities provided by the organisation
- 30% women respondents are satisfied with meternity leave provided by the organisation
- 80% respondents Satisfied in Getting compensation in case of accidents .
- 70% respondents are Satisfied with the Ventilation and lights provided by the company.

SUGGESTIONS

- The management should improve the medical facilities, so that it will improve the health of workers and put their efforts in increasing the productivity .
- The organization should provide the education facilities for employees children,and it will reduce the employees turn over in the organization .
- The organization should provide the maternity leave for women employees.

CONCLUSION

At last I conclude that the project report undertaken by me is satisfactory and the work has got very good response from the respondents. The safety and the welfare activities taken by the company are very much beneficial for the employees.but the same time the organization should not provide the proper Education facility to employees childrens and at the same time the organization should not provide the meternity leave to the women employees In the process majority of the respondents are very positive towards the facilities. According to my research some employees are get better facilities.and in this organisation should not provide good medical, meternity leave for women employees and education facilities.

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