



IMPACT OF LABOUR WELFARE MEASURES ON EMPLOYEE SATISFACTION SUNSHINE INTERNATIONAL AGRITECH

¹Syed Ashick Peeran S, ²Dr.P. Vanitha,

¹ Student, ²Associate Professor,

¹Master of Business Administration,

¹M. Kumarasamy College of Engineering, Karur, TamilNadu, India

Abstract: This research work titled “Impact of Labour Welfare Measures on Employee Satisfaction Sunshine International Agritech”, was done with the main objective to study the labour welfare measures provided by the Sunshine International Agritech. To find out the effectiveness of labour welfare measures provided by the Sunshine International Agritech. To provide practical recommendations for enhancing labour welfare strategies at Sunshine International Agritech Theni. It is descriptive research design. The Primary data has been used to collect data with the help of Questionnaire. The sample size is 120. Tools used in this study Correlation Chi-Square and the major findings are the majority 59.2% of the respondents are of the gender male. The majority 64.2% of the respondents are Production Department. The suggestions for the betterment of the company and to make sure employees know about available benefits and how to use them. Offer flexible schedules or remote work to help employees balance work and personal life. Provide training to help employees grow in their roles and careers. Regularly review salaries to ensure they're competitive and fair. Create a supportive and inclusive workplace culture where everyone feels valued.

Keywords – Medical facility, Intramural facility, Employee Satisfaction, Workplace Wellbeing.

1.1 INTRODUCTION TO THE TOPIC

I. INTRODUCTION

Labour welfare measures are integral components of organizational strategies aimed at enhancing employee well-being, safety, and overall quality of life. These initiatives are crucial in shaping the work environment and the overall employee experience within organizations. Employee satisfaction, a key determinant of organizational success, is deeply intertwined with the effectiveness of labour welfare measures. It influences employee productivity, retention rates, and the overall performance of the organization. Thus, understanding the relationship between labour welfare measures and employee satisfaction is paramount for organizations seeking to create a positive and thriving workplace culture.

II. OBJECTIVES OF THE STUDY

To study the labour welfare measures provided by the Sunshine International Agritech.

To find out the effectiveness of labour welfare measures provided by the Sunshine International Agritech.

To provide practical recommendations for enhancing labour welfare strategies at Sunshine International Agritech Theni.

III. SCOPE OF THE STUDY

The main aim of this study is to know the impact of labour welfare measures on employee satisfaction sunshine international agritech

IV. NEED FOR THE STUDY

The purpose of this study is to know the impact of labour welfare measures on employee satisfaction sunshine international agritech on the to find out the effectiveness of labour welfare measures and to provide practical recommendations for enhancing labour welfare strategies provided by the Sunshine International Agritech.

II. REVIEW OF LITERATURE

1. Rai, A., & Kumar, R. (2021) "Labour Welfare Measures and Employee Satisfaction A Study in the Hospitality Industry. This study focuses on the hospitality industry to analyse the relationship between labour welfare measures and employee satisfaction. It identifies that perk like staff accommodation, food allowances, and training opportunities significantly contribute to the satisfaction levels of hospitality employees. The study emphasizes the importance of industry-specific welfare initiatives in maintaining a motivated and satisfied workforce.

2. Raj, K., & Joshi, R. (2021) "Employee Welfare and Its Impact on Employee Satisfaction A Study of Manufacturing Sector in Pune. This study concentrates on the manufacturing sector in Pune to analyse the relationship between employee welfare and job satisfaction. The research finds a direct correlation between welfare programs (housing, transportation, and leave policies) and the employees' overall satisfaction levels. The study underscores the need for continuous assessment and improvement of welfare initiatives.

3. Saha, A., & Banerjee, D. (2021) "Impact of Labour Welfare Measures on Employee Satisfaction A Study of Selected Construction Companies in Kolkata." This research focuses on the construction industry in Kolkata to explore the relationship between labour welfare measures and job satisfaction. The study reveals that initiatives such as safety measures, skill development programs, and fair compensation positively influence employees' perception of job satisfaction. It suggests that construction companies should prioritize these welfare measures to create a positive work environment.

4. Singh, A. K., & Gupta, S. (2020) Impact of Employee Welfare Measures on Employee Satisfaction A Study of Selected IT Companies in Delhi-NCR. Focusing on IT companies in Delhi-NCR, this research delves into the impact of welfare measures on job satisfaction. It identifies those amenities like flexible work hours, health insurance, and childcare services significantly influence employees' perception of job satisfaction. The study recommends a tailored approach to welfare initiatives based on the industry's needs.

5. Singh, R., & Sharma, A. (2020) "Effectiveness of Labour Welfare Measures on Employee Satisfaction A Study of Manufacturing Sector Employees." This study investigates the effectiveness of various labour welfare measures on employee satisfaction among manufacturing sector employees. It identifies those amenities such as healthcare benefits, housing facilities, and recreational activities have a positive impact on job satisfaction. The research emphasizes the need for continuous evaluation and improvement of these welfare initiatives to maintain employee satisfaction levels.

III RESEARCH METHODOLOGY

RESEARCH DESIGN

A research design is the plan or framework used to conduct a research study. It involves outlining the overall approach and methods that will be used to collect and analyze data to answer research questions or test hypotheses. This paper has employed a descriptive research method. This study aims to study effectiveness of the labour welfare measure on employee satisfaction.

METHOD OF DATA COLLECTION

This paper is solely based on the primary data. A well-structured questionnaire have been used to collect the data. The interview method was employed while the data was collected.

POPULATION

A population is a group of people, objects, or events that have specific characteristics and are of interest to the researcher and here employees and labor's of the company sunshine international Agritech are taken as the population for this research.

SAMPLING UNIT

A sampling unit is a basic unit that is selected from a population. It is the unit about which information is collected and data are analyzed. The sampling unit will be with employees of sunshine international Agritech.

SAMPLE SIZE

The Sample size is 120.

SAMPLING METHOD

The Simple Random sampling method was employed for the sampling of data collection.

TOOLS FOR DATA ANALYSIS**DESCRIPTIVE STATISTICS**

This chapter deals with the descriptive and statistical analysis of the primary data collected from the employee who working in the organization. The hypotheses drawn by the researcher are confirmed with the support of statistical tools and results are inferred. Percentage analysis is a simple statistical instrument which is widely used in analysis and interpretation of primary data. It deals with the number of Respondents' reply to a questionnaire in percentage attained from the total population nominated for the study. It is one of the simple forms of analysis which helps the researcher to realize the outcome of the research.

CORRELATION

Correlation is a statistical measure that indicates the extent to which two or more variables fluctuate together. A positive correlation indicates the extent to which those variables increase or decrease in parallel, a negative correlation indicates the extent to which one variable increase as the other decreases. For example, height and weight are related, taller people tend to be heavier than shorter people.

CHI-SQUARE

Chi Square test of homogeneity is used to determine if two or more independent sample vary by distribution on a single variable. A common use of this test is to compare two or more groups or conditions on a categorical result. Formulation of omnibus test statistic is formed as independence test and homogeneity test.

SCALING METHOD

The process of arriving at a set of statements to measure attitude, opinion, or perception is known as scaling. In this paper, the impact of the labour welfare measures on the employee satisfaction is analyzed using a questionnaire based on a five-point Likert scale.

IV DATA ANALYSIS AND INTERPRETATION**DATA ANALYSIS**

Data analysis is a process of inspecting, cleaning, transforming and modelling data with the goal of discovering useful information, informing conclusions and supporting decision making. Data analysis has multiple facets and approaches, encompassing diverse techniques under a variety of names, and is used in different business, science, and social science domains. It provides a deeper understanding of processes, behaviors, and trends. It allows organizations to gain insights into customer preferences, market dynamics, and operational efficiency.

4.1 DESCRIPTIVE STATISTICS**TABLE NO 4.1.1**

Satisfied with the Healthcare Benefits provided by the Company.

Satisfied with the Healthcare Benefits provided by the Company.	Number of respondents	Percentage
Highly Dissatisfied	7	5.8%
Dissatisfied	20	16.7%
Neutral	45	37.5%
Satisfied	28	23.3%
Highly Satisfied	20	16.7%
Total	120	100.0%

Inference

From the above Table No: 4.1.1, It was found that 37.5% of respondents are Neutral about Satisfied with the Healthcare Benefits provided by the Company, 23.3% of respondents are Satisfied about Satisfied with the Healthcare Benefits provided by the Company, 16.7% of respondents are Highly Satisfied and Dissatisfied about Satisfied with the Healthcare Benefits provided by the Company and 5.8% of respondents are Strongly dissatisfied about Satisfied with the Healthcare Benefits provided by the Company.

4.2 CORRELATION

4.2.1 HYPOTHESIS STATEMENT

H₀ – There is no significant correlation between the company has effective grievance redressal mechanisms in place and Satisfied with the facilities availed by the firm.

H₁ – There is a significant correlation between the company has effective grievance redressal mechanisms in place and Satisfied with the facilities availed by the firm.

TABLE 4.2.1
The company has effective grievance redressal mechanisms in place.
and Satisfied with the facilities availed by the firm.

		Effective grievance redressal mechanisms in place.	Satisfied with the facilities availed by the firm.
Effective grievance redressal mechanisms in place.	Pearson Correlation	1.000	.435
	Sig. (2-tailed)		0.000
Satisfied with the facilities availed by the firm.	Pearson Correlation	.435	1.000
	Sig. (2-tailed)	0.000	

Inference

From the correlation table 4.2.1, it can be seen that the correlation coefficient value is 0.435 which lies in the low correlation region Since p-value (0.00) < 0.05, we accept the alternate hypothesis. It can be concluded that there is statistically significant correlation between The company has effective grievance redressal mechanisms in place and Satisfied with the facilities availed by the firm.

4.2.2 HYPOTHESIS STATEMENT

H₀ – There is no significant correlation between Maternity/Paternity Leave Policies. and Felt that employee satisfaction positively impacts the company's retention rates.

H₁ – There is a significant correlation between Maternity/Paternity Leave Policies. and Felt that employee satisfaction positively impacts the company's retention rates.

TABLE 4.2.2
Maternity/Paternity Leave Policies and Felt that Employee Satisfaction Positively impacts the company's Retention Rates.

		Maternity/Paternity Leave Policies.	Felt that employee satisfaction positively impacts the company's retention rates.
Maternity/Paternity Leave Policies.	Pearson Correlation	1.000	.333
	Sig. (2-tailed)		.000
Felt that employee satisfaction positively impacts the company's retention rates.	Pearson Correlation	.333	1.000
	Sig. (2-tailed)	.000	

Inference

From the correlation table 4.2.2, it can be seen that the correlation coefficient value is 0.333 which lies in the low correlation region. Since p-value (0.00) < 0.05, we accept the alternate hypothesis. It can be concluded that there is a statistically significant correlation between satisfied with Maternity/Paternity Leave Policies and Felt that employee satisfaction positively impacts the company's retention rates.

4.3 CHI SQUARE

4.3.1 HYPOTHESIS STATEMENT

H0 – There is no significant relationship between Gender and The company has effective grievance redressal mechanisms in place.

H1 – There is a significant relationship between Gender and The company has effective grievance redressal mechanisms in place.

TABLE 4.3.1
Gender and The Company has effective grievance redressal mechanisms in place.

	Value	df	Asymptotic Sig. (2-tailed)
Pearson Chi-Square	28.13	8	.000
Likelihood Ratio	16.71	8	.033
Linear-by-Linear Association	.59	1	.442
N of Valid Cases	120		

Inference

From the above Table No: 4.3.1, it was found that the Pearson Chi-Square significant value is .000 which is less than 0.05. Hence Null hypothesis (H0) is rejected and Alternative hypothesis (H1) is accepted. Therefore, it is inferred that there is a significance relationship between Gender and The company has effective grievance redressal mechanisms in place.

4.3.2 HYPOTHESIS STATEMENT

H0 – There is no significant relationship between the Transparency of the company's policies between department and Employee welfare.

H1 – There is a significant relationship between the Transparency of the company's policies between department and Employee welfare.

TABLE 4.3.2
Transparency of the company's policies between department and Employee welfare.

	Value	df	Asymptotic Sig. (2-tailed)
Pearson Chi-Square	27.44	16	.037
Likelihood Ratio	29.03	16	.024
Linear-by-Linear Association	1.60	1	.206
N of Valid Cases	120		

Inference

From the above Table No: 4.3.2, it was found that the Pearson Chi-Square significant value is .037 which is less than 0.05. Hence Null hypothesis (H0) is rejected and Alternative hypothesis (H1) is accepted. Therefore, it is inferred that there is a significance relationship between the Transparency of the company's policies between department and Employee welfare.

V FINDINGS

- 1.The majority 37.5% of respondents are Neutral about Satisfied with the Healthcare Benefits provided by the Company.
2. Significant correlation between the company has effective grievance redressal mechanisms in place and Satisfied with the facilities availed by the firm.
- 3.Significant correlation between satisfied with Maternity/Paternity Leave Policies and Felt that employee satisfaction positively impacts the company's retention rates.
- 4.There is a significance relationship between Gender and the company has effective grievance redressal mechanisms in place.
- 5.There is a significance relationship between the Transparency of the company's policies between department and Employee welfare.

VI SUGGESTIONS

- 1.Make sure employees know about available benefits and how to use them.
- 2.Offer flexible schedules or remote work to help employees balance work and personal life.
- 3.Provide training to help employees grow in their roles and careers.
- 4.Regularly review salaries to ensure they're competitive and fair.
- 5.Create a supportive and inclusive workplace culture where everyone feels valued.

VII CONCLUSION

Welfare measures like paid time off and flexible working hours enable employees to achieve a better work-life balance. Organizations that prioritize labor welfare measures tend to cultivate a positive organizational culture. This includes a sense of fairness, trust, and loyalty among employees, which can lead to a more productive and harmonious work environment. Welfare measures focused on health, such as wellness programs and access to healthcare, not only benefit employees directly but also contribute to a healthier workforce.

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