



# THE STUDY ON IMPACT OF EMPLOYEE WELFARE MEASURES IN DIMOND INDUSTRY

**Dhruval Devani**

Student of BBA, Uka Tarsadia University, Maliba Campus, Bardoli

Dr. Anuradha Pathak

Associate Professor, B.V. Patel of Management, Uka Tarsadia University,

Bardoli, Surat, Gujarat

## ABSTRACT

The study was done with the objective of analysing, safety and welfare measure of the company, Knowing the opinion and satisfaction level of employee about health measure, safety measure and welfares followed in the company and the measure followed to prevent from accident in the company. The labour health, safety and welfare are the measure of promoting the efficiency of labour. The various welfare measure provided by the employee will have immediate impact on the health and mental efficiency of the worker and thereby contributing the higher productivity.

The sample size was limited to 100 data were analysed using simple percentage analysis, based on the findings and interpretations, suitable suggestion were given of the company.

**Keyword:** Health, safety, welfare measure, job satisfaction

## INTRODUCTION

Labour health, safety and welfare are the measure of promoting the efficiency of labour. The various welfare measures provided by the employer will have immediate impact on the health, physical and mental efficiency and moral and overall efficiency of the worker and there by contributing to the higher productivity. some of the facilities and services which fall within the preview of labour welfare are adequate canteen facilities, accommodation arrangements, recreational facilities, medical facilities.

## REVIEW OF LITRARURE

Douglas H. Joines (1993) in his study a life cycle analysis of social security concluded that an unfunded social security system may all enhance economic welfare. Increase in social security just by 30% raises welfare of employee by 60% which is quite significant. Hence social security measures should be given top priorities in uplifting morale of employee.

P.V.Satyanarayana (1997) in his work a study on the welfare measure and their impact on QWL provided by the sugar companies declared that improved quality of work life among the employees increase their involvement in the job and result in increased productivity of the organization. The Organization make effort to maintain smooth relationship between workers and management, which leads to attainment of organization efforts.

According to B.Rajkumar (July 2014) in his work on a study on Labor Welfare Measure and social security in industries with reference to Chennai declared that employee are highly perishable, which need constant welfare measure for their up gradation and performance in the industries of Chennai.

Dr.Usha Tiwari (2014) in her study a study on employee welfare facilities and its impact on employee efficiency at vindha Telelinks Ltd conducted the study of employee welfare schemes and its impact on employee efficiency at vindha Telelink Ltd. The results appeared positive. It increase productivity as well as quality and quantity. Therefore there in necessity of making some provision for improving the welfare facility through that employees will become happy, employee's performance level become increase.

K.Lalitha & T.Priyanka (2014) conduct a study on employee welfare measure with reference to IT industry. They concluded that human resource plays an important role in any organization. Employee welfare facilities are concern to this department, if the employees happy with welfare facilities then only the productivity of that organization can be increased. Based on the study of employee welfare facilities in IT industry it is clear that the companies are very keen in the promoting all the welfare facilities provided by IT industry.

## RESEARCH METHODOLOGY

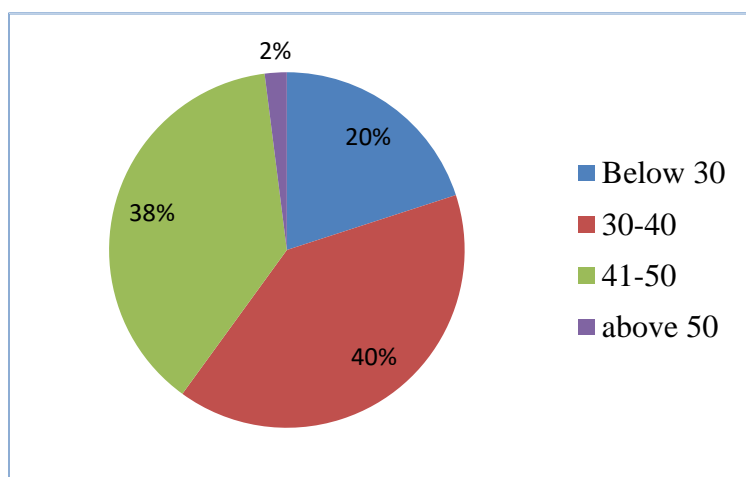
The research design of this study considering its objective is exploratory as well as descriptive nature. To determine the appropriate data for research mainly two kinds of data was collected primary & secondary data. Questionnaire, Observation. A simple random sample is a sample of 100 employees drawn from population of size 128 of the company in such a way that sample size 100 has the same chance of being selected .Random sampling techniques use for this study and frequency, chi square are the main statistical tools used for the collection and analysed of data in the project

## ANALYSIS OF DEMOGRAPHIC DATA

### 1.1Age

**Table 1**

Age (years)	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Below 30	20	20.0	20.0	20.0
30-40	40	40.0	40.0	60.0
41-50	38	38.0	38.0	98.0
above 50	2	2.0	2.0	100.0
Total	100	100.0	100.0	

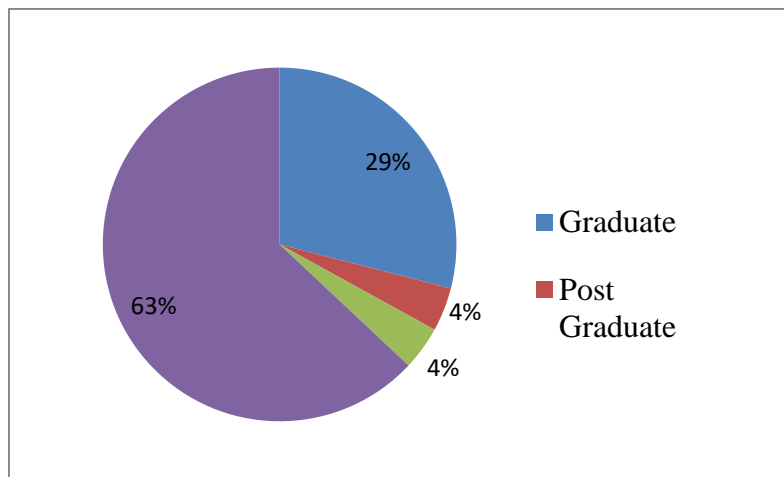


From the above pie-chart, it is clear that most of employees belong to the 30-40 years age group. And 38% employees belong to the age group of 41-50 years. 20% employees belong to the age-group below 30 years. Hardly 2% employees are in the age-group above 50 years.

## 1.2 Analysis of Education

**Table 2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Graduates	29	29.0	29.0	29.0
Post-graduates	4	4.0	4.0	33.0
Professional degree holders	4	4.0	4.0	37.0
Other(Less than graduation, illiterates etc)	63	63.0	63.0	100.0
Total	100	100.0	100.0	

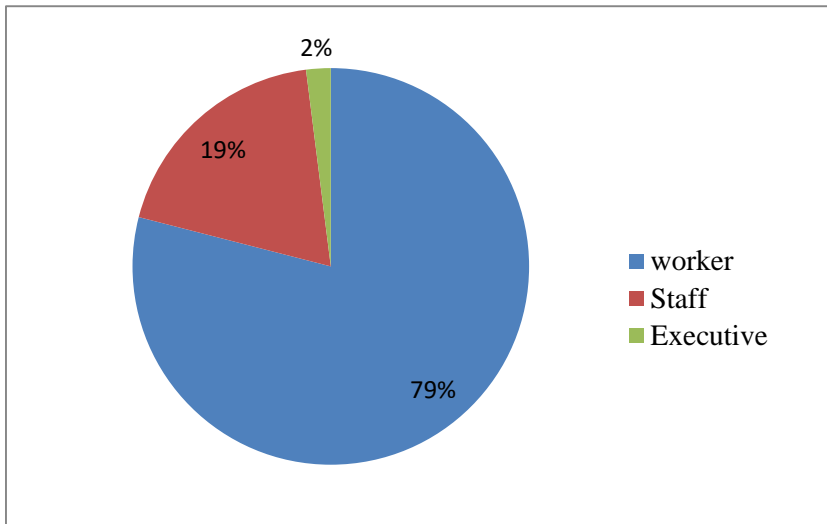


From the above pie chart it can be interpreted that most of the employees are less than graduates or are illiterate. Their proportion is 63% in the institute. 29% employees are graduates. And the post graduates and professional degree holders together are only 4% of the total employees.

## 1.3 Analysis of Designation

**Table 3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Workers	79	79.0	79.0	79.0
Office Staff	19	19.0	19.0	98.0
Executives	2	2.0	2.0	100.0
Total	100	100.0	100.0	



Above chart is related with the designation of an employee. The highest Percent employees are workers which was 79%. And 19% employees are staff member. Executives of this company are only 2% of total employees in the organisation.

**1.4 Analysis of Year of Service(Experience)**

**Table 4**

Years	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Below 10 year	41	41.0	41.0	41.0
12-20 year	56	56.0	56.0	97.0
Above 20 year	3	3.0	3.0	100.0
Total	100	100.0	100.0	

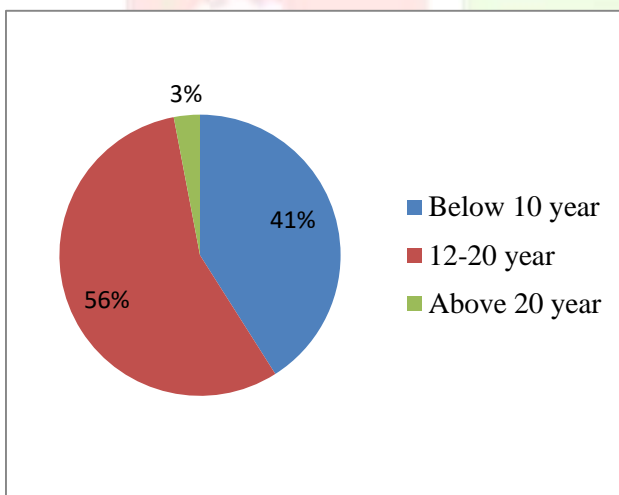
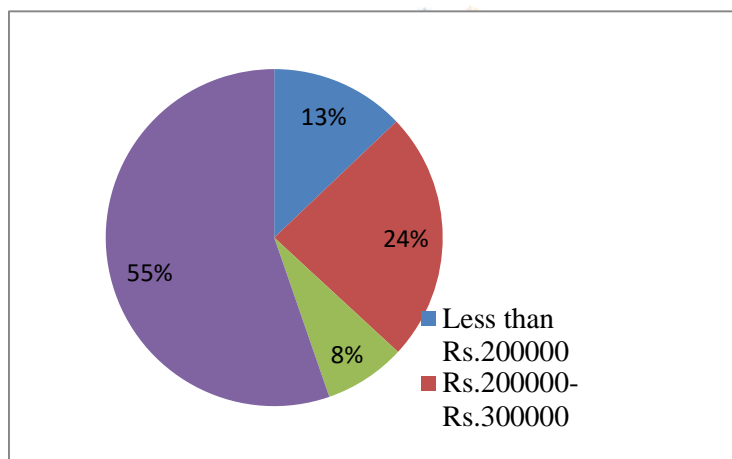


Table 4 depicts the years of service of employees. From the above chart it is interpreted that the experience of an employees below 10 years is 41%. 56% of employees have job experience of 12-20 years. Hardly 3% employees have experience of more than 20 years.

### 1.5 Pay Range

**Table 5**

	Amount (Per annum)	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than Rs.200000	28	28.0	28.0	28.0
	Rs.200000- Rs.300000	52	52.0	52.0	80.0
	Rs.300000- Rs.400000	17	17.0	17.0	97.0
	Above Rs.400000	3	3.0	3.0	100.0



Valid	Total	100	100.0	100.0
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Above pie chart shows the details about to pay range of employees. The employees having less than Rs.200000 p.a were 13%. Rs. 2 lakhs to 3 lakhs salary per annum were 24%. Hardly 8% employees have salary from 3lakhs Rs. to 4 lakhs Rs. 55% employees have more than 400000 salary per annum.

### 1.6 Present Work Load

**Table 6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Heavy	23	23.0	23.0	23.0
Normal	57	57.0	57.0	80.0
Light	20	20.0	20.0	100.0
Total	100	100.0	100.0	

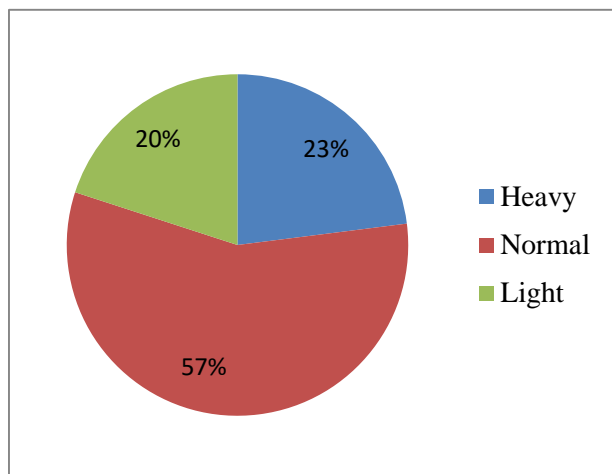


Table 6 indicates work load of employees. 23% employees declared that there is too heavy work load on them. 57% of them stated that work load is normal. 20% respondents believe that the work-load on them is quite light.

### 1.7 Descriptive Analysis of Data

	N		Mean	Std. Deviation	Skewness	Std. Error of Skewness	Kurtosis	Std. Error of Kurtosis
	Valid	Missing						
Giving Job Information	100	0	1.1800	.51991	2.858	.241	6.989	.478
Maintaining Relations with Staff	100	0	2.1700	.45070	.704	.241	.855	.478
Reasonable Pay for every Employee	100	0	2.2800	.84184	-.572	.241	-1.352	.478
Safety at Work	100	0	1.7900	.84441	.623	.241	-.756	.478
The temporary staff during emergency	100	0	1.8000	.98473	1.192	.241	.983	.478
Autonomy in doing Work	100	0	2.0800	.76118	.144	.241	-.605	.478
Canteen facility, latrines urinal, wash basin bathroom	100	0	2.1200	.91320	.001	.241	-1.352	.478
Facility for Storing Personal belongings, rest shed, drinking water	100	0	1.9000	.87039	.478	.241	-.854	.478
Bonus & Incentive pay on performance to every employee	100	0	1.9700	.85818	.254	.241	-1.145	.478
Earned leave, sick leave, casual leave	100	0	1.9400	.72223	.091	.241	-1.055	.478
Holidays facilities	100	0	1.7200	.81749	.562	.241	-1.276	.478

The table 1.7 depicts the welfare measures provided by the organisation to its employees. The overall responses for all the variables measuring welfare measures are quite satisfactory looking to the mean figures. The company feels free in giving information about job to the respondents. Besides safety at work place, leaves of employees, canteen and other facilities, bonus and other incentives are much to the satisfaction level of employees. Values of skew infer that the opinions are inclined towards the upper side of the five-point scale. The figures are inclined more towards the positive side of Likert scale.

## 1.8CHI-SQURE

**Table 8**

	Chi-Square	Df	Asymp. Sig.
Giving job information	134.480 <sup>a</sup>	2	.000
Maintaining relation with staff	90.140 <sup>a</sup>	2	.000
Reasonable pay for every employee	17.540 <sup>a</sup>	2	.000
Safety at work	40.880 <sup>b</sup>	3	.000
Temporary staf appointed during Emergency	78.000 <sup>c</sup>	4	.000
Authority given to every employee in executive the work	42.640 <sup>b</sup>	3	.000
Canteen facility, latrines urinal, wash basin bathroom	29.760 <sup>b</sup>	3	.000
Facility for storing personal bloggings, rest-shed, drinking water	30.960 <sup>b</sup>	3	.000
Bonus & incentive pay on performance to every employee?	29.200 <sup>b</sup>	3	.000
Earned leave, sick-leave, casual leave	10.220 <sup>a</sup>	2	.006
Holiday facilities	14.180 <sup>a</sup>	2	.001
Present work load	25.340 <sup>a</sup>	2	.000
Member of trade union	.000 <sup>d</sup>	1	0.03
Worker participation in management	43.200 <sup>b</sup>	3	.000

The  $\chi^2$  test for goodness of fit also depicts a significant difference in the distribution of opinions of the respondents at 5% which compels us to believe that there is significant association between the variables applied by the organisation to measure welfare facilities in the organisation. Welfare measures provided by the company is influenced by the policy of giving job information to the employees, maintaining relations with staff, providing

reasonable for every employee, safety at work place, temporary staff appointed during emergency, autonomy to employees, canteen and other facilities, rest rooms, bonus and other incentives, leaves, holidays, work load and workers' participation in management.

## RECOMMENDATION

- Company should help employee achieve their professional goals.
- Organisation should encourage learning and personal development.
- Raise salaries, expand benefit.
- Keep open lines of communication.
- Implement a health and wellness program.
- Do plan for employee mediclaim & life insurance.

Implementation modern communication and collaboration tools.

## CONCLUSION

In this research it is conducted that overall respondents are satisfied with the welfare measure of employee's performance method. It also increases the effectiveness and productivity of employees and organization as a whole. The employees are aware about social security measures provided by the organisation. Overall the welfare measure of employer's performance method is designed well and is beneficial to the employees.

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