



“Employee Welfare Measures – A Case Study Of Rice Milling Industry Of Ballari City”

¹Ranjana Poojari, ²Kavita Achchalli

¹Student, Department of Management Studies, Ballari Institute of Technology and Management, Ballari

²Assistant Professor, Department of Management Studies, Ballari Institute of Technology and Management, Ballari

(kavita.achchalli721@gmail.com)

ABSTRACT

The present study is focused on understanding employee welfare facilities and satisfaction with respect to Rice Milling Industry of Ballari City. Statutory and Non-statutory welfare facilities aid in improving socio-economic conditions of the employees. Employee satisfaction towards welfare facilities influences attitude of the employees towards their employer and continuation of their employment with the employer. Hence, an effort is made to study the welfare facilities provided to employees and their satisfaction towards the facility. A structured questionnaire constituting open ended and Five Point Likert Scale was employed to collect the required data. A sample size of 60 employees of Rice Milling Industry employees were chosen using simple random sampling method. Percentage and chi-square methods were applied to analyze the data. The study helps us to understand the welfare facilities provided to Rice Milling Industry employees. The study shows that there is no significant association between satisfaction and gender of the employee.

Keywords: employee satisfaction, employment, welfare facilities, Rice Milling Industry,

I. INTRODUCTION

Employee welfare facilities include variety of services, and amenities for employees their better working and living. The fundamental objective is to improve the life of the labor force. Such facilities may be provided willingly by the employer and some may be made mandatory by the Government through Labor Legislation. The term ‘Labor Welfare ‘is used broadly, and it includes social security and other activities as medical aids, crèches, canteens, recreation, housing, adult education, arrangements for the transport of labour to and from the workplace.

The government and the employer together can bring better working and living conditions to the workforce. The presence of welfare facilities both extra mural and intra mural keep the employees happy and develops the sense of belongingness and considered,

SIGNIFICANT OF EMPLOYEE WELFARE:

- 1) They improve employee's mental health, which benefits them to focus on positive work atmosphere.
- 2) Amenities like staying facilities, medical benefits, training and other facilities make laborers to focus closer towards work and hence expands their efficiency.
- 3) Offering welfare facilities helps employers to retain their workforce.
- 4) Employees are engaged in their work and feel involved and in the process.
- 5) The organizations productivity is increased by human welfare measures, which also encourage healthy business relations and preserve industrial peace.
- 6) The well-being policies also significantly lessen occupational mishaps at workplace

II. OBJECTIVES OF THE STUDY

- To study facilities provided to employees at the workplace
- To analyze employee satisfaction towards employee facilities at workplace
- To offer suggestions, if any, based on study

III. LITERATURE REVIEW

Aarthi (2022) This research objective is mainly about identifying what welfare facilities is provided by organization and how satisfied are the employees towards the organization and how well they are motivated. Here the researcher has conducted the survey directly through questionnaire with 150 members as sample size. Data has been collected personally. The researcher has approached with every employee personally. The review was showed through many statistical tool such as Chi-square, Correlation and ANOVA. This research was conducted in knowing how much employee are satisfied with the work and how much they are contributing for the organization. The research concludes that employees are satisfied about welfare facilities provided.

Sathish Kumar V (2023) The current training basically focuses on social complications that has stayed emerged as against these social problems and other social amenity that they offer for the worker benefit in various industrial sector. The impartial of the training is to know the causes faced in the working field that promotes job satisfaction of staffs and to invention out the level of satisfaction on welfare measures provided by the company. In this study the scope is that in the test of welfare activities it removes directly or indirectly, hindrance or any physical or mental issues faced by the employees and any problem that disturbs their peace and joy of living with their family. There was a survey conducted there were 1500 employees in the association and the researcher had conducted sample research with 50 respondents that was taken for the study randomly. Here in this study, it concludes that the social problems faced by employees are solved.

P Chandrasekaran (2022) The study of "employee welfare measures" is conducted mainly with the objective with the present welfare measures which is been adopted by the company and how it impacts on employees work health and productivity and how are they implementing welfare measures with factories act. Here the researcher focuses only on statutory welfare measures which is available only for workers employed in formal sector there are hardly 10% and 90% of labors are left who are more than 40 crores in number. in informal sector it includes construction, agriculture industries. The researcher has conducted primary method for survey with detailed questionnaire and selected employees.

Vinutha. S (2022) She stated that through welfare measures of promoting they can know employee's efficiency in organization. Other welfares measures will impact on the level of approval of employee who are working in organization. The purpose for employee welfare is the to improve the life of them and to keep them happy. There is both statutory and non -statutory which includes facilities like education for employees' children, medical facilities and extend other benefits related to salaries or wages. The scholar has selected 120 employees from various department as their respondents to fill the questionnaire after data was collected they analyzed that with the help of tools like percentage analysis, regression T Test and ANOVA. It is decided that is efficiency in the organization.

Thiruvengktraja T R (2021) This study discusses about “The effort to make life worth living for workmen”. Employee welfare or labor welfare or worker’s welfare usually provides the services to employees in count to wages. For all organization employees stand as back bone without them organization cannot function well. So that is the reason employees must be satisfied only if they are pleased the organization will work well. In this research the researcher had conducted research by taking interview which is related employee welfare measures. The impartial of this study is to know the present opinion on welfare facilities and working disorder of the business. The end the researcher concluded that effort to make life worth living for workmen is provided by best services to employees.

Dr A Flora Noyal (2022) She stated that workforces are the biggest asset of organization and this would be shown in balance sheet. She said that the impartial of this education is to know the equal of fulfilment that employees have and second objective is to know the effect of implementation of welfare measures, to find out any special schemes available which would satisfy or motivate the workers in a organization, to see the working condition and welfare facilities. Government has implemented many such welfare acts. In this above it’s concluded that workers are fulfilled with the well-being facilities in the organization.

G Anita (2023) The researcher specifies about employee welfare facilities which includes services, reimbursement and the main objective is about the impact of worker welfare with reverence to job fulfillment at organization and how the employees are satisfied to scrutinize the job fulfillment at organization and to correct the troubles which they are facing with the workers. Employees welfare facility impacts on their job satisfaction. The welfare facility must accomplish the want of workers and fulfill employees so that work would be done efficiently by this it is believed that employees will stay reliable to the organization. Though finding it is concluded that if employees are satisfied then company would not be facing any issue with regards their work.

V Siva Sankaran (2021) It has been understood that welfare measures are of two types firstly statutory and the additional one is non statutory, in the labor law act it is said that they want to extend some benefit for them in terms to their salary or wages by his it raises their standard of living and burden would be reduced for them. In this education it is analyzed that how employee welfare facilities has an effect on their efficiency with the organization. Welfare includes focusing on employees or workers by monitoring them with their working condition, good infrastructure, good industrial relation. The objective of this act is to study various welfare measures adopted in the association and the impact of welfare facilities towards organization. At the end through finding, we could know that welfare facilities like statutory are used in the organization for the benefit of the organization.

IV. RESEARCH METHODOLOGY:

The population of the study includes the employees working in Rice Milling Units situated in Ballari City. Random sampling technique was applied to select the respondents and Responses were collected from 60 employees. A structured questionnaire was administered with dichotomous and five point Likert scale. Percentage and chi square statistical tools were used to analyze the primary data.

The study was restricted to Ballari city and hence the findings cannot be generalized to the whole Rice Milling Industry across state and nation. Further the findings may not hold good in the long run as change is certain and change affect the employer and employee.

V. DATA ANALYSIS AND INTERPRETATION

Demographic Analysis:

For the current learning male respondents are more than female respondents. 50% of respondents were young as their age range is 18-35. Nearly 70% of respondents are from Ballari city. Nearly 2/3rd of respondents have minimum education of secondary school.

Research Findings:

- Employees work for 6 days in a week.
- Most of respondents say that drinking water facility is available at the workplace.
- Employees are given holidays on festivals or any other celebrating kind of occasions.
- It is observed that they do provide medical facility, Transport facility.
- Majority of them claimed that they don't get insurance facility in their organization.
- Maximum of them work on full time basis.
- Employees are not dissatisfied with welfare facilities but they expect better facilities at their workplace.

CHI-SQUARE TEST

Ho: There is no significant relation between gender and satisfaction towards facilities

H1: There is a significant relation between gender and satisfaction towards facilities.

Chi-Square Table

O	E	(O-E)	(O-E) ²	(O-E) ² /E
3	2.45	0.55	0.3025	0.123
3	2.45	0.55	0.3025	0.123
2	6.3	-4.3	18.49	2.935
11	8.05	2.95	8.7025	1.081
2	1.75	0.25	0.0625	0.036
4	4.55	-0.55	0.3025	0.066
4	4.55	-0.55	0.3025	0.066
16	11.7	4.3	18.49	1.580

Gender	HD	D	N	S	HS	Total
Male	3	3	2	11	2	21
Female	4	4	16	12	3	39
Total	7	7	18	23	5	60

12	14.95	-2.95	8.7025	0.582
3	3.25	-0.25	0.0625	0.019
Total				6.613

DOF: $V = (r-1)(c-1)$

$V = (2-1) (5-1)$ i.e. = 4

Significance level =5% Table value = 9.488 Calculated value=6.613

6.613 is less than 9.488, Hence, hypothesis is accepted at 5% level of significance. Hence, H0 statement is accepted.

Irrespective of the gender of the respondents' employees are satisfied towards the amenities providing by the managers at their workplace.

VI. SUGGESTIONS

- Employer must make sure that all the medicines should be there with First Aid kit and they must frequently check whether the medicine have expired or not. If yes, the they need to keep new stocks
- The restrooms must be clean and hygiene

VII. CONCLUSION

The study shows that employees have mixed opinion about the facilities available for them at the workplace. Certain facilities are not made available for employees and that has created the area of concern for the employer to keep the workforce satisfied and motivated.

REFERENCE

- 1) Bhattacharjee, Sharmistha. 2015. An Overview of Labor Welfare Measures in India in Response to Globalization. *Journal of Developing Societies* 31(1):66–76. doi:10.1177/0169796X14562942.
- 2) Bhattacharjee, Sharmistha. n.d. ER ER. doi: 10.1177/0169796X14562942.
- 3) Bhubaneswar, P. n.d.2017 A STUDY ON LABOUR WELFARE MEASURES IN SELECT SUGAR MILLS OF TAMILNADU – AN OVERVIEW. (Lviii):90–94.
- 4) Chaubey, Dhani Shanker, and Babita Rawat. 2016. Analysis of Labour Welfare Schemes and Its Impact on Job Satisfaction: An Empirical Study. *Management Convergence* 7(June):45–53.
- 5) Chhabra Shreshth, Kushwah Vivek S, and Choudhary Vipin. 2015. Study of Statutory Labour Welfare Benefits with Special Reference To Pharmaceutical Companies. *Indian Streams Research Journal* 5(7):1–8.
- 6) Csiernik, Rick, Rick Csiernik, and Rick Csiernik. n.d. Labour Welfare in Canada: An Examination of Occupational Assistance Labour Welfare in Canada: An Examination. DOI:10.1080/15555240902849073.
- 7) Gopinath, R. 2016. How the Compensation Management and Welfare Measure Influence Job Satisfaction? A Study with Special Reference in BSNL to Three Different SSAs Using Modeling. *Management* 5(8).
- 8) Gomathi Mathi, 2010 Salem Steel. n.d. A Study of Labour Welfare Measures SAIL – Salmen Steel Plant A Project Report.