International Journal of Advanced Research in Education and TechnologY (IJARETY)

Volume 11, Issue 3, May-June 2024

Impact Factor: 7.394

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An Empirical Study on Employee's Satisfaction towards Welfare Measures with Special Reference to Elite Clothing Company, Perundurai

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ABSTRACT: The importance of employee satisfaction on welfare rule frameworks is examined in this study. Recognizing the effects of the representative power's company pay policies. Additionally, by identifying the areas where positive actions could be taken to enhance government aid and completeness of the delegates. Representative is crucial to the contemporary development of the Establishment. As a result, the association need to encourage delegates to work together to develop the creation and to obtain more advantages. Its expansive perspective and contents are subject to vary based on societal and social and economic shifts that take place. Employee welfare encompasses a range of amenities, services, and perks. provided by employers to their staff. Welfare facilities must be offered by a company to its workers in order to maintain their drive in level.

I. INTRODUCTION

Product wastes and process wastes are two categories for wastes in the textile and apparel industries. Product wastes are materials that are created with defects, in excess of what is needed, and fed in excess of what is needed. in order to have a consistent output. Process wastes include excessive handling estimates, inherent wastes during the process, as well as the process-related elements including water, lubricants, chemicals, colors, and coolants. The managers ought to make an effort to cut down on both kinds of waste. It is possible to decrease the amount of faulty production by developing appropriate processes and parameters, choosing the right materials, understanding the product, designing the right product, educating the workforce to create the necessary quality materials, andkeeping an eye on the process to prevent errors. The managers ought to make an effort to cut down on both kinds of waste.It is possible to decrease the manufacturing defects. By comprehending the product, creating the right design, choosing the right materials, setting appropriate guidelines and practices, educating the workforce to produce the necessary high-quality materials, and keeping an eye on the process to prevent errors. The waste products are extremely expensive; had it not been damaged, they would have received the same price as new material. Process wastes may be minimized by careful material selection and process design.

VALUE OF EMPLOYEE SOLITUTIONS:

The service must meet the employees' actual needs. Services should have a determinable cost and be funded with solid foundations. Periodically, the services should be assessed or evaluated, and any necessary improvements should be made as soon as possible based on customer input. The employer ought not to adopt a charitable stance.

WELFARE MEASURE TYPES

Three categories of labor welfare policies are implemented:
Laws governing welfare
Non-statutory actions
reciprocal welfare actions

STATEMENT OF THE PROBLEM:

This project is conducted in the is aimed to study on the concept welfare of the employees. The main objective of this project is to study the Satisfaction of welfare of the employees in company. The secondary objectives are to identify the employee opinion about the present welfare facilities, to study the effects of employee Safety measure and medical facilities offered and to study the steps that can be taken to overcome the problem of welfare measures.

OBJECTIVES OF STUDY:

- To Study the existing intra-mural and extra-mural welfare facilities offered to the employees by the company.
- To know the employee opinion about the present welfare facilities provided by the company.
- To Observe the medical facilities and safety facilities followed in the company.
- To Know the satisfaction of level of employees towards the safety trainings on Machinery handling.

RESEARCH METHODOLY

The study is descriptive in nature. A study which portrays the characteristics of a group or a individual or situation is known as descriptive research studies. This study portrays the level of employee's satisfaction with regards to employee welfare facilities and working condition.

SAMPLES SIZE:

Sample is the selection of only few items from the universe on the assumption the sample data will be able to estimate population parameters.
The sample size (n) is taken to be 110 in number of workers and other employees.

STATISTICAL TOOL USED:

- CHI-SQUARE TEST
- FACTOR ANALY

CHI-SQUARE TEST

Among the several significance tests created by statisticians, the chi-square test is a crucial one. A statistical tool usedin sample analysis to compare a theoretical variance is the chi-square. When determining the importance of population variation, the chi-square value is frequently employed.

$$X2 = \sum (O-E) \; 2E$$

CHI-SQUARE TEST TABLE 1

HYPOTHESIS NULL

Ho: There isn't a meaningful connection between income and age.

OPTIONAL HYPOTHESIS

H1: Age and income have a substantial correlation.

	Actual value					
	A	B	C	D	E	Total
AGE	18	36	20	24	12	110
INCOME	40	37	21	12	0	110
Total	58	73	41	36	12	220
	expected value					
	A	B	C	D	E	Total
AGE	29	36.5	20.5	18	6	110

International Journal of Advanced Research in Education and TechnologY(IJARETY)

| ISSN: 2394-2975 | www.ijarety.in| | Impact Factor: 7.394| A Bi-Monthly, Double-Blind Peer Reviewed & Referred Journal |

|| Volume 11, Issue 3, May-June 2024 ||

DOI:10.15680/IJARETY.2024.1103031

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INCOME	29	36.5	20.5	18	6	110
Total	58	73	41	36	12	220
		chi sq.	0.00			

INTERPRETATION:

From the table X^2= 0.00 is not greater than 0.05 for H1 = there is no significant relationship between Age and occupation.

Satisafcation level revealed by factor analysis

Kaiser-Meyer-Olkin Measure of Sampling Adequacy		.599
Bartlett's Test of Sphericity	Approx. Chi-Square	453.237
	Df	231
	Sig.	.000

Sampling adequacy is sufficient enough to interpret the results of factor analysis as the Kaiser-Meyer-Olkin (KMO) measure is above 0.5. Chi-square test value of Bartlett's Test of Sphericity is significant enough as the significance value is 0.000 which is lesser than 0.05 at 5 percent level of significance. Factors derived with principal component method with their squared loadings are presented in total variance explained table.

Factor analysis

Descriptive Statistics

	Mean	Std. Deviation	Analysis N
CANTEEN FACILITIES	2.66	1.062	50
HOUSING FACILITIES	3.68	1.463	50
MEDICAL FACLITIES	3.16	1.218	50
ROLE OF SAFETY OFFICER	3.56	1.343	50
RELATIONSHIP AMONG EMPLOYEE	3.50	1.249	50
MORAL AND MOTIVATION OF TEAM MEMBERS	3.68	1.285	50
INSURANCE PLAN	3.52	1.542	50
TRAINING AND DEVELOPMENT	3.60	1.212	50
SOCIAL SECURITY	3.50	1.035	50
RECRUITMENT PLAN	3.70	1.282	50

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.954	29.538	29.538	2.954	29.538	29.538	2.13	21.303	21.303
2	2.031	20.313	49.851	2.031	20.313	49.851	2.092	20.916	42.219
3	1.674	16.737	66.588	1.674	16.737	66.588	2.031	20.313	62.532
4	1.288	12.881	79.469	1.288	12.881	79.469	1.694	16.937	79.469
5	0.823	8.225	87.694						
6	0.521	5.208	92.902						
7	0.328	3.282	96.184						
8	0.238	2.384	98.569						
9	0.085	0.852	99.421						
10	0.058	0.579	100						

Total variance explained table explains that 4 factors are extracted as important from the 10 variables identified. The explanatory power of these variables to understand the expectations of the policy holders is to the extent of79.469 percent. The factors identified are extracted by Varimax rotation and explained with the help of rotated component matrix .

Component Matrix[a]

	Component			
	1	2	3	4
MORAL AND MOTIVATION OF TEAM MEMBERS	.828			
RELATIONSHIP AMONG EMPLOYEE	.792			
MEDICAL FACLITIES	.680			
TRAINING AND DEVELOPMENT	.527			
RECRUITMENT PLAN	.505			
HOUSING FACILITIES		.688		
INSURANCE PLAN		.652		.568
SOCIAL SECURITY		.641		
ROLE OF SAFETY OFFICER		.574	-.696	
CANTEEN FACILITIES			-.628	.609

INTERPRETATION:

The factors extracted are identified with the loadings (above 0.7) irrespective of sign, and are listed below in the order of extraction. These are the major expectations of the policy holders in rural market that would aid in marketing insurance policies.

Factor 1: Moral and motivation of team members
Factor 2: Training and development
Factor 3: Social security
Factor 4: Insurance plan and social security

II. CONCLUSION

The success of the company will be largely depending upon the employees and the satisfaction in the work they do. This study reveals certain factors which lead to dissatisfaction of the employees. It is important that the employees should satisfy the basic needs. The company can take effective action to satisfy them, which will increase the profitability of the concern. The company canprovide the basic facilities like canteen, housing, transport, and restroom. This will motivate and encourage them to do their work better.

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3. **Lonah Moruri, Dr. Ogoti Evans, and Dr. Munyua Jennifer (2018)**studied the influence of employee welfare facilities on their performance in this study discussed about the relationship between employee welfare practices and employee performance.
4. **K. Prabha Kumari R. Kannan (2018)** studied on statutory labour welfare measure. Objective of this Significant relationship between Age & Welfare facilities.The study conclude on labourwelfare measures aims find out the various welfare schemes provided by the organization. The staff and workers want more co-operations with the management.

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