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A Study on Welfare Activities Provided for Employees at Shree Durga Syntex Pvt Ltd.

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Abstract: ***Welfares includes that is done for comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration. The welfare measures need not be in monetary terms only but it can be in any kind. The aim of the study is to study the welfare activities for employees at Shree Durga Syntex Pvt Ltd. To identify the satisfaction level of employee regarding the welfare activities provided to employees and to find out compulsory and non-compulsory welfare activities in company. Descriptive research method has been used to describe the characteristics of variables. The study is conducted using primary data collected from 70 random respondents through systematic structured questionnaire and secondary data through company websites, articles and journals. From the study it is find that the company provide the welfare activities according to the factories act,1948 to their employees and they also offer sufficient kinds of welfare activities to their employees. At last but not least it can be concluded that majority of employees are satisfied with the compulsory and non-compulsory welfare activities provided by the company.***

Keywords: Employees, Welfare activities for employees, Employees satisfaction

I. INTRODUCTION

Employees are the back bone of the organization, without the employees none of the work is done within the organization. To retain and keep the employees in the organization the employers should have to provide some of the benefits rather than the payment of salary. To encourage the employees, and motivate them the managers and employers should have to provide welfare facilities to them. It helps them to work effectively and efficiently in the organization and also help them to achieve personal goals as well as organizational objectives. Welfare activity of any organization is a motivational factor for every employee. Employee welfare is an area of social welfare conceptually and operationally. It covers a broad field and connotes a state of well-being, happiness, satisfaction, conservation and development of employees. The basic purpose of employee welfare is to enrich the life of employees and keep them happy and conducted. Welfare measures may be both statutory and non-statutory laws require the employer to extend certain benefits to employees in addition to wages or salaries.

Employee welfare facilities in the organization affect's on the behaviour of the employees as well as the productivity of the organization. While getting work done through employees the management must provide required good facilities to all employees in such way that employees become satisfied and they work harder and more efficiently and more effectively. Welfare is a broad concept referring to a state of living of an individual or a group, in a desirable relationship with the total environment- ecological and social. It aims at social development by such means as social legislation, social reform, social service, social work, social action. The objective of economic welfare is to promote economic production and productivity and through development by increasing equitable distribution. In the organization Health, Safety and welfare are the measures of promoting the efficiency of employee. The various welfare measures provided by the employer will have immediate impact on health, physical and mental efficiency alertness, morale and overall efficiency of the employee and thereby contributing to the higher productivity. Some of the facilities and services which fall within the preview of employee welfare include adequate canteen facility, accommodation arrangements, and recreational facilities, medical facilities, transportation facilities for traveling from & to the place of work.

The employee welfare schemes can be classified into two categories viz. statutory and non-statutory welfare schemes. The statutory schemes are those schemes that are compulsory to provide by the organization as compliance to the laws governing employee health and safety. These include provisions provided in industrial acts like Factories Act 1948, Dock workers act (safety, Health and welfare) 1986, Mines act 1962, Payment of Bonus act 1965, Employee state insurance act 1948 etc. The non-statutory welfare facilities are differing from organization to organization and from industry to industry.

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The statutory welfare facility includes provisions like; Drinking water, Facilities for sitting, First aid appliances, Latrines and Urinals, canteen facility, spittoons, Lighting, washing places, changing rooms, rest rooms, maternity and adoption leave, Medi-claim insurance schemes and sexual harassment policy. The non-statutory welfare facility includes provisions like; Personal health care, E health check-up, Flexi-time, Employee assistance programme, Employee referral scheme.

A. Need of the Study

If the employees are satisfied with the provided welfare measures, the production will increase. The welfare measures of the employees are essential because of the nature of the individual system. Today the workers are an essential elements contributing to the growth of the organization that's via the study observe the satisfaction level of employees with the current welfare facilities at Shree Durga Syntex pvt ltd. The study also includes the study of welfare activity with the statutory and non-statutory welfare activity at the company. The study more emphasis on the satisfaction level of employees with regards of their productivity and behaviour at company.

B. Objectives of the Study

The primary objective of the study is:

1) To study the welfare activities for employees at Shree Durga Syntex Pvt ltd.

The secondary objectives of the study are:

a) To identify satisfaction level of employees regarding the welfare activities provided to them at Shree Durga Syntex Pvt ltd.
b) To find out compulsory and non-compulsory welfare activities at Shree Durga Syntex Pvt ltd.

II. REVIEW OF PAST LITERATURE

R. Mohanapriya, G. Allwyn & T. Dhinakaran (2019) entitled a study on employee welfare measure at Vimpro tech Puducherry. The main aim of the study was to find the satisfaction level of employees towards the welfare measures provided at company. They used simple random sampling technique to collect the information from 100 employees of the organization.

They also collected the data with the help of structured questionnaire. At last it was concluded that there is significant association between employee welfare measures and self-efficacy of employees.

Ankita Rathore & Monika Singh (2019) studied on impact of employee welfare benefit activities on employee turnover: with special reference to cement industries of Rajasthan.

The aim was to study the effectiveness of labour welfare measures provided to the employees of cement industries in Rajasthan. The gathered data was analysed using descriptive statistics and weighted mean which was collected from 252 employees. From the study it was found that employee welfare benefit activities are very important for an organization. Herry Vikram Bant (2019) study on a topic on employees satisfaction towards welfare facilities.

The objective of the study was to study employees satisfaction towards welfare facilities provided at organization and to their employees. The data was collected through simple random sampling technique from 100 employees of the organization. From the study it was concluded that all general factors affecting employee's satisfaction in organization which are: medical facilities, educational facilities, gender, age, marriage, salary and other facilities. Salah Abdirahman Farah (2018) entitled a study on employee welfare facilities and job satisfaction: A case study of Koya's perfumery works. The objective of the study was to study the perception of an employee on the welfare facilities provided and analyse the impact of the welfare facilities provided to employee satisfaction.

The data was collected from 100 employees of the organization and analysed through meam deviation and standard deviation. At last it was founded that the management has taken laudable steps in ensuring prioritization of their employees welfare. Dr Supriya Chaudhary (2017) had studied on employee welfare: A scheme of wise investment.

The objective of study was to study the conceptual framework of employee welfare and to study the rationale and the significance of employee welfare in organizations. Data collected from the primary sources and from the study it was concluded that the welfare measures are more important for every employee, without welfare measure employee cannot work effectively in the organization. Srinivas KT (2013) studied on employee welfare facilities adopted at Bosch Limited, Bangalore. The aim of the study was to identify welfare facilities and employees satisfaction level about welfare facilities adopted in organization.

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III. RESEARCH METHODOLOGY

A. Title of the Research Methodology

"A study on welfare activities for employees at Shree Durga Syntex Pvt ltd."

B. Duration of the Research Study

Duration of the study is 30 days.

C. Theoretical Framework

Welfare includes anything that is done for comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration. The welfare measures need not be in monetary terms only but in any kinds\forms.

D. Research Design

The research applied descriptive research design, which is known as statistical research, describes data and characteristics about the population or phenomenon being studied.

E. Source of Data

1) Primary Sources: The data has been collected through filling of structured questionnaire with Likert scale from employees.

2) Secondary Sources: The data has been also collected from articles and journals of the past researchers.

F. Sample Size

The data has been collected from 70 employees of the Shree Durga Syntex Pvt ltd.

G. Sampling Frame

Samples are collect from all employees of Shree Durga Syntex Pvt ltd.

H. Data Collection Tool

Data are collect through the filling by structured questionnaire from employees.

I. Sampling Method

Samples are collect with Probability sampling and random sampling method.

J. Technique Used

The study used frequency analysis and One tailed T-Test to analysis of data.

IV. ANALYSIS AND INTERPRETATION

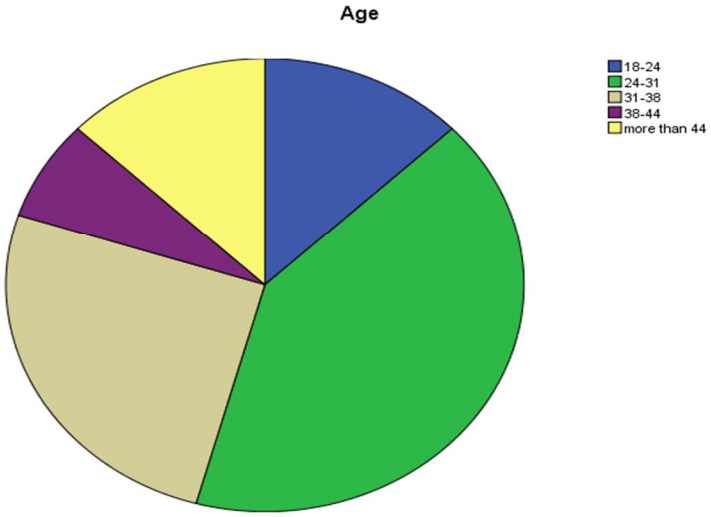
Frequency analysis of Demographic information of Employees at Shree Durga Syntex Pvt ltd.:

A. Frequency Analysis of age of Employees

Table-1 Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18-24	9	12.9	12.9	12.9
	24-31	29	41.4	41.4	54.3
	31-38	18	25.7	25.7	80.0
	38-44	5	7.1	7.1	87.1
	more than 44	9	12.9	12.9	100.0
	Total	70	100.0	100.0	

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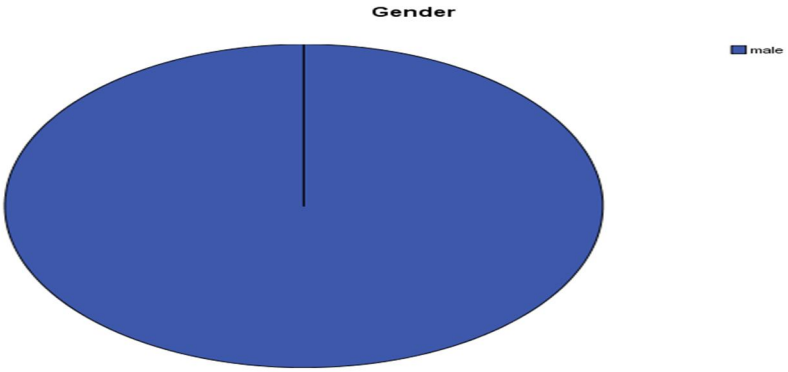


1) *Interpretation:* From the above chart and table respectively in age wise, 12.9% of respondent are belongs to the age group from 18-24 years. 41.4% of respondent are belongs from 24-31 years age group, 25.7% of respondent are belongs from 31-38 years age group, 7.1% of respondent are belongs from 38-44 years age group and 12.9% of respondent are from above the 44 years age group.

B. *Frequency Analysis of Gender of Employees*

Table-2 Statistics		
Gender		
N	Valid	70
	Missing	0
Mean		1.00
Median		1.00

Table 2-1 Gender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	male	70	100.0	100.0	100.0
Mode				1	



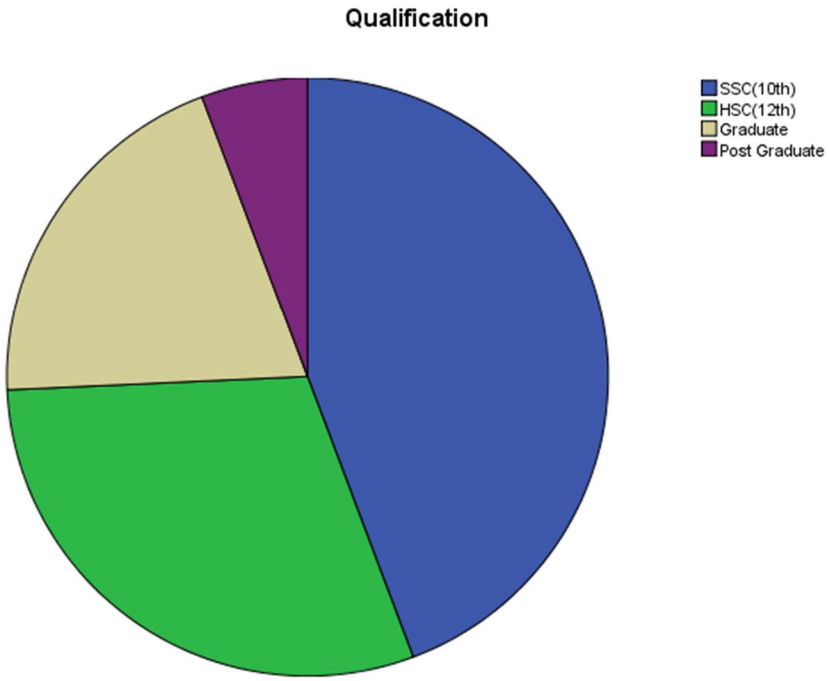
1) *Interpretation:* From the above chart and table respectively, out of 70 respondents, 100% of the respondents are male.

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C. Frequency Analysis Of Qualification Of Employees

Table-3 Qualification					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SSC(10th)	31	44.3	44.3	44.3
	HSC(12th)	21	30.0	30.0	74.3
	Graduate	14	20.0	20.0	94.3
	Post Graduate	4	5.7	5.7	100.0
	Total	70	100.0	100.0	

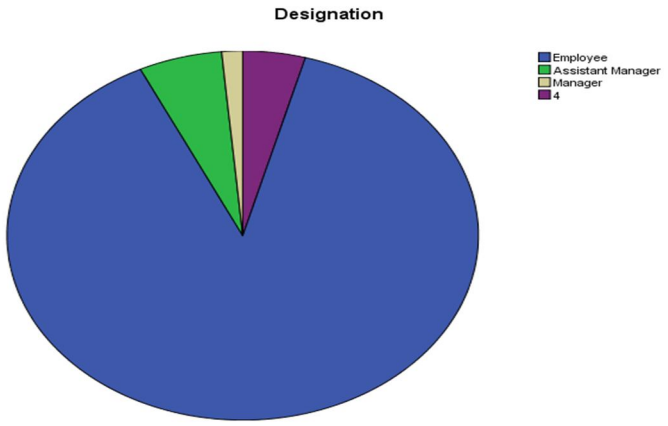


1) Interpretation: From the above chart and table respectively, out of 70 respondents, 44.3% respondents are 10^{th} qualified, 30% are 12^{th} (HSC) qualified, 20% respondents are Graduate and 5.7% respondents are post graduate.

D. Frequency Analysis of Designation of Employees

Table-4 Designation of employee					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Employee	62	88.6	88.6	88.6
	Assistant Manager	4	5.7	5.7	94.3
	Manager	1	1.4	1.4	95.7
	4	3	4.3	4.3	100.0
	Total	70	100.0	100.0	

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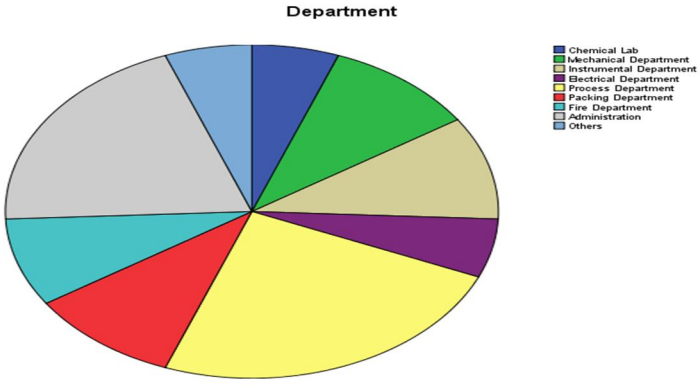


1) *Interpretation:* From the above chart and table respectively in the designation wise, 88.6% respondents are employees, 5.7% of respondents are assistant manager, 1.4% of respondents are manager and 4.3% of respondents are from other post.

E. Frequency of Department of Employees

Table-5 Department

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Chemical Lab	4	5.7	5.7	5.7
	Mechanical Department	7	10.0	10.0	15.7
	Instrumental Department	7	10.0	10.0	25.7
	Electrical Department	4	5.7	5.7	31.4
	Process Department	17	24.3	24.3	55.7
	Packing Department	7	10.0	10.0	65.7
	Fire Department	6	8.6	8.6	74.3
	Administration	14	20.0	20.0	94.3
	Others	4	5.7	5.7	100.0
	Total	70	100.0	100.0	



1) *Interpretation:* From the above chart & table respectively in department wise, out of 100% respondents 5.7% are from chemical lab, Electrical department & other department, 10% are from mechanical department, Packing department & Instrumental department, 24.6% are from Process department, 20% are from Administration department and 8.6% are from Fire department.

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F. One Tailed T-Test Of Likert Scale Regarding The Satisfaction Of Employees With Welfare Facilities

One sample T-Test analysis of working environment of Shree Durga Syntex is competent to work

Table-6

One-Sample Statistics				
	N	Mean	Std. Deviation	Std. Error Mean
Working environment of the Shree Durga Syntex is competent to work.	70	1.54	.630	.075

One-Sample Test						
	Test Value = 2					
	T	Df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Working environment of the Shree Durga Syntex is competent to work.	-6.073	69	.000	-.457	-.61	-.31

1) Satisfaction Of Employee On Behalf Of Working Environment At Company

a) H0 (Null hypothesis): Employees are not satisfied with the current working environment at Company.

b) H1 (Alternative hypothesis): Employees are satisfied with the current working environment at Company.

Here, P value is 0.00 which is less than 0.05 therefore the null hypothesis is rejected. Hence, Employees are satisfied with the current working environment of the Company.

G. One Sample T-Test Analysis Of The Lunch Room & Rest Room Facilities Are Clean And Dirt-Free

Table-7

One-Sample Statistics				
	N	Mean	Std. Deviation	Std. Error Mean
The Lunch Room & Rest Room facilities are clean and dirt-free.	70	1.79	.635	.076

One-Sample Test						
	Test Value = 2					
	T	Df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
The Lunch Room & Rest Room facilities are clean and dirt-free.	-2.825	69	.006	-.214	-.37	-.06

1) Satisfaction Of Employee With The Lunch Room & Rest Room Facilities

a) H0 (Null hypothesis): The employees are not satisfied with the lunch room & rest room facilities.

b) H1 (Alternative hypothesis): The employees are satisfied with the lunch room & rest room facilities.

Here, P value is 0.006 which is less than 0.05 therefore the null hypothesis is rejected. Hence, the employees are satisfied with the lunch room & rest room facilities.

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H. One Sample T-Test Analysis Of Canteen Service Of Shree Durga Syntex Is Great

Table-8

One-Sample Statistics				
	N	Mean	Std. Deviation	Std. Error Mean
Canteen Services of Shree Durga Syntex is great.	70	1.61	.708	.085

One-Sample Test						
	Test Value = 2					
	t	Df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Canteen Services of Shree Durga Syntex is great.	-4.558	69	.000	-.386	-.55	-.22

1) Satisfaction Of Employees Regarding Canteen Services

a) H0 (Null hypothesis): Employees are not satisfied with the canteen services at company.

b) H1 (Alternative hypothesis): Employees are satisfied with the canteen services at company.

Here, P value is 0.00 which is less than 0.05 therefore the null hypothesis is rejected. Hence, Employees are satisfied with the canteen services at company.

I. One Sample T-Test Analysis Of Conveyance Allowance Provided By Shree Durga Syntex Is Better

Table-9

One-Sample Statistics				
	N	Mean	Std. Deviation	Std. Error Mean
Conveyance allowance offered by the Shree Durga Syntex is better.	70	1.64	.703	.084

One-Sample Test						
	Test Value = 2					
	t	Df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Conveyance allowance offered by the Shree Durga Syntex is better.	-4.252	69	.000	-.357	-.52	-.19

1) Satisfaction Of Employees With The Conveyance Allowance Offered By The Company

a) H0 (Null hypothesis): Employees are not satisfied with the conveyance allowance offered by the company.

b) H1 (Alternative hypothesis): Employees are satisfied with the conveyance allowance offered by the company.

Here, P value is 0.00 which is less than 0.05 therefore the null hypothesis is rejected. Hence, Employees are satisfied with the conveyance allowance offered by the company.

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J. One Sample T-Test Analysis Of Provident Fund Scheme For Employees Is Good For Their Career

Table-10

One-Sample Statistics				
	N	Mean	Std. Deviation	Std. Error Mean
Provident Fund scheme for employees are good for their career.	70	1.63	.705	.084

One-Sample Test						
	Test Value = 2					
	t	Df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Provident Fund scheme for employees are good for their career.	-4.405	69	.000	-.371	-.54	-.20

1) Satisfaction Of Employees Regarding The Provident Fund Scheme Of Company

a) H0 (Null hypothesis): Employees are not satisfied with the provident fund scheme of the company.

b) H1 (Alternative hypothesis): Employees are satisfied with the provident fund scheme of the company.

Here, P value is 0.00 which is less than 0.05 therefore the null hypothesis is rejected. Hence, Employees are satisfied with the provident fund scheme of the company.

K. Multiple Response Analysis Of Which Types Of Compulsory Welfare Activities Do You Receives In Shree Durga Syntex

Table-11

Frequencies				
		Responses		Percent of Cases
		N	Percent	
Types of Compulsory welfare activities	Drinking Water	40	18.5%	57.1%
	First aid appliances	31	14.4%	44.3%
	Canteen facilities	29	13.4%	41.4%
	Changing rooms	23	10.6%	32.9%
	Washing places	24	11.1%	34.3%
	Rest rooms	24	11.1%	34.3%
	Maternity & Adoption leave	21	9.7%	30.0%
	Medi-claim insurance policy	24	11.1%	34.3%
Total		216	100.0%	308.6%
a. Dichotomy group tabulated at value 1.				

1) Interpretation: From the above table respectively, The Company offer sufficient number of Drinking water and First aid appliances to their employees. Whereas they offer less number of maternity & adoption leave to their employees. It can be see that many numbers of employees are responded that Canteen facilities, Changing rooms, washing places & rest room facility are available as per needed.

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L. Multiple Response Analysis Of Which Types Of Non-Compulsory Welfare Activities Do You Receives In Shree Durga Syntex

Table-12

Frequencies				
		Responses		Percent of Cases
		N	Percent	
Types non-compulsory welfare activities	Personal Health care	50	40.3%	71.4%
	Flexi-time	18	14.5%	25.7%
	Employee assistance Programs	30	24.2%	42.9%
	Employee referral scheme	26	21.0%	37.1%
Total		124	100.0%	177.1%
a. Dichotomy group tabulated at value 1.				

1) *Interpretation:* From the above table respectively, The Company offers sufficient number of personal health care whereas they offer less number of flexi-time to their employees and employee assistance programs and employee referral scheme commonly most preferred by the employees of the Shree Durga Syntex pvt Ltd.

V. FINDINGS

From the above survey analysis and interpretation, it is found that the company provide the welfare activities according to the factories act, 1948 to their employees. The company offers sufficient numbers of health & safety measures to their employees at workplace. It is also found that maximum numbers of employees are satisfied with the current welfare activities provided by the company and also agreed that the management and the working environment of the company help them to improve their work at workplace. The company also provide better quality of the welfare activities like canteen services, rest room services, change room facility and etc. to their employees. The company also offer sufficient numbers of compulsory and non-compulsory welfare facilities to employees.

VI. CONCLUSION

The purpose of the research is to study the welfare activity for employees, so from the above data analysis and interpretation, it can be concluded that Shree Durga Syntex pvt ltd offer sufficient number of welfare facility for their employees who helps them to perform their work effectively, to be motivated at workplace, to improve their performance.

Further it can be conclude that majority of employees are satisfied with the overall current welfare activities provided by company to them. The employees are satisfied with rewards and benefits or facilities which they are receiving presently in the company and the employees are also satisfied with the compulsory and non-compulsory welfare facilities provided by the company.

VII. RECOMMENDATIONS

A. From the finding of the study, the company has to increase numbers of the doctors for better medical benefits.
B. The company can be includes the crèche facility for women within the organization.
C. The company can improve the quality of the overall welfare facilities for employees.
D. The company can improve leave policy & maternity leave policy for employees.

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APPENDIX

A Questionnaire on a Study of Welfare Activities for
Employees at Shree Durga Syntex Pvt. Ltd.

Name: _____

Age: 18-24 [ ] 24-31 [ ] 31-38 [ ] 38-44 [ ] More than 44 [ ]

Email ID: _____

Gender: Male [ ] Female [ ]

Qualification: S.S.C (10^{th}) [ ] H.S.C (12^{th}) [ ] Graduate [ ]
Post Graduate [ ] Professional [ ]

Designation: Employee [ ] Assistant Manager [ ] Manager [ ]
Others (Please specify)_____

Department: Chemical Lab [ ] Mechanical Department [ ] Instrumental Department [ ]
Electrical Department [ ] Process Department [ ] Packing Department [ ]
Fire Department [ ] Administration [ ] Others (please Specify)_____

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1) From how many years you are working with the Shree Durga Syntex Pvt Ltd?
[ ] 0-2 Years [ ] 2-5 years [ ] 5-8 years [ ] 8-10 years [ ] 10-15 year [ ] more than 15

2) Are you aware about the welfare activities in Shree Durga Syntex?
[ ] Yes [ ] No

3) Which types of welfare activities do you most like in Shree Durga Syntex?
[ ] Canteen Facility [ ] Shelters & Lunch room [ ] Medical Facility
[ ] Rest room & Wash room [ ] Provident Fund facility [ ] Allowances Facility

4) Does the company provide health and safety measures at workplace?
[ ] Yes [ ] No

5) Does the Shree Durga Syntex offer sufficient number of safety measures or appliance?
[ ] Yes [ ] No

6) Does the company take care of the employees working in night shift?
[ ] Yes [ ] No

7) Does the working environment of the Shree Durga Syntex help you to perform the task effectively?
[ ] Yes [ ] No

8) Do you think that employee welfare activities of the Shree Durga Syntex Pvt. Ltd. Helps you to improve your performance?
[ ] Yes [ ] No

9) Which types of compulsory welfare activities do you receive in the Organization?
(Please tick more than 1)
[ ] Drinking Water [ ] First aid appliances [ ] Canteen facilities
[ ] Changing rooms [ ] Washing places [ ] Rest rooms
[ ] Maternity & Adoption leave [ ] Medi-claim insurance policy

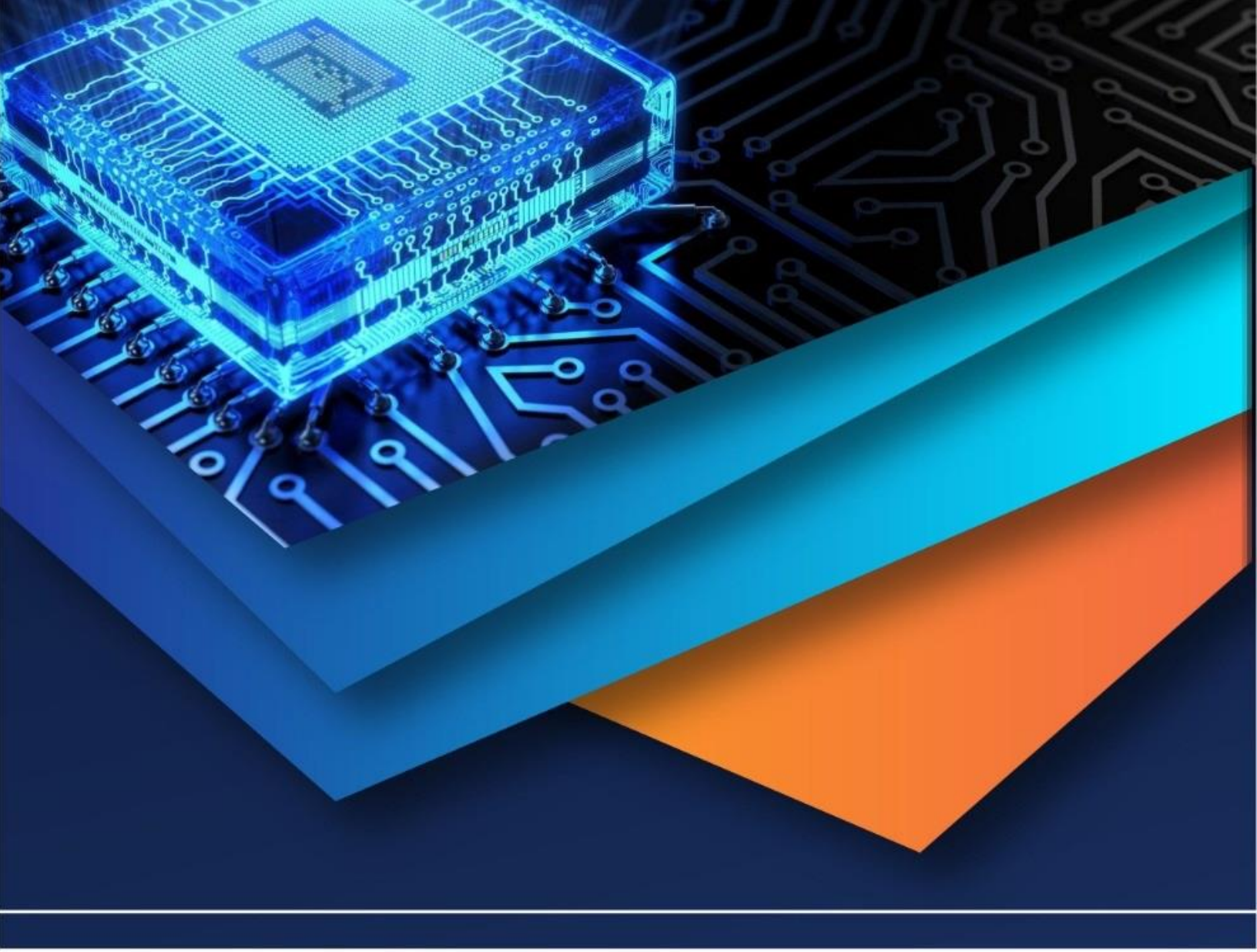
10) Which types of non-compulsory welfare activities do you receive in the organization?
(Please tick more than 1)
[ ] Personal Health care [ ] Flexi-time [ ] Employee assistance Programs
[ ] Employee referral scheme

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Sr.No	Statement	Highly satisfied	Satisfied	Neutral	Dis-satisfied	Highly Dis-satisfied
6.1	Working environment of the Shree Durga Syntex is competent to work.					
6.2	The Lunch Room & Rest Room facilities are clean and dirt-free.					
6.3	Canteen Services of Shree Durga Syntex is great.					
6.4	Leave policy of the Shree Durga Syntex is good.					
6.5	Conveyance allowance offered by the Shree Durga Syntex is better.					
6.6	Provident Fund scheme for employees are good for their career.					
6.7	Sitting facility at work place is good.					
6.8	Overtime allowance offered by the company is satisfied.					
6.9	Working hours of the Shree Durga Syntex is good.					
6.10	Medical benefits provided by the Shree Durga Syntex make employees physically stable.					
6.11	Light and fan facilities at workplace are helpful to work effectively.					
6.12	The basic facilities are available as needed or required.					

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