

## A STUDY ON EMPLOYEE WELFARE SCHEMES AND ITS IMPACT ON LEVEL OF SATISFACTION, SCHAEFFLER INDIA PVT LTD.,HOSUR.

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**ABSTRACT:** *This paper describes Employee welfare through various services, benefits, and facilities offered to employees by employers. This includes items such medical insurance, loan and food. Employee welfare also includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relation, and insurance against disease, accident, and unemployment for the workers and their families. It helps in maintaining the morale and motivation of the employees high to retain the employees for longer periods. The primary purpose of undertaking employee welfare measures is to earn and retain the goodwill and loyalty of the employee and their unions. The sample size is 50 and the Random sample method is used. Thus, employee welfare measures are not a one-time activity it is an ongoing process of the organization. The main objective is to know the welfare facilities provided to the employees in "Schaeffer India Pvt. Ltd. The objective of the study is to identify the benefits and the problems in welfare facilities provided to employees in the company and to study the level of satisfaction towards the present welfare facilities provided to employees. The hypothesis showed that there is no significant relationship between gender and benefits in welfare facilities.*

**Keywords:** *welfare schemes, retain goodwill, problems in welfare schemes, level of satisfaction.*

### I. INTRODUCTION

The welfare approach has become necessary because of the social problems that have emerged as a result of industrialization in a capitalistic setting. As against these social problems, many social welfare amenities have been provided for that benefits of the employees in various industrial units. These are increasing awareness and recognition in developing as well as developed countries, for the need for such welfare measure in industrial employment. The organized welfare projects, established as a results of agreements between employees and employers and supported by the state are done to make a valuable contribution to the growth of the labour welfare activities on a sound basics. This should help in the solutions of the various labour problems and enhance

the well-being of the working class which is vital for the development of our country's economy. Employee welfare and safety at the workplace is one of the important measures of life at the workplace. Employee welfare means anything done for the comfort and intellectual or social improvement of the employees over and above the wages paid. In the simple words, it means the efforts to make life worth living for the workmen. It includes various services, facilities and amenities provided to employees for their betterment.

## II. STATEMENT OF THE PROBLEM

Though Schaeffer India Pvt. Ltd is providing the welfare facilities the employees face certain problems such as lack of safety measures, problems in medical facilities, insurance based on salary, and delay in sanctioning of loans.

## III. DATA COLLECTION AND ANALYSIS

The term statistical analysis refers to measuring value based on sample data. The various statistical techniques such as Percentage Analysis, Chi-square test, Total score and Mean score have used and applied. Descriptive research is adopted. The method of sampling used was random sampling. Random sampling from a finite population refers to that method of sample selection which is given each possible sample combination an equal probability of being picked up and each item in the entire population to have an equal chance of being included in the sample. The sampling unit is the basic unit containing the elements of the target population. So the sample size is 50.

**TABLE 1 BENEFITS DERIVED FROM WELFARE FACILITIES**

<b>Benefits derived from Welfare facilities</b>	<b>Strongly agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly disagree</b>	<b>Total score</b>	<b>Mean Score</b>
Increase efficiency Towards work	47	7	1	-	-	266	88.66
Standard of living	30	17	3	-	-	227	75.66
Promotes healthy Industrial relations	34	10	6	-	-	228	76

*Source: Compiled from Primary data.*

Table 1 shows the increase efficiency towards the total score of 266 and mean score of 88.66, promotes healthy industrial relation shows the total score of 228 and mean score of 76, Standard of living shows the total score of 227 and mean score of 75.66.

**TABLE 2 PROBLEM IN SAFETY MEASURES TAKEN BY COMPANY**

<b>Problem in safety measures taken by company</b>	<b>No. of respondents</b>	<b>Percentage to total</b>
Strongly agree	25	50
Agree	7	14
Neutral	1	2
Disagree	17	34
Strongly disagree	-	-
<b>Total</b>	<b>50</b>	<b>100</b>

Source: Compiled from Primary data.

The above table 2 shows the problem with safety measures taken by the company. 50 % of the respondents strongly agreed that the company takes safety measures to the respondents. 34% disagree that the company does not provide safety measures to the respondents, 14 % of the respondents agree, and 2% of respondents are neutral.

**TABLE 3 PROBLEM IN AVAILING MEDICAL FACILITIES**

<b>Problem in availing Medical facilities</b>	<b>No. of respondents</b>	<b>Percentage to Total</b>
Strongly agree	9	18
Agree	3	6
Neutral	-	-
Disagree	38	76
Strongly disagree	-	-
<b>Total</b>	<b>50</b>	<b>100</b>

Source: Compiled from Primary data.

Table 3 shows the problem in availing medical facilities. 76% of the respondents are disagree that there is no problem in availing medical facility, 18% of the respondents are strongly agree that there is a problem in availing medical facilities and 6% of the respondents have agreed .

**TABLE 4 PROBLEMS IN INSURANCE SCHEMES**

<b>Problems in insurance Schemes</b>	<b>Strongly agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly disagree</b>	<b>Total score</b>
Employee state insurance	-	-	-	5	45	55
Health insurance	-	-	1	19	30	71
Employee Children insurance	-	1	2	13	34	70
Life insurance	-	-	7	16	27	70

Source: Compiled from Primary data.

The above table 4 shows the problem in insurance schemes provided by the company. Health insurance shows the total score of 71, Employee children insurance shows the total score of 70 as there is age limit for their children and life insurance shows the total score of 70 as there is a overcharging in some cases, Employee state insurance shows the total score of 55 as it is given based on the salary.

**TABLE 5 PROBLEM IN LOANS PROVIDED BY THE COMPANY**

<b>Problems in loans provided by company</b>	<b>Strongly agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Score</b>
Home loan	-	-	1	3	46	55
Car loan	-	3	-	19	28	78
Personal loan	-	-	3	12	35	68
Educational loan	-	-	5	15	30	75

Source: Compiled from Primary data.

The table 5 shows the problems with loans provided by the company. A car loan shows a total score of 78 because sometimes there is a chance of rejection, an Education loan shows a total score of 75 as it is given based on creditworthiness, Personal loan shows a total score of 68 because of equal category of employee in terms of salary and home loan shows the total score of 55, the reason is because of long-term loan with high rate of interest.

**TABLE 6 SATISFACTION TOWARDS CRECHE FACILITY**

<b>Satisfaction towards crèche facility</b>	<b>No. of respondents</b>	<b>Percentage to Total</b>
Highly satisfied	31	62
Satisfied	19	38
Neutral	-	-

Dissatisfied	-	-
Highly dissatisfied	-	-
<b>Total</b>	<b>50</b>	<b>100</b>

Source: Compiled from Primary data.

The table 6 shows the satisfaction with the creche facility provided by the company. 62% of the respondents are highly satisfied with the crèche facility provided by the company and the remaining 38% of the respondents are satisfied with the crèche facility provided by the company.

**TABLE 7 WORKPLACE CLEANLINESS**

Work place cleanliness	No. of respondents	Percentage to Total
Strongly agree	44	88
Agree	3	6
Neutral	-	-
Disagree	3	6
Strongly disagree	-	-
<b>Total</b>	<b>50</b>	<b>100</b>

Source: Compiled from Primary data.

Table 7 shows the workplace cleanliness in the company. 88% of the respondents strongly agree that the workplace is cleaned regularly in the company, 6% of the respondents agree, and 6% of the respondents disagree that the workplace is not cleaned regularly and not maintained properly.

**TABLE 8 PREFERENCE TOWARDS CHANGES IN CANTEEN FOOD**

Preference towards changes in canteen food	No. of respondents	Percentage to total
Monthly	50	100
Quarterly	-	-
Half yearly	-	-
<b>Total</b>	<b>50</b>	<b>100</b>

Source: Compiled from Primary data.

The table 8 shows the preference towards changes in canteen food. All (100%) of the respondents preferred to change the canteen food monthly.

**TABLE 10 PREFERENCE TOWARDS HEALTH AFFECTED BY WORK PLACE ENVIRONMENT**

<b>Health affected by work Place environment</b>	<b>No. of respondents</b>	<b>Percentage to Total</b>
Strongly agree	5	10
Agree	-	-
Neutral	-	-
Disagree	45	90
Strongly disagree	-	-
<b>Total</b>	<b>50</b>	<b>100</b>

Source: Compiled from Primary data.

From the table 10 it is understood that the health affected by the work place environment in the company. 90% of the respondents are disagree that health is not affected by the workplace environment. The remaining, 10% of the respondents have strongly agree that health affected by work place environment in the company as the chemical and some operation affected the health of the employees in the company.

**IV. FINDINGS OF THE STUDY**

- 50 % of the respondents strongly agreed that the company takes safety measures to the respondents.
- 50% of the respondents strongly agree that company takes the safety measures to the respondents.
- Maximum level 76% of the respondents disagree that there is no problem in availing medical facility.
- 30% respondents strongly disagree that there is no problem in health insurance scheme.
- 46% respondents strongly disagree that there is no problem in home loan provided by the company.
- The majority of 62% of the respondents are highly satisfied with crèche facility provided by the company.
- 88% of the respondents strongly agree that the workplace is cleaned regularly in the company.
- 100% of the respondents prefer to the change the canteen food monthly

#### V. SUGGESTIONS

- The noise pollution could be minimized by adopting some new technologies.
- Some of the days the work place is not cleaned regularly. It could be cleaned regularly.
- Wage could be given based on the performance of the employees.
- The training programs for updating the knowledge can be arranged once in a month for the employees.

#### VI. CONCLUSION

*Employee welfare measures are advocated to maintain a strengthened man powder both physically and mentally. Human resources play an important role in any organization. Thus it is strongly recommended that the company is providing good welfare facilities to the employees.*

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