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A Study on Employee Welfare Measures at Engineering Colleges in Anna University, Tirunelveli Region

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Abstract:

In the early days in India, for the provisions of welfare measures for employees, did not receive adequate attention. Employers were not inclined to accept the financial burden of those welfare measures. But in today, organizations and companies are focusing without intervene of any body and they accessing various methods to increase manpower productivity and commitment of employees. The major purpose of this research is to improve the welfare measures provided by the management of Engineering Colleges which will satisfy the employees' basic need and wants and also to improve the carrier growth of employees as well as employer and to control the attrition within the institution. Objective of the research is to find out safety measures and other facilities provided by the organization, to identify the statutory welfare measures and act practicing in the institution and the level of satisfaction of employees towards non- statutory welfare measures and to examine the welfare measures and schemes provided by the organization.

Keywords: *Employee welfare measures, productivity, level of satisfaction, engineering colleges, Anna university, Tirunelveli region*

1. Introduction

Welfare is comfortable living and working conditions. Employee welfare means the efforts to make life worth living for workman. People are the most important asset of any organization. The value of human assets can be increased substantially by making investment in their training and welfare. While the cost on training, development, etc., can be recorded separately and to be within the eventual, the expenditure on welfare activities can be added to the investment and the returns judged. Unlike other assets which have depreciation value as year's passes by, value of human assets appreciates with passing years. Any investment constitutes the assets of an organization and therefore, any investment for welfare of employee would constitute an extra investment in an asset. Industrial progress depends on a satisfied employee force and the importance of employee welfare measures was stressed as early as 1931, when the Royal Commission on employee stated the benefits which go under this nomenclature, are of great importance to the worker and which he is unable to secure by himself. The schemes of employee welfare may be regarded as a wise investment which should and usually does bring a profitable return in the form of greater efficiency. In this paper, we would like to point out the employee welfare measures carried out by the management of engineering colleges in Anna University, Tirunelveli region. This study is conducted to know the employee's satisfaction level towards the welfare measures and also helps to find out the additional measures that can be adopted.

2. Background of the Study

Tirunelveli, the penultimate southern most district of Tamil Nadu, is described as a microcosm of the State, owing to its mosaic and diverse geographical and physical features such as lofty mountains and low plains, dry Teri structures, rivers and cascades, seacoast and thick inland forest, sandy soils and fertile alluvium, a variety of flora, fauna, and protected wild life. According to Census 2011, Tirunelveli district has population of 3,077,233 of which male and female were 1,520,912 and 1,556,321 respectively. In Tamilnadu, the Engineering colleges are affiliated to Anna University and it is bifurcated into three regions namely, Chennai, Coimbatore and Tirunelveli. Southern parts of Tamilnadu come under Tirunelveli region. Seventy five colleges affiliated to Anna University, Tirunelveli.

3. Significance of the Study

This study helps for improving recruitment. Employers get stable labour force by providing welfare facilities. Workers take active interest in their jobs and work with a feeling of involvement and participation. If adequate welfare facilities are provided then that

improves moral and loyalty of workers. And also it reduces the labour turnover and absenteeism. It enhances efficiency and increase productivity by physical and mental health. It helps in improving industrial relation and industrial peace.

4. Statement of the Problem

In Tirunelveli district, the management of engineering colleges are providing many welfare measures for their employees. The paper is analysing the effectiveness of the welfare measures and their impact on the employees'. This study is conducted to know about the employee's satisfaction level towards the welfare measures. And also to find out the additional measures can be adopted. Thus this study is made to find out the level of satisfaction of the employees towards the welfare measures existing in the organization and the needs and expectation of employees towards welfare measures of the organisation.

5. Research Design

Research design is a frame work that has been created seeks answer to research questions on the other hand research method technique to collect the information required. It is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. Regarding this study, descriptive research design concern with describing the perception of each individuals or narrating facts on welfare measures and diagnostic design helps in determine the frequency with which something occurs or it associated with something else. These two research design help in understand the characteristic in a given situation. Think systematically about aspects in given situation, offers idea for probe and research help to make certain simple decision.

5.1. Methods and Instruments of Data Collection

This research deals with descriptive research type. It includes surveys and fact-finding enquiries of different kinds. The major purpose of descriptive research is description of the state of affairs as it exists at present.

5.2. Data Analysis and Interpretation

In our study a structured questionnaire is used to collect the data. There are 44 % of the respondents belongs to 26 -35 age group, 30 % belongs to 36-50 age groups and 14 % belongs to 20-25 age groups. It is found that majority of the respondents are middle aged. More over 88 % of the respondents are male and 12 % of respondents are female. The majority of the respondents have educational qualification up to degree or diploma. 36 % of the respondents have 6-10 years experience and 26 % of them have 11-20 years of experience. 26 % of the respondents are earning Rs.20002-25000 per month and 24 % of the respondents are getting more than 25000 as their monthly income. The questionnaire collects the feedback of the employee on Medical facilities, Housing loan, Conveyance facilities, Vocational facilities, Recreation, Working environment, Leave facilities, Canteen facility, Insurance facilities, Sanitation and Cleanliness, Mutual co-operation among your superiors, subordinates and management, The role of management in implementing welfare measures and the overall welfare measures provided by the organization. They were asked to rate them as Highly Satisfied, Satisfied, Neutral, Dissatisfied and highly dissatisfied.

6. Result and Discussion

6.1. Employees' Awareness about the Employee Welfare Measures Provided by the Organization

The awareness of the employee regarding the welfare measures operated by the organization is studied and presented in figure 1.

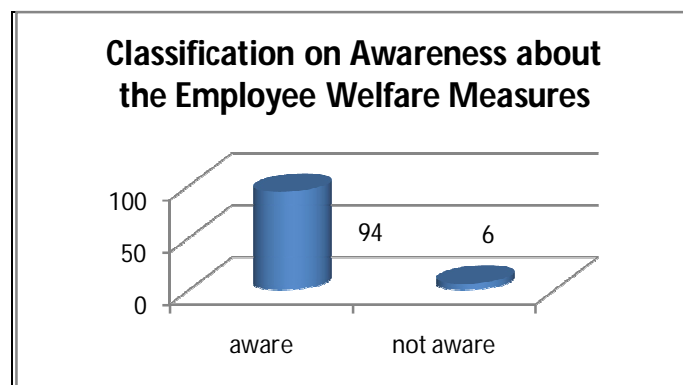


Figure 1: Awareness about the Employee Welfare Measures

It is inferred that 94% of the respondents are aware about the welfare measures. Almost all the respondents are aware about welfare measures exist in the organization.

6.2. Employees' Opinion on Medical Facilities, Housing Loan and Conveyance

The employees' opinion on medical facilities was considered and it is anecdotal that 38% of the respondents are satisfied and 12% is highly satisfied. It is incidental that 42% of the employees are satisfied and following that 26% employees have a neutral opinion. The respondents are satisfied with the housing loan facility. The employees' opinion on the conveyance facility provided

by the organization is premeditated and found that 52% of the respondents are satisfied and 25% of the respondents are neutral. The result is presented as follows.

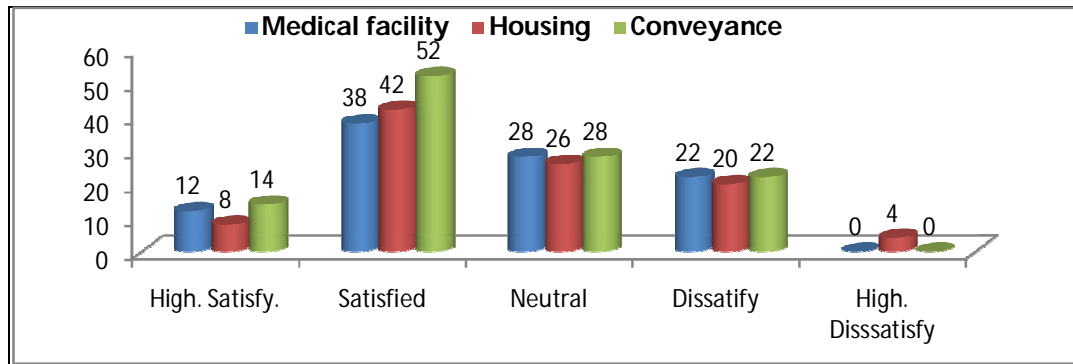


Figure 2: Satisfaction of Medical Requirements, housing loan and conveyance

6.3. Employees’ Opinion on Vocational Facilities, Recreational Facilities and on the Condition of the Working Environment Provided by the Organization

It is evident that 56% of respondents are satisfied and following that 36% are highly satisfied with the vocational Facilities. And also 58% of the respondents are dissatisfied and 18% are neutral with the recreational facility. There are very poor recreation facilities in these colleges of Tirunelveli Region. 54% of the respondents said that they are satisfied with the working environment and 26% said that they are highly satisfied with the working environment. The results are shown in the figure 3.

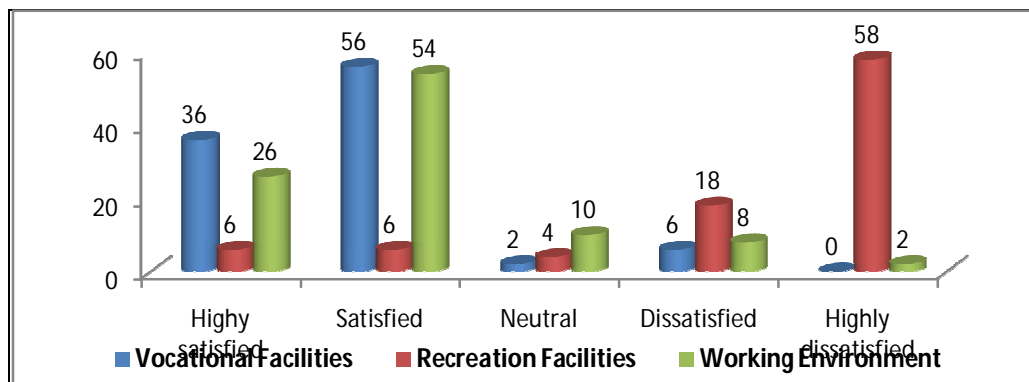


Figure 3: Vocational Facilities, Recreational Facilities and the Working Environment

6.4. Employees’ Opinion on Family Tour Package, Canteen Facility and Insurance Facility

The employees’ opinion on family tour package provided is deliberate and presented that 38% of the respondents are highly satisfied 18% are satisfied with family tour package. The 48% of employees felt that the canteen facility provided to them is highly satisfied and 38% are satisfied with the canteen facility. The insurance facility provided to the employees is studied and presented that 58% of the respondents are satisfied and following that 26% are satisfied with the insurance facility.

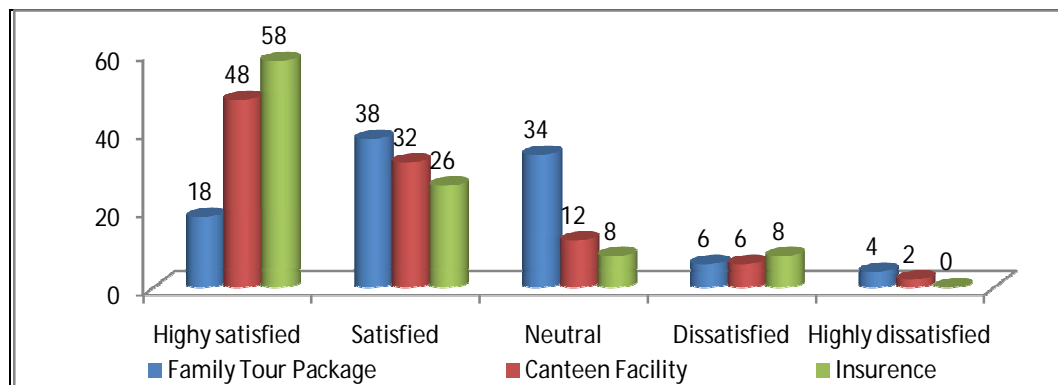


Figure 4: Insurance Facilities, canteen facility and insurance facility

6.5. *Employees’ Opinion on Sanitation Facility Available, Mutual Co Operation among Superiors, Subordinates and Management and the Role of Management in Implementing the Welfare Measures*

Sanitation and cleanliness provided in the engineering colleges of Tirunelveli district is studied and it is understood that 52% of the respondents are satisfied following that 26% are highly satisfied with the sanitation and cleanliness. The employees’ opinion on mutual co operation among superiors, subordinates and management is studied and found that 66% respondents are satisfied and following that 20% are highly satisfied with the mutual co-operation in the organisation. The employee’ opinion on the role of management in implementing the welfare measures also is studied and presented in figure 5. It is inferred that 56% of the respondents are satisfied and following that 10% is highly satisfied with the implementation of welfare measures. And the respondents are satisfied with the role of management in implementing the welfare measures.

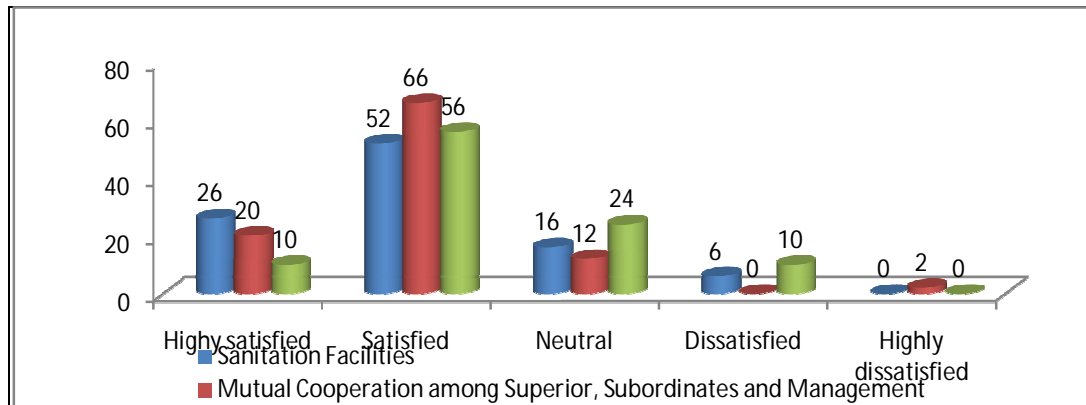


Figure 5: Sanitation facility available, Role of Management in Implementing the Welfare Measures and mutual co operation among superiors, subordinates and management

6.6. *Employees’ Opinion on Overall Welfare Measures, Welfare Measures Create Efficiency towards Work and Improves the Mental and Physical Health*

The employees’ opinion on overall welfare measures presented that 34% of the respondents are satisfied and 32% of the respondents are dissatisfied .and the respondents are satisfied and half of the respondents are not satisfied with the overall welfare measure. Employees’opinion regarding whether the employee welfare measures create efficiency towards work is analysed figured out that 53% of the respondents strongly agree and 30% agree that welfare practices create efficiency in work. Employees’ opinion regarding the welfare measures improves the mental and physical health is studied and presented that 34% of the respondents are agreeing and 32% of respondents are strongly agreeing.

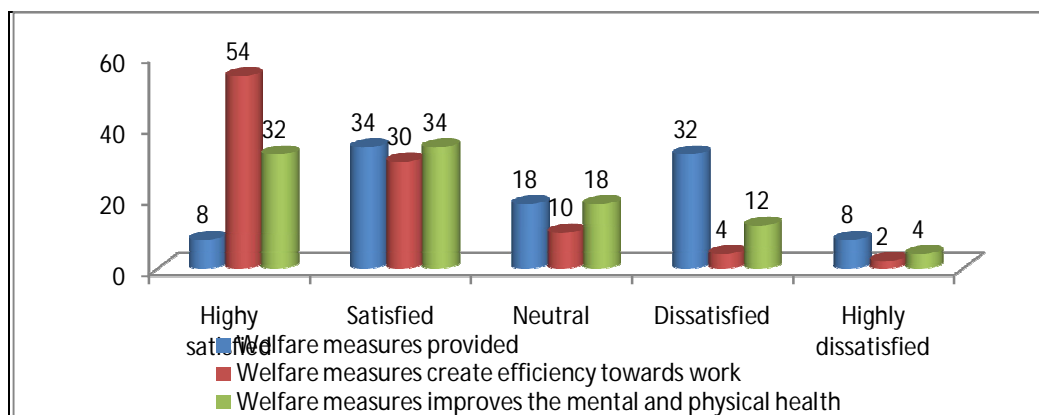


Figure 6: Employees’ opinion on overall welfare measures, welfare measures create efficiency towards work and improve the mental and physical health

6.7. *Employees’ Opinion Regarding Whether the Employee Welfare Measures Increase Standard of Living and Loyalty towards Work*

Employees opinion regarding whether the employee welfare measures increase standard of living is calculated and offered that 40% of the respondents agree and following that 23% strongly agree. Employees’ opinion regarding whether the employee welfare measures result in increase in loyalty towards work is considered and figured out that 32% Of the employees agree and following that 28% of the respondents strongly agree.

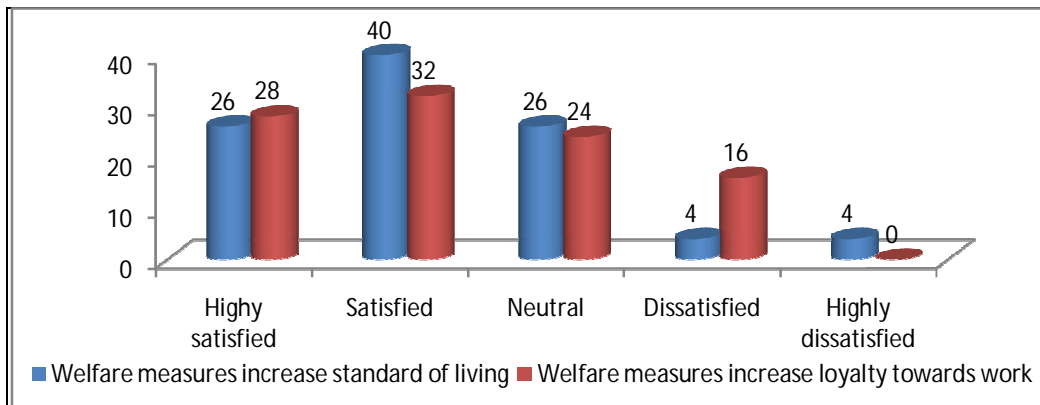


Figure 7: Employees opinion regarding the employee welfare measures increase standard of living and loyalty towards work

7. Suggestions

From the above study, it is found that some of the workers are dissatisfied with the medical facilities provided by the management of the Engineering Colleges in Anna University, Tirunelveli Region, it can be improved. The festival salary advance can be provided to employees who will provide room for better co-operation form the employees. Feedback from employees regarding their welfare requirements can be collected periodically. The Engineering Colleges in Anna University, Tirunelveli Region can implement health group insurance for their employees. And the researcher suggested that the management can provide housing loan facility for their employees.

8. Conclusion

The paper entitled “A Study on Employee Welfare Measures at Engineering Colleges in Anna University, Tirunelveli Region” was carried out with a primary objective to understand about the organization’s welfare measures. The management provides all welfare facilities as per the factories act 1948. Most of the workers were satisfied with the welfare measures adopted in the organization. Some of the facilities need improvement in order to satisfy employees’ expectation. Especially the employees are not satisfied with recreation, medical facilities and festival bonus. So the management may consider these issues and may settle these issues.

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