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EMPLOYEE WELFARE MEASURES - A STUDY WITH REFERENCE TO LENOVO PVT LTD., PUDUCHERRY.

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Abstract

Employee welfare facilities in the organization affect the behaviour of the employees as well as on the productivity of the organization. While getting work done through employees the management must provide required good facilities to all employees. The management should provide required good facilities to all employees in such way that employees become satisfied and they work harder and more efficiently and 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 economic and social. It aims at social development by such means as social legislation, social reform social service, social work, social action. The object of economics welfare is to promote economic production and productivity and through development by increasing equitable distribution. 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 human resources and also helps to motivation of employee. The basic propose of employee welfare is to enrich the life of employees and to keep them happy and conducted. In this paper, an attempt has been made to study the attitude of the employees on welfare facilities provided by LENOVO Pvt Ltd., Puducherry. The information elicited from employees about their attitude on welfare facilities would help the management to appraise the effectiveness and formulate programme for further improvement.

Keywords: Human resource management, Welfare measure and Employees satisfaction.

INTRODUCTION

Employee welfare facilities in the organization affects on the behaviour of the employees as well as on the productivity of the organization. While getting work done through employees the management must provide required good facilities to all employees. The management should 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 economic and social. It aims at social development by such means as social legislation, social reform, social service, social work and social action. The object of economics welfare is to promote economic production and productivity and through development by increasing equitable distribution. 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 human resources and also helps to motivation of employee. The basic purpose of employee welfare is to enrich the life of employees and to keep them happy

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and contented. Welfare measures may be both Statutory and Non statutory laws requiring the employer to extend certain benefits to employees in addition to wages or salaries.

Employee Welfare Measures

Employee welfare includes various facilities, services and amenities provided to workers for improving their health, efficiency, economic betterment and social status.

Welfare measures are in addition to regular wages and other economic benefits available to workers due to legal provisions and collective bargaining. The purpose of labor welfare is to bring about the development of the whole personality of the workers to make a better workforce. The very logic behind providing welfare schemes is to create efficient, healthy, loyal and satisfied labor force for the organization. The purpose of providing such facilities is to make their work life better and also to raise their standard of living.

DEFINITION OF EMPLOYEE WELFARE

The ILO (International Labour Organization) defined "Welfare as a term which is understood to include such services and amenities as may be established in or the vicinity of undertaking to perform their work in healthy, congenial surrounding and to provide them with amenities conducive to good health and high morale".

Importance of Study

1. It enables employees to have a richer and more satisfying life.
2. It helps to boost up employee morale.
3. It helps to improve the goodwill and public image of Company

REVIEW OF LITERATURE

In the view of **K.K. Chaudhuri**, in his "Human Resources: A Relook to the Workplace", states that HR policies are being made flexible. From leaves to compensations, perks to office facilities, many companies are willing to customize policies to suit different employee segments.

Conventions and Recommendations of ILO (1949) sets forth a fundamental principle at its 26th conference held in Philadelphia recommended some

of the measures in the area of welfare measures which includes adequate protection for life and health of workers in all occupations, provision for child welfare and maternity protection, provision of adequate nutrition, housing and facilities for recreation and culture, the assurance of equality of educational and vocational opportunity etc.

Shobha, Mishra & Manju Bhagat, in their "Principles for Successful Implementation of Labour Welfare Activities" stated that labour absenteeism in Indian industries can be reduced to a great extent by provision of good housing, health and family care, canteen, educational and training facilities and provision of welfare activities.

A. Sabarirajan, T. Meharajan, B. Arun (2001) analyzed the study on employee welfare in Textile industry. The study shows that 15% of the employees are satisfied with their welfare measures. 39 % of the employees is average with their welfare measures. 16% of them are in highly dissatisfied level. This study throws light on the impact of welfare measures on QWL among the employees of textile mills in Salam district." While describing the Welfare in Indian INDUSTRIAL SECTOR, **A.J.Todd (1933)** has analyzed that the labour welfare is the voluntary efforts of the employers to establish, within the existing industrial system, working and sometimes living and cultural conditions of the employees beyond what is required by law, the custom of the industry and the conditions of the market.

V. V. Giri National Labour Institute(1999-2000) a fully funded autonomous body of the Ministry of Labour has conducted action-oriented research and provides training to grass root level workers in the trade union movement, both in the urban and rural areas, and also to officers dealing with industrial relations, personal management, labour welfare, etc.

David, ADecenzo(2001) and **Stephen P. Robbins** in their book, "Personnel / Human Resource Management explained the various benefits and services provided by the companies to their employees. According to them, the legally required benefits and services include social security premiums, unemployment compensation, workers compensation and state disability programs. They felt that the cost of the voluntary benefits offered appears to be increasing.

Report of National Commission on Employee (2002) Government of India, made recommendations in the area of employee welfare measures which

includes social security, extending the application of the Provident Fund, gratuity and unemployment insurance etc.

P.R. China (2003) Great expectations are being placed on firms to act with increasing social responsibility, which is adding a new dimension to the role of management and the vision of companies. They argue that social welfare activities are strategic investments for firm. They can create intangible assets that help companies overcome entry barriers, facilitate globalization, and outcompete local rivals. They are simple contribution, topic contribution, collaboration with non-profit organizations or government organizations, and establishment of corporation charity fund. Future research on corporate citizenship would be strengthened in philanthropic strategy and management.

Binoy Joseph, Joseph Injodey and Raju Varghese (2009) studied in the article points out that the structure of a welfare state rests on its social security fabric. Government, employers and trade unions have done a lot to promote the betterment of workers' conditions.

Rick Csiernik (2009), This article explores Employee welfare in Canada across three distinct periods of occupational assistance: welfare capitalism that began with the Industrial Revolution and persisted through the depression of the 1930s; occupational alcoholism programming that emerged during World War II and the typically unreported domestic Employee strife of the 1940s, lasting through the postwar economic boom into the 1960s; and the employee assistance programming era with the introduction of the broad-brush approach to workplace-based assistance that also witnessed organised Employee in Canada provide fundamental supports to workers that were originally introduced by workplace owners during the welfare capitalism period, though now to benefit workers rather than to control them.

Statement of the Problem

Employee welfare measures are an effort towards relieving the industrial workers from want, worry and the adverse effects of industrialization, by improving working and living conditions. The proper administration and implementation of employee welfare facilities play an important role in fulfilling the economic, social and psychological needs of

employees. In satisfying these needs a favourable attitude towards the job can be developed. Job satisfaction is an attitude, which is the result of many likes and dislikes experienced while working in an organization. The provision of employee welfare facilities is one of the factors instrumental in promoting job satisfaction. The companies need to encourage their employees to perform better, improve efficiency and retain good employees. For this purpose providing adequate employee welfare facilities and promoting job satisfaction assumes importance. The present research is an inquiry into the employee welfare facilities provided Lenovo Pvt Ltd, Puducherry. It aims to study the employee welfare facilities provided by Lenovo Pvt Ltd, Puducherry and the attitude of the employees on the employee welfare facilities.

Scope of the Study

1. The study on Employee Welfare measures provided by LENOVO Pvt Ltd, Puducherry, has thrown light to the welfare measures of employee who marks in the organization.
2. This study will help the management to improve their employee welfare measures in favorable for employees of LENOVO Pvt Ltd, Puducherry.
3. The study covering the whole organization is taken into consideration and the survey is conducted among the sample employee through the Questionnaire.

Objective of the Study

1. To study the employee welfare measure provided by Lenovo India private limited, Puducherry.
2. To evaluate how the welfare measure helps in improving productivity of employee.
3. To study the levels of satisfaction of the employees towards welfare facilities.
4. To provide valuable suggestion based on findings for further improvement in the welfare facility provided by the management.

Hypotheses

1. $H_0 =$ There is no significant relationship between experience and work environment

H_a = There is a significant relationship between experience and work environment

- H_o = There is no significant relationship between experience and welfare facilities

H_a = There is significant relationship between experience and welfare facilities

- H_o = There is no significant relationship between age and overall job satisfaction

H_a = There is significant relationship between age and overall job satisfaction

RESEARCH METHODOLOGY

Descriptive design is used in this study. Descriptive research includes survey 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. In this method the researcher has no control over the variables. He/She can only report what has happened and what is happening. The researcher had collected both primary and secondary data for the research. For collecting the primary data, the questionnaire method was employed. Each respondent was given a questionnaire and they answered it and returned it in two weeks' time. For secondary data the researcher depends on various company records, websites and journals etc. The collected data were analyzed by using the statistical and mathematical techniques like percentages, chi square, bar diagrams and pie diagrams.

LIMITATIONS OF STUDY

- The information is collected from 100 employees only and the study is limited to Lenovo Pvt Ltd, Puducherry.
- Information received from the respondents may not be accurate. So the received information will not give a true and fair view of the actual position.
- Due to time constraint, the research work has been undertaken within the stipulated time of 2 weeks.

FINDINGS

Table - 1

Sl No	Particulars	Category	No. of Respondents	Total
1	Age	Up to 20 years	2	100
		20-25 years	32	
		25-30 years	50	
		Above 30 years	16	
2	Gender	Male	60	100
		Female	40	
3	Educational qualification	HSC	3	100
		DIPLOMA	6	
		ITI	17	
		UG	22	
		PG	52	
4	Department	Human Resource	17	100
		Production	21	
		Engineering	22	
		Administration	40	
5	Income	10000-20000	11	100
		20000-30000	38	
		30000-40000	43	
		Above40000	8	
6	Experience	Below 5years	15	100
		6-10 years	40	
		11-20 years	35	
		Above 20 years	10	
7	Shift	Comfortable	80	100
		Neutral	19	
		Uncomfortable	1	

- 50% of the respondents are belonging to the age group of 25-30 years.
- 60% of the respondents are male.
- 52% of the respondents are Post graduates
- 40% of the respondents are belonging to administrative department.

5. 43% of the respondents were getting Rs.30000-40000 as monthly salary.
6. 40% of the respondents are having above 6-10 years of experience.
7. 80% of the respondents are comfortable with the shift systems.

Table – 2

SI No	Particulars	HS	S	NSD	D	HDS	Total
8	Work Environment	26	73	1	0	0	100
9	Salary	57	41	2	0	0	100
10	Drinking Water facilities	29	63	8	0	0	100
11	Canteen facilities	25	65	10	0	0	100
12	Rest Room and Time	32	49	12	7	0	100
13	Medical Facilities	16	65	28	0	1	100
14	Recreational Facilities	17	68	11	4	0	100
15	Employee Counseling	40	46	11	1	2	100
16	Transportation facilities	10	12	65	23	0	100
17	Safety Measures	31	63	5	1	0	100
18	Leave Benefits-CL, EL, ML	40	45	15	0	0	100
19	Retirement Benefits	30	49	14	6	1	100
20	Free Uniform	15	14	58	13	0	100

SI No	Particulars	HS	S	NSD	D	HDS	Total
21	Employee Welfare Facilities implemented helps to increase productivity	36	64	9	1	0	100
22	Employee Welfare facilities give the feeling of safety and improves their performance	46	48	6	0	0	100
23	Safety measure implemented by the company for employee safety	53	42	5	0	0	100
24	Level of Satisfaction on welfare facilities offered by the company	40	55	5	0	0	100
25	Overall Job Satisfaction	43	65	1	1	0	100

Note: HS-Highly Satisfied, S-Satisfied, N-Neutral, NSD-Neither Satisfied nor Dissatisfied, DS-Dissatisfied, HDS-Highly Dissatisfied.

8. 73% of the respondents were satisfied with the work environment.

9. 57% of the respondents were highly satisfied with the salary / compensation.
10. 63% of the respondents were satisfied with the drinking water facilities.
11. 65% of the respondents were satisfied with canteen facilities.
12. 49% of the respondents were satisfied with the rest room and time provided by the company.
13. 65% of the respondents were satisfied with the medical facilities provided by the company.
14. 68% of the respondents were satisfied with recreational facilities.
15. 46% of the respondents were satisfied with the employee counseling provided by the organization.
16. 65% of the respondents were neither satisfied nor dissatisfied with transport facility.
17. 63% of the respondents are satisfied with the safety measures of the company.
18. 45% of the respondents were satisfied with the leave facility provided by the company.
19. 49% of the respondents are satisfied with retirement benefit.
20. 58% of the respondents were neither satisfied nor dissatisfied with the free uniform facilities provided by the company.
21. 64% of the respondents are satisfied with employee welfare facilities implemented which helps to increase and productivity.
22. 46% of the respondents were highly satisfied with the employee welfare activity of the organization which gives feeling of safety and improves their performance.
23. 53% of the respondents are highly satisfied with the safety measure implemented by the company for their safety.
24. 55% of the respondents are satisfied with welfare facilities offered by the company.
25. 65% of the respondents were satisfied with the job satisfaction.
26. There is no relationship between experience and work environment.
27. There is no relationship between experience and welfare facilities.

28. There is significant relationship between age and over all job satisfaction.

SUGGESTIONS

1. The company should concentrate more on employee welfare facilities.
2. The organization should create a desire to work in the minds of the employees through proper welfare measures.
3. The company can take further steps to improve the transport facilities. So that the employees will get full benefit.
4. Company must take measures to improve rest room facilities.
5. The company must provide better safety measures and job security.

CONCLUSION

Good management of human resources yields good results to the company. Good management provides a conducive working environment. An employee in job must be provided welfare activity. Employee welfare will show higher productivity. This comprehensive study ensures to find the level of employees welfare facilities in Lenovo India Private Limited. Workers at Lenovo India Private Limited feel that the Industrial Employee Welfare measures followed in the company is austere.

Since the employees have good opinion about their jobs, in order to maintain the same level and improve in the future, the company can give suitable welfare measures and training to employees to improve the Employees Welfare.

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