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IMPACT OF EMPLOYEE WELFARE FACILITIES ON JOB SATISFACTION WITH SPECIAL REFERENCE TO CHENNAI CITY

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Abstract

Employee Welfare is words includes variety of service, reimbursement along with services obtainable toward the employees through the employer. During like liberal edging reimbursement the manager make time value income used for worker. The essential use of member of staff benefit be toward enhance the living of workers with stay them joyful as well as happy. Employee welfare procedures inspire the workers meant for the improved presentation, moreover boost awake employee self-esteem with improve the human being connection plus it increase the job satisfaction of the workers. Job satisfaction is a versatile conception. It is important element of managerial atmosphere as well as it be significant part into the organization of worker affiliation. Consequently the research objective is to study the impact of employee welfare measures on job satisfaction.

Introduction

Of every factor of manufacture – investment, property, labor: Laborer else Man is undoubtedly the vital aspect to make a business. Employees are currently- a –time see as company associates of the business. Employee welfare scheme is elastic along with above change. These might be there introduce through the employer, management, human resources, or else through some communion generous society. The reason of employee benefit is near carry regarding the improvement of the entire behavior of the personnel to create a improved employees. Welfare facilities offer improved corporal with psychological physical condition toward employees moreover consequently promotes well job surroundings. Employees be not merely resources near the association except and elevate the average of the association.

The board of expert resting on welfare facilities all for employees constitute through the International Labor Organization (ILO) in 1963 has divided the welfare measures with toward intramural plus extramural scheme. The Intramural welfare facilities be

individuals provide in the basis of the organization such as hygienic amenities, crèches, relax shelter with canteen, consumption irrigate, exhaustion, healthiness service as well as professional protection, organizational planning, uniform and defensive garments, shift payment, etcetera amenities similar to shelter, checkup remuneration plus edification amenities help out toward raise efficiency of employees.

The extramural welfare facilities be provide exterior organization like parenthood advantage, communal assurance actions, aerobics instructions and educational actions, records or interpretation area, depart voyage amenities, employees cooperatives well as customers supportive provisions, supportive recognition society, programmers intended for the benefit of women, childhood along with kids plus transportation conveniences, etc. Employee fulfillments involve attractive actions toward support workers to continue inside the association meant for the majority quantity of occasion.

REVIEW OF LITERATURE

Satyanarayna and Reddi (2012) affirmed with the meaning of the general satisfaction level of workers regarding benefit events in the association coat be acceptable. on the other hand, a little be not pleased by benefit procedures provide in the association. Consequently it is recommended to the obtainable benefit procedures might exist superior additional. Such as benefit measure develop the worker regular of income and their fulfillment level.

Srinivas (2013) recognized benefit amenities and workers satisfaction level regarding benefit amenities adoption Bosch limited, It be establish to the majority, benefit amenities similar to remedial, cafeteria, operational surroundings, protection actions etc, be provide in the companion ship plus the majority of the worker be fulfilled by the welfare facilities adopt in the business towards employee welfare.

R Santana Krishnan (2015) In this study the employee welfare behavior of the majority division impacted in sympathetic principles and performance in some nation. In India, by presentation of welfare with one more performance the state of the employment was desperate, abuse of childlabor, employment of extended hour, awful hygiene and nonattendance of happiness events be the dependable rudiments of manufacturing ability being into India. This critique places of interest the employee welfare measures and programmer.

Objectives of study

- To study regarding the impact of employee welfare amenities on job satisfaction in an organizations at Chennai.
- To recommend offer in civilizing the employee fulfillment
- To scrutinize the job fulfillment level of employee concerning benefit procedures provide by the organization.
- To evaluate along with procedures the troubles face via the workers

RESEARCH METHODOLOGY

Sample method: The sampling technique second-hand in used for learning be non probability convenient sampling. The primary cause used for using convenient sampling is the non availability of employee outline intended for random sampling structure. Still thinking a person is definite other than the sensible approach is hard toward recognize the randomized employee. **Sample size:** 62 respondents

DATA ANALYSIS

Table 1.1 Age of respondents

Particular	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 18-30 years	23	37.1	37.1	37.1
31-40 years	20	32.3	32.3	69.4
above 41 years	19	30.6	30.6	100.0
Total	62	100.0	100.0	

Table 1.1 shows that 37% majority of the respondents are 18-30 age group, 30.6% of respondents are above 40 age group

Table1.2 Gender of respondents

particular	Frequency	Percent	Valid Percent	Cumulative Percent
Valid male	38	61.3	61.3	61.3
female	24	38.7	38.7	100.0
Total	62	100.0	100.0	

Table 1.2 shows that 61.3% majority of the respondents of male and 38% of female respondents

Table1.3 Monthly income of respondents

Particular	Frequenc y	Percent	Valid Percent	Cumulative Percent
Valid upto Rs 30,000	23	37.1	37.1	37.1
Rs 31,000 - Rs 1,00,000	28	45.2	45.2	82.3
above Rs 1,00,000	11	17.7	17.7	100.0
Total	62	100.0	100.0	

Table 1.3 shows that 45.2 majority of the respondents monthly income are Rs.31000-Rs 1,00,000, 17.7% of the respondents income are above Rs. 1,00,000

One way ANOVA test showing influence of overall welfare measures on employee job satisfaction.

Table 1.4 Comparison between income and influence of welfare measures on employee job satisfaction

ANOVA

Particular	Sum of Squares	Df	Mean Square	F	Sig.

Between Groups	26.525	3	8.842	99.540	.000
Within Groups	5.152	58	.089		
Total	31.677	61			

INFERENCE: The hugeness esteem is 0.000 which is under 0.05 in the way the model measurably essentialness in anticipating comparison relationship between monthly income and influence of overall welfare measures on employee for satisfaction. Since, F determined is more note worthy than the (value=99.540). Here displays effective general miniature act critical.

Descriptive Statistics

Particular	N	Minimu m	Maximu m	Mean	Std. Deviation
Influence of overall welfare measures on employee job satisfaction	62	1	4	2.47	1.051
welfare measures helps in solving the problems faced by employee	62	1	4	2.44	1.018
opinion about recreation facilities provided by the company	62	1	5	2.37	1.394
sufficient relax gap are set	62	1	5	2.53	1.251
provided sufficient tools and equipments needs to do my work	62	1	5	2.27	1.176
satisfied with employee safety measures provided by company	62	1	5	2.11	1.088
management builds and maintain work relationship	62	1	5	2.03	1.228
Valid N (list wise)	62				

Interpretation:

In this analysis statistics it is seen that the highest mean is 2.53, which indicates adequate rest interval are given in company Which indicates, employees are satisfied with their welfare facilities and also employer are provided there more welfare measures given to the employee. The management builds and maintains work is lowest mean is (2.03) in this Descriptive Statistics

Table 1.5 Correlation statistics

Particular		sufficient relax gap are set	provided with sufficient tools and equipments needed to do my work	satisfied with employee safety measures provided by company	management builds and maintains work relationship
sufficient relax gap are set	Pearson Correlation	1	.936**	.919**	.907**
	Sig. (2-tailed)		.000	.000	.000
	N	62	62	62	62
provided with sufficient tools and equipments needed to do my work	Pearson Correlation	.936**	1	.949**	.914**
	Sig. (2-tailed)	.000		.000	.000
	N	62	62	62	62
satisfied with employee safety measures provided by company	Pearson Correlation	.919**	.949**	1	.930**
	Sig. (2-tailed)	.000	.000		.000
	N	62	62	62	62
management builds and maintains work relationship	Pearson Correlation	.907**	.914**	.930**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	62	62	62	63

** . Correlation is significant at the 0.01 level (2-tailed).

Chi-square analysis showing welfare measures helps in solving the problems faced by employee

Table 1.6 Comparison between age and welfare helps in solving the problems faced by employee

Chi-Square Tests

Particular	Value	Df	Asymp. Sig. (2- sided)
Pearson Chi-Square	66.982 ^a	6	.000
Likelihood Ratio	83.245	6	.000
Linear-by-Linear Association	46.257	1	.000
N of Valid Cases	62		

a. 8 cells (66.7%) have expected count less than 5. The minimum expected count is 3.68.

INFERENCE:

The chi square on 5% equivalent regarding significance p- value is less than 0.05. So null hypothesis is accepted. Therefore is important among age of respondents for concern into welfare measures helps in solving the problems faced by employee.

FINDINGS:

32.3% of the employees are 31-40 years age group 37.1% of employees income level up to Rs 30000
61.3% of male employee and 38.7% of female employee
22.6% are Influence of overall welfare measures on employee job satisfaction is little extent, 27.4% is some extent, 30.6% is considerable extent, 19.4% is great extent.
19.4% is always, 37.1% is sometimes, 24.2% is never of Welfare measures helps in solving the problems faced by employee
The highest mean is 2.53, which indicates sufficient relax time are set within business

CONCLUSION:

In this study found that Employee welfare facility has huge impact on job satisfaction. The welfare measures must exist through into such a method to it accomplish the wants of the workers but the requirements of the employees be fulfilled it resolve guide to the fulfillment of the employees which resolve mechanically lead to amplify during efficiency of the business. It give the believe of heed to the employees that consequence in honesty and reliability of the employees towards the business. The finding of the study is important to impact of employee welfare and improve job satisfaction of the employee in the organization. Therefore organization can help in solve the problems faced by employee and also they provided welfare facilities to employee of the company.

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