



ISSN: 2395-7852



# International Journal of Advanced Research in Arts, Science, Engineering & Management

Volume 10, Issue 3, May 2023



INTERNATIONAL  
STANDARD  
SERIAL  
NUMBER  
INDIA

Impact Factor: 6.551

+91 9940572462

+91 9940572462

ijarasem@gmail.com

www.ijarasem.com

# A Study on Employees Welfare Measures with Special Reference Sakthi Sugars. Ltd.

J. TAMILARASU, V. MADHU BALAN

Assistant Professor, Department of Management Studies, Nandha Engineering College (Autonomous), Erode,  
Tamilnadu, India

Second MBA, Department of Management Studies, Nandha Engineering College (Autonomous), Erode, Tamil Nādu,  
India

**ABSTRACT :** Within the confines of the current industrial structure and the cultural norms of the workforce, businesses voluntarily work to establish labour welfare. It is incredibly extensive and covers a wide range of actions made for the labour community's moral, intellectual, social, and economic advancement. Due to their social illiteracy, disorganisation, lack of organisation, and poverty, construction workers are frequently exploited. The need for the comprehensive and independent welfare measures was therefore recognised. The current study, which looks at unorganised construction workers, explores the relationship between economic variables and labour welfare in this environment.

## 1. INTRODUCTION OF THE STUDY

Anything offered above and beyond salaries for the benefit and comfort of employers is considered welfare. In order to retain employees for a long time, welfare helps to keep their morale and t high. The welfare measures need not only be in terms of monitoring but can take many different forms. Employer welfare comprises keeping an eye on working conditions, fostering industrial harmony with a health infrastructure, and providing health insurance for workers and their families against diseases, accidents, and unemployment. According to Flippo, "human resource management is the planning, organising, driving, and controlling of the procurement.

## 2. STATEMENT OF THE PROBLEM

Finding out how Sakthi Sugar HR services are implementing employee welfare initiatives is the main goal of the study. The lack of employee job satisfaction is a problem for manufacturing sector organisations, which has led to an increase in staff turnover. To address this issue, these organisations are doing everything in their power to increase employee motivation and keep them on board. In addition, these organisations are offering a range of welfare benefits to their staff in an effort to raise employee satisfaction levels.

## 3. OBJECTIVES OF THE STUDY

- To understand how welfare measures improve the motivation of the Employees.
- To know about the satisfaction level of employees through the welfare measures.

## 4. SCOPE OF THE STUDY

- A welfare facility is a serious problem management because is involves heavy expenses A noticeable feature in the industrial life in India is the welfare facilities. The scope of this research work is to analyses the problem of welfare facilities affecting Sakthi Sugars Ltd, Modakurichi
- The common problems faced by the employees were also lime lighted in this study. It also highlights certain remedial measures eradicate the problems.

## 5. LIMITATION OF THE STUDY

- The data was collected during the working hours of the employees, they were well busy in their routine work, so they were less responsive.
- The perception bias or attitude of the respondents also affect the effectiveness of the study .



**6. REVIEW OF LITERATURE**

In the view of **K.K. Chaudhuri, (2000)** 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. The older employees want social security benefits, younger employees want cash in hand because they can't think of sticking to a company for many years and retire from the same company. Therefore 'one jacket fits all' will not be right to motivate the talents and retain them.

**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.

**7. RESEARCH METHODOLOGY**

The process is used to collect information and data for the purpose of making business decisions. The methodology may include publications research, interviews, surveys, and other Research Techniques and could include both historical and present information.

**7.1 RESEARCH DESIGN**

Research design refers to the overall strategy that we choose to integrate the different components of the study in a coherent and logical way, thereby, ensuring that we will effectively address the Research Problem. It constitutes the blueprint for the collection, measurement, and analysis of data.

**7.2 TYPES OF RESEARCH**

The research type used in this study is Descriptive, which is used to describe the characteristics of a population or phenomenon being studied.

**7.3 SAMPLE DESIGN:**

Sampling is the process of selecting a sufficient number of elements from the population. A Sample Design is a definite plan for obtaining a sample from the sampling frame. It refers to the technique or the procedure the researcher would adopt in selecting some sampling units from which inferences about the population are drawn.

**8. DATA COLLECTION**

Data Collection is the process of gathering and measuring information on variables of interest, in an established systematic fashion that enables one to answer stated research questions, test hypotheses and evaluate outcomes.

**Primary Data Source:**

A Primary Data Source provides direct evidence about an object, person, or work of art. It includes Historical & Legal Documents, Eyewitness Accounts, Results of Experiments, Statistical Data, Audio and Video Recordings, etc. Using Questionnaire, which is a set of printed or written questions with a choice of answers, devised for the purpose of a survey Type equation here. or statistical study, We Collected the Data.

**Secondary Data Source:**

The data that was originally collected for other research are called Secondary Data Sources. We Referred to Articles, Journals & Magazines as mentioned in the Bibliography.

**8.1. SIZE OF THE SAMPLE:**

The sample size is 150.

**9. STATISTICAL TOOLS USED:**

- **Simple Percentage Analysis**

Simple percentage analysis is the method to represent raw streams of data as a percentage (a part in 100 percent) for a better understanding of collected data.

No of Respondents

Simple Percentage = ----- x100

Total No of Respondents

- **CHI-SQUARE TEST:**

A Chi-Squared Test is a statistical hypothesis test where the sampling distribution of the test statistic is a chi-squared distribution when the Null Hypothesis is true. It is used to determine whether there is a significant difference between the expected frequencies and the observed frequencies in one or more categories. The purpose of the test is to evaluate how likely it is that the Null Hypothesis is true, given the observations.

- **Correlation:**

The process of establishing a relationship or connection between two or more things of variables quantities. The correlation coefficient is calculated by determining the covariance of the variables and dividing that number by the product of those variables' standard deviations.

**Formula:**

$$r = \frac{n(\sum xy) - (\sum x)(\sum y)}{\sqrt{[n\sum x^2 - (\sum x)^2][n\sum y^2 - (\sum y)^2]}}$$

**10. ANALYSIS AND INTERPRETATION OF THE STUDY:**

**TABLE NO: 1 DEMOGRAPHIC PROFILE OF RESPONDENTS:**

DEMOGRAPHIC PROFILE OF RESPONDENTS		NO OF RESPONDENTS	PERCENTAGE
AGE	Under 20	30	5.6
	20- 35	100	22.5
	35- 50	20	20.3
	<b>Total</b>	<b>150</b>	<b>49.98</b>
GENDER	Male	68	3.0
	Female	82	3.0
	<b>Total</b>	<b>150</b>	<b>6</b>
MARITAL STATUS	Married	28	49.0
	Unmarried	129	51.0
	<b>Total</b>	<b>157</b>	<b>100.0</b>

**INTERPRETATION**

From the above table, it is inferred that 49 % of the respondents are falling under the age group of 36-50, 51 % of the respondents are falling under the age group of above 51 years, 21 % of the respondents are falling under the age group of 26-35 years, 27% of the respondents are falling under the age group of 21-25 years.



TABLE NO: 2 CHI SQUARE:

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	8.458 <sup>a</sup>	6	.206
Likelihood Ratio	9.264	6	.159
Linear-by-Linear Association	3.217	1	.073
N of Valid Cases	150		

5 cells (41.7%) have expected count less than 5. The minimum expected count is .53.

INTERPRETATION

As the P value is lesser than Sig. Value (0.01 and 0.05) all 2 Consequences of employee engagement strategies, the Alternative Hypotheses are accepted. Hence, it is concluded that there is a statistically significant difference among the Age of the respondents with respect to the employee engagement strategies.

TABLE NO:3 Correlation

Descriptive Statistics

	Mean	Std. Deviation	N
AGE	2.333	.7111	150
medical benefits provided	2.620	1.0078	150
transportation facilities	2.660	1.0155	150
disposal of wastages	2.660	1.0022	150

INTERPRETATION

From the above table it can be inferred that 23% of the respondents are Highly Satisfied regarding the Medical benefits, 48% of the respondents are Satisfied Transportation facility, 26% of the respondents Age are Normal. 1% of the respondents are dissatisfied, 2% of the respondents Disposal of waste are Highly.

11. FINDINGS

- 50% of the age group of the respondents is between 20-35 years.
- 80% of respondents are males
- 120% of respondents are Unmarried
- From the study, it was found that most of the employees in the Sugar industry are male.





- There is a significant relationship between the Age of the Respondents and their employees organisation lighting facility has to be compared .

## **12. SUGGESTIONS**

The housing facility should be improved. It will be helpful to the outstation .help the Respondents during the major labour efficiency. The management should improve the Infrastructure facility by providing the road facility inside the premises. The medical facilities can be improved further the hospital with in the premises can health measures are satisfactory

## **13. CONCLUSION**

The analysis of the various welfare measures offered by Sakthi Sugars Limited, Modakurchi, was done as part of the study on welfare measures. According to the study's findings, workers are given welfare, health, and safety measures in accordance with the requirements of the Factories Act. The business should prioritise the quality of food offered in the canteen, medical help, and capabilities to manage ventilation and temperature. The majority of employees are happy with the majority of the company's health, safety, and welfare initiatives.

## **REFERENCES**

- 1) K.K. Chaudhuri, (2000)
- 2) Conventions and Recommendations of ILO (1949)
- 3) T.C. Shina& N.Mugali (1985).
- 4) Report of National Commission on Labour (2002)
- 5) Kathryn J .Mearns and Rhona Flin (2005) Paul Osterman (1995)
- 6) William S .Shaw ,Michelle M. Robertson (2003) Ann Davis (1994)



INTERNATIONAL  
STANDARD  
SERIAL  
NUMBER  
INDIA



# International Journal of Advanced Research in Arts, Science, Engineering & Management (IJARASEM)

| Mobile No: +91-9940572462 | Whatsapp: +91-9940572462 | [ijarasem@gmail.com](mailto:ijarasem@gmail.com) |

[www.ijarasem.com](http://www.ijarasem.com)