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A Study on Employee Welfare Pertaining to Satisfaction in Akshera Paper Mills with Reference to Sathyamangalam

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ABSTRACT: This study is about Akshera Paper Mills located at Sathyamangalam manufacturing products like natural shade, golden yellow, subam shade, brown kraft paper sheet, brown kraft paper envelopes and kraft paper. It has more than 250 employees. The objective is to study the welfare facilities provided to the employees in Akshera Paper Mills and suggest suitable measures to overcome the flaws in it. The Questionnaire was prepared and filled from the employees of the organization to calculate the effectiveness and satisfactory level of welfare facilities. The various facilities like medical facility, housing, transport, motivation, leave, bonus, flexible working hour, creche, lighting, restroom facility etc. were analyzed and interpreted with the various statistical tools. The tool used to analyze the data is One Way ANOVA and Chi square test. Employees are more satisfied with the welfare measures provided to them. The employer and employee maintain a good relationship. Their grievances are immediately addressed and solved. Transport facility is not provided to the employees. Akshera Paper Mills though offer many employee welfare measures but it lags in canteen facility. They make rice in steam and so employees are provided with half cooked food which causes dissatisfaction towards the canteen facility. Akshera Paper Mills do not have creche facility also.

I. INTRODUCTION

Akshera Paper Mills was incorporated on 02 August 2005. It is a non-govt company registered at Registrar of Companies, Coimbatore. Its authorized share capital is Rs. 100,000 and its paid up capital is Rs. 100,000. It is involved in forestry, logging etc. Directors of Akshera Paper Mills Private Limited are Ramesh Krishnan Krishnasamy and Ramesh Krishnan Uma Maheshwari. Welfare of employee and his family member is an effective advertising method of buying the gratitude and loyalty of employee. Employee welfare includes various services, benefits and facilities offered by the employer. The basic purpose of labor welfare is to enrich the life of employees and keep them happy and contented. Welfare facilities enable workers to have a richer and more satisfying life. The study concentrates on effectiveness of welfare programs held in the Akshera Paper Mills.

Data had been collected by primary methods and secondary methods of data collection. The Questionnaire had been prepared and filled from the employees of the organization to calculate effectiveness and satisfactory level of welfare facilities. The various facilities like medical facility, housing, transport, motivation, leave, bonus, flexible working hour, creche, lighting, restroom facility were analyzed and interpreted with the statistical tools. With the objective of finding satisfactory level of employees with the welfare program held by the organization study revealed findings that, welfare facilities provided in the Organization were effective but to increase the satisfactory level of employees organization, may implement the suggestions like organization should set up welfare organization with a view to provide all types of facilities at one center and appointed welfare benefits continuously and effectively to all employees fairly.

A study of the welfare measures being provided to its employees was done. The problems faced by the employees regarding these spheres was observed with the help of questionnaire and an analysis of the same was carried out using one Way ANOVA and Chi square Test.

This paper is organized within the following sections II. Objectives Of The Study, III. Literature Survey Review, IV. Proposed method, V. Findings, VI. Suggestions, VII. Conclusion

II. OBJECTIVES OF THE STUDY

1. To study the welfare facilities provided to the employees in Akshera Paper Mills.
2. To study the effectiveness of the employee welfare facilities in Akshera Paper Mills.



3. To evaluate the employee satisfaction on the welfare facility in Akshera Paper Mills.
4. To suggest suitable measures to overcome the flaws in employee welfare facility.

III. LITERATURE SURVEY REVIEW

“A Study On Employee Welfare And Employee Satisfaction” by Vakkanthula Anusha and Mrs. CH. Hima Bindu aims to find out the present welfare activities of Hyundai motors limited and the blockages for the welfare measures in the Hyundai motors limited. They suggested measures for improvement in the hygienic and relational content factors. It challenges the view of CEE labor as a uniformly weak actor. It argues that CEE unions’ ability to shape the bargaining agenda and social policies depends largely on the degree of privatization, which overlaps with sectorial divisions. They are unable to oppose greater flexibility even when there are no considerable wage gains, whereas workers in protected sectors manage to maintain their status and at times even enhance their welfare, both in terms of higher wages and better working conditions.

“A Study On Employee Welfare Measure” by Patel Vidhi was undertaken in order to motivate the employees and raise their productivity levels. The objective is to know the employee welfare, improve the life of the working class, bring about the holistic development of the worker’s personality and so on. The research design used is descriptive in nature. In the research of 60 respondents were taken. Majority of the employees’ are motivated through feedback and increase their productivity. The study also throws light impact of welfare measures on the employees performance.

P.V.Satyanarayana (1997) in his work, “A Study on the welfare measures and their impact on QWL provided by the Sugar companies” declared that the improved quality of work life among the employees increases their involvement in job and results in increased productivity of the organization. The organizations make efforts to maintain smooth relationship between the workers and the management, which leads to attainment of organization goals.

Harikrishnan (2014) in his work, “A Study On Labour Welfare Measures with special reference to Rubber Board of India” tells that a satisfied worker makes other resources meaningful. It is concluded that Rubber Board is very much interested in providing welfare facility to their plantation workers. Workers have good opinion about Group Insurance Cum Deposit Scheme, Medical Attendance Scheme, Sanitary Subsidy Scheme and Housing and sanitary Subsidy Scheme. Workers are satisfied about Educational Stipend Scheme. They are less satisfied with Merit Award Scheme, Housing Subsidy Scheme for north east.

K.Lalitha& T.Priyanka (2014) conducted “A study on employee welfare measure with reference to IT industry”. They concluded that human resource plays an important role in any organization . If the employee is happy with the welfare facilities, then only the productivity of that organization can be increased.

B.R.Manasa& C.N.Krishnanaik (2015) in their work “Employee Welfare Measures- A Study on Cement Corporation of India Units, in Thandur and Adilabad” announced that the employees welfare facilities provided by the company were satisfactory and it was commendable. Yet there was scope for further improvement in order to enhance efficiency, effectiveness and productivity of the employees that would help organization accomplish the organizational goals.

G.Aarthi, & P. Srinivasan (2018) conducted “The Study on Impact of Employee Welfare Measures in Automobile Industry”. By analysing the summary of the results, it was identified that the welfare and safety activities followed by organization was satisfactory and they wanted some improvements in the system. As the strength of any organization depends entirely on sincere working of all the employees, the management should take special care to frame certain policies procedures to improve the welfare and safety measure of the organizations.

IV. ANALYSIS AND INTERPRETATION OF THE STUDY

ANOVA						
		Sum of Squares	Df	Mean Square	F	Sig.
State your level of satisfaction with the	Between Groups	.520	3	.173	.406	.749
	Within Groups	41.833	98	.427		



following facilities in your company [Medical facility]	Total	42.3 53	101			
State your level of satisfaction with the following facilities in your company [Housing]	Between Groups	.714	3	.238	.446	.721
	Within Groups	52.3 06	98	.534		
	Total	53.0 20	101			
State your level of satisfaction with the following facilities in your company [Transport]	Between Groups	.268	3	.089	.091	.965
	Within Groups	95.8 10	98	.978		
	Total	96.0 78	101			
State your level of satisfaction with the following facilities in your company [Leave]	Between Groups	1.57 4	3	.525	1.31 1	.275
	Within Groups	39.2 20	98	.400		
	Total	40.7 94	101			
State your level of satisfaction with the following facilities in your company [Motivation]	Between Groups	1.98 2	3	.661	1.43 8	.236
	Within Groups	45.0 37	98	.460		
	Total	47.0 20	101			
State your level of satisfaction with the following facilities in your company [Bonus]	Between Groups	2.787	3	.92 9	1.47 9	.225
	Within Groups	61.56 6	98	.62 8		
	Total	64.35 3	101			



State your level of satisfaction with the following facilities in your company [Creche]	Between Groups	1.380	3	.460	.880	.454
	Within Groups	51.209	98	.523		
	Total	52.588	101			

State your level of satisfaction with the following facilities in your company [Flexible working hour]	Between Groups	.066	3	.022	.040	.989
	Within Groups	53.277	98	.544		
	Total	53.343	101			

State your level of satisfaction with the following facilities in your company [Lighting]	Between Groups	2.104	3	.701	1.609	.192
	Within Groups	42.720	98	.436		
	Total	44.824	101			

State your level of satisfaction with the following facilities in your company [Restrooms]	Between Groups	.698	3	.233	.503	.681
	Within Groups	45.380	98	.463		
	Total	46.078	101			

TABLE 1:One Way ANOVA Test

INTERPRETATION

The significant value is greater than 0.05. Hence H_0 is rejected and the alternative hypothesis H_1 is accepted . Therefore, there is significant difference between age of the respondents and satisfaction towards the employee welfare measures like medical facility, housing, transport, motivation, leave, bonus, flexible working hour, creche, lighting, restroom facility provided by Akshera Paper MillsThis indicates a positive sign and shows that the employees are satisfied with the welfare measures provided to them by the company.



Age * State your level of satisfaction with the following facilities in your company [Leave]

Chi-Square Tests				
		Value	df	Asymptotic Significance (2-sided)
Pearson	Chi-Square	9.263 ^a	9	.413
Likelihood Ratio		8.707	9	.465
Linear-by-Linear Association		1.301	1	.254
N of Valid Cases		102		

Table 4: Chi-square test for age of the respondents*leave provided by company

INTERPRETATION

Therefore, H₀ is rejected and the alternative hypothesis H₁ is accepted. Hence, there is significant relationship between age of the respondents and leave facility offered by the company. This indicates a positive sign and shows that the employees are satisfied with the leave facility provided to them by the company

V. FINDINGS

- Employees are more satisfied with the welfare measures provided to them.
- Emergency leaves are provided quickly to them.
- The employer and employee maintain a good relationship.
- Their grievances are immediately addressed and solved.
- Transport facility is not provided to the employees
- Akshera Paper Mills though offer many employee welfare measures but it lags in canteen facility.
- They make rice in steam and so employees are provided with half cooked food which causes dissatisfaction towards the canteen facility.
- Akshera Paper Mills do not have creche facility also.
- 2 coffee breaks are provided to night shift employees.
- Housing facility is provided to the inter-state employees.
- Weekly once leave is provided to the employees.
- By using Chi-square and ANOVA test, it is found that the significant value is greater than 0.05. Hence the alternative hypothesis H₁ is accepted. There is significant difference between age of the respondents and satisfaction towards the employee welfare measures like medical facility, housing, transport, motivation, leave, bonus, flexible working hour, creche, lighting, restroom facility provided by Akshera Paper Mills. This indicates a positive sign and shows that the employees are satisfied with the welfare measures provided to them by the company.

VI. SUGGESTIONS

- Akshera Paper Mill can provide transport facility for the employees who come to work from remote places.
- Canteen facility can be improved.
- Creche facility can be provided to the female employees.
- The management can conduct regular meetings and allow the employees to participate in it. It will help to improve the employee employer relationship.
- The management can conduct regular risk assessments.
- The management can conduct regular surveys to know the issues.



VII. CONCLUSION

Human resource plays an important role in any organization, employees welfare facilities are concerns to this department. If the employees are happy with welfare measures, then only the productivity of that organization can be increased. Based on the study of Employees Welfare Measures of Akshera Paper Mills, it is clear that the company is very keen in the promoting all the welfare measures. The objective of this study is achieved in finding the satisfactory level and workers opinion towards the management attitude. From the critical analysis, it was found that the employees were satisfied with the work of supervisor, first-Aid facility. The employees were satisfied with all the facility provided by the organization except canteen and transport facility.

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