



## **A STUDY ON EMPLOYEE WELFARE MEASURES WITH REFERENCE TO THIRUVALLUVAR TEXTILES PRIVATE LIMITED AT NAMAKKAL DT.**

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### **Abstract**

**The present study is made an attempt to make out the employee welfare measures adopt in textile industry. Employee welfare means anything done for the reassure and improvement of the employees over and above the wages paid which is not a necessity of the textile industry. The basic purpose of employee welfare is to recover the life of employees and keep them happy. Employees use at least half their time at work or getting to it, or exit it. They know that they contribute to the organization when they are sensibly free from worry and they feel that when they are in problems, they are due to get amazing back from the organization. People are permitted to be treated as full human beings with personal needs, hopes and anxieties.**

**Key words: welfare, organization, sensibly.**

### **1.INTRODUCTION**

Welfare means facing or doing well. It is a comprehensive term and refers to the physical, mental, moral and well being of an individual. Further the term and refers welfare is a relative concept relative in time and space. It therefore varies from time to time nation to nation.

Employee welfare and social measures are known as employee's service program or fringe benefits.

Employee enjoys these services without any references to the specific work finished by them.

'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 employee welfare. Social welfare is primarily concerned with the solution of various problems of the weaker section of the society like prevention of destitution and poverty.

It aims at social development by such means as social legislation, social reform, social action services, social work and social action. The object of economic welfare is to promote economic development by increasing production, productivity and through equitable distribution. The employee welfare is a part of social welfare, conceptually and operationally converts a broad field and connects a state of well-beings, happiness, satisfaction conservation and development of human resources.

Employee welfare such facilities sanitary and medical facilities arrangement for travel to and from work for the accommodation of the works employee at a distance from the homes and such other services for the accommodation of the workers employee at a distance from the homes and such other service amenities including are employed.

Employee welfare refers to all those effects of employers, trade union, voluntary organization and governmental agencies, which help, feel better and perform better.

Employee welfare is a term, which must unavoidably be elastic, somewhat different in explanation in one country from another, according to the different social society, the degree of industrialization and education level of the employees.

### Welfare measures to workers

The welfare measures provided are

- First Aid box
- Bonus
- Increment
- Sufficient supply of drinking water.

## 2. OBJECTIVES OF THE STUDY

### Primary objective

To study of the employee welfare and Welfare measurement.

### Secondary Objective:

- To know the work satisfaction level of all worker in the company.
- To study the employee welfare Facility like safety, Hospital, Transport
- To analyses about the employee's training and development programme.
- To study on the employers Salary increment, Promotion, Incentive and all.
- To know about the Communication between Top and low management to give suggestion for the development by the employees.
- To give valuable Suggestion to increase more satisfied employee welfare facility in the company.

### SCOPE OF THE STUDY

- The scope shall be modifying the employee welfare with Thiruvalluvar Textiles Private Limited for certain classifications of material, allotment for boundaries in This is an attempt to find out the level of satisfaction observed by the workers of the company regarding the welfare measures.
- This study is on the various welfare measures provided by the Thiruvalluvar Textiles Private Limited to their employee.

## 3. LIMITATIONS OF THE STUDY

- It was very difficult to collect the information from the employee, because the employee was busy with their work schedule.
- The time of the study was very short period.
- The sample size of the study was 100 respondents only.

## 4. REVIEW OF LITERATURE

SIMONASTANCIU, VIORICABANCIU(2012)<sup>i</sup>

The purpose of the study is to analyses data concerning the quality evaluation in Romanian Higher Education and to reach conclusions on the relationship between the universities and the employee market. The question: are graduates prepared for the employee market? Is taken into kindness mainly from the employers' point of view. Recent data show that degrees are careful valuable by employers, but graduates have better theoretical knowledge than practical training in the field. In overcoming the present situation, increasing the social involvement in universities and establishing proper strategies would favors employability and economic development.

V. PELANTOV (2012)<sup>ii</sup> The theme of integration seems to be a very interesting to many organizations. The integration is linking of self-directed units in a higher structure to achieve a goal and a synergistic effect. This article seems the idea of integration within an organization deliverable under some specific rules and conditions. The article deals with the topic of integration within the scope of the past and the present in the textile industry. It describes parts of the incorporated management system. The article also indicates some the pitfalls of the current integration at organizations. The integration of management systems in organizations of the chemical industry is of a great importance.

SEOK J. YOON (2013)<sup>iii</sup> Abstract Background

The study was conduct to inspect the present status of the occupational health and safety management system (OHSMS) in the construction industry and the effect of OHSMS on accident rates. Differences of awareness levels on safety issues among site general managers and work-related health and safety

(OHS) managers are recognized through surveys. Methods The accident rates for the OHSMS-certified construction companies from 2006 to 2011, when the construction OHSMS became widely available, were analyzed to recognize the effect of OHSMS on the work-related injury rates in the construction industry. The Korea Occupational Safety and Health Agency 18001 is the certification to these companies performing OHSMS in South Korea. The questionnaire was created to analyze the differences of OHSMS awareness among site general managers and OHS managers of construction companies.

**DI FAN, CHRIS K.Y. LO (2014)<sup>iv</sup>** This study reviewed 128 articles that examined occupational health and safety (OHS) issues in operations management (OM). We first investigated the distribution of articles by journal type, year of publication, methodologies and research contexts. Based on citation network analysis, an objective approach to identify clusters of articles in the OHS literature, we found four main research domains of OHS issues, which are protection climate, management systems integration, voluntary OHS systems and sustainable operations. We further drew a map of knowledge construction by conducting a major Path Analysis of articles within each research domain. Finally, we concluded the prospect research opportunities for each research domain of OHS from an OM viewpoint.

**ILYAO BODOVSKIY (2015)<sup>v</sup>** The author points out that in the world there are many millions of chemicals and at least some of them are hazardous. The role of trace basics is considered. Chemical carcinogenesis comprises the main part of all cancers. The last part of the chapter is devoted to the narrative of the methods of carcinogen screening. Epidemiological method, constant experiments on animals, physicochemical methods, short-term tests, and the analysis of the correlation between arrangement and biological activity of a molecule are discussed.

**CRISTINA CHIRIAC (2015)<sup>vi</sup>** This article aims to catch some aspects regarding the development of Romanian employee force occupation in the last 24 years in the context of

ownership reformation. In Romania, this process proved to be a particular trouble, with major crash in all areas such as economic, social, environmental, cultural, education. The ownership restructuring process results were the basic basis of the acknowledgement of market economy in Romania, of the market and its mechanisms. We will try to analyze what were the effects of ownership reformation over the economic activities of privatized companies, if the maintenance of social clauses leads to employee force distortion with effects on the employee force occupation, to a deficiency in implementing effectiveness in economic activities or even business closures.

**MARTIN HUBER (2015)<sup>vii</sup>** This paper investigates the average effects of firm-provided place of work health promotion measures on employee marketplace outcomes of the firms' employees. Exploiting linked employer and employee panel data that consist of rich survey-based and managerial in order on firms, workers and regions, we apply a flexible tendency score matching approach that controls for selection on observables and time-stable unobserved factors

**MARCIA REGINA GODOY (2016)<sup>viii</sup>** This article investigates the property of physical activity on earnings in the Brazilian labour market, analysing workers aged among 30 and 50 years. The results showed that workers who employ in regular physical exercise exhibit better social and economic conditions compared to sedentary individuals. Sedentary lifestyles are typically more common among female employees than their male counterparts and this is reflected in earnings in the labour market. The impact of physical activity on wages varied from 15.0 to 31.0% and was greater amid the highest quantiles. The lowest salaries were recorded amongst non-white sedentary women.

**Z. SHAREEFDEEN,(2017)<sup>ix</sup>** The chapter starts with an overview of **electronic** industries, reviews processes that donate to air emissions and discusses the type-chemical compounds emitted. Health effects resulting from revelation to the chemicals, analytical techniques for measurements of pollutants and environmental regulations related to the chemicals emitted in electronic industry are

presented. Furthermore, technologies used to control or remove the emissions from electronic industries are outlined.

**JULES ARNTZ-GRAY(2018)**<sup>x</sup>This research explores the use of regulatory non-observance as an additional measure of the health of the internal responsibility system. Using an analysis of orders issued pursuant to the Occupational Health and Safety Act in the Ontario mining sector over a 10-year period this paper argues that experiential non-compliance shows that even with knotty sectors in developed jurisdictions third party audit with sanction powers is needed.

**5. RESEARCH METHODOLOGY  
RESEARCH DESIGN**

“A Research Design is the perceptive of conditions for collection and analysis of data in a manner that aims to join importance to the research purpose with the economy in procedure.

Particular	Observed Frequency (O)	Expected Frequency (E)	(O-E) <sup>2</sup>	(O-E) <sup>2</sup> /E
R <sub>1</sub> C <sub>1</sub>	45	45	0	0
R <sub>1</sub> C <sub>2</sub>	2	2.4	0.16	0.06
R <sub>1</sub> C <sub>3</sub>	12	12	0	0
R <sub>1</sub> C <sub>4</sub>	1	0.6	0.16	0.26
R <sub>2</sub> C <sub>1</sub>	25	25.5	0.25	0.009
R <sub>2</sub> C <sub>2</sub>	1	1.36	0.129	0.095
R <sub>2</sub> C <sub>3</sub>	7	6.8	0.04	0.005
R <sub>2</sub> C <sub>4</sub>	0	0.34	0.115	0.34
R <sub>3</sub> C <sub>1</sub>	3	3	0	0
R <sub>3</sub> C <sub>2</sub>	0	0.16	0.025	0.16
R <sub>3</sub> C <sub>3</sub>	1	0.8	0.04	0.05
R <sub>3</sub> C <sub>4</sub>	0	0.04	0.001	0.04
R <sub>4</sub> C <sub>1</sub>	1	1.5	0.25	0.166
R <sub>4</sub> C <sub>2</sub>	0	0.08	0.006	0.08
R <sub>4</sub> C <sub>3</sub>	0	0.4	0.16	0.4
R <sub>4</sub> C <sub>4</sub>	0	0.02	0.004	0.02
<b>Calculated value</b>				<b>1.685</b>

**METHOD OF COLLECTION**

The study basically uses primary and secondary data. Primary data mainly been collected through structure questions, surveys etc. Secondary data means the data that are previously available.

**SAMPLING  
POPULATION**

The combined elementary units in the survey are referred to as the population. Here it covers the entire customers of Thiruvallur Textiles Private Limited.

**Sample Size**

The study based only on the opinion and expectation of employee. Total number of samples taken for the study is **100 respondents**.

**SAMPLING UNIT:**

Sampling unit is in Namakkal.

**Sample design**

“Convenience sampling techniques” were used for the study.

Working shift/ Safety measures	Day shift	Half shift	Day & night	Full night	Total
Highly satisfied	45	2	12	1	60
Satisfied	25	2	7	0	34
Dissatisfied	3	0	1	0	4
No idea	2	0	0	0	2
<b>Total</b>	<b>75</b>	<b>4</b>	<b>20</b>	<b>1</b>	<b>100</b>

**TESTING OF HYPOTHESIS**

The relationship between working Shift and feel about safety measures.

(Source: Primary Data)

**NULL HYPOTHESIS**

H<sub>0</sub>: There is no significance relationship between working Shift and feel about safety measures.

**ALTERNATIVE HYPOTHESIS**

H<sub>1</sub>: There is a significance relationship between working Shift and feel about safety measures.

$$\text{Chi square}(x^2) = \frac{(O - E)^2}{E}$$

$$\begin{aligned} \text{Degree of freedom (v)} &= (R-1) (C-1) \\ &= (4-1) (4-1) \\ &= 9 \end{aligned}$$

**Level of Significance = 5%**

**Table value (TV) = 16.919**

**Calculated value (CV)= 0.239**

$CV < TV = H_0$  is Accepted

## RESULT

Since the calculated value is less than the table value. So we accept the null hypothesis. There is no relationship between working Shift and feel about safety measures.

### 6. FINDINGS

- Majority 100% of respondents are male.
- Most of the respondents are age is 25- 35 years (48%)
- Most of the respondents are married respondents (72%)
- Most of the respondent's family members are 3-5 members (52%)
- Most of the respondents are graduate (41%)
- Most of the respondents are belong to production department (31%)
- Most of the respondents are 4- 8 years (62%)
- Most of the respondents are Day shift workers (75%)
- Most of the respondents are highly satisfied the supervision of the superior (52%).
- Most of the respondents are excellent relationship with coworkers (48%).
- Most of the respondents are good efficiency in job (47%)
- Most of the respondents are highly satisfied workload (55%)
- Most of the respondents are highly satisfied safety measures (60%).
- Most of the respondents are satisfied in physical work environment (50%).
- Most of the respondents are not satisfied in loan facilities (72%).
- Most of the respondents had got benefits of educational loan (33%)
- Most of the respondents are satisfied in water facility (55%)
- Most of the respondents are select good for job security (54%)

### 7. SUGGESTION:

1. The research wishes to bring the following suggestion to the management of Thiruvalluvar Textiles Private Limited.
2. Recreational activities can be taken care of the management.

3. The organization should improve the benefit and services provided to the labors interest would be stimulated.
4. The company can make the benefit and services attractive to personnel.
5. The company should plan out the welfare activities in an effective way to improve the organization image in the eyes of the public.

### 8. CONCLUSION:

Welfare facilities provided to the lab ours was found to be satisfactory.

It has been found from the study that the worker had a positive attitude towards their job and management. The study conducted also revealed that a majority of the workers of cotton blossom. Erode were satisfied with the job and work environment.

The relationship with the supervisors and the co – workers also provides conducive work environment for the workers. The study therefore highlights the various aspects on welfare facilities provided satisfaction for the labors.

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