



# Employees Welfare Measures At Pudukkoti Urban Cooperative Stores Ltd

Mr. S. Aravinth BCOM , MBA , Department of Master of Business Administration from Dhanalakshmi Srinivasan  
College of Engineering and Technology, Mamallapuram, Chennai.

**ABSTRACT** This study is an outcome of the topic called “A study on employee welfare measures towards on M.M.16 THE PUDUKKOTTAI URBAN CO-OPERATIVE STORE LTD .

Employee welfare defined as efforts to make life worth living for workmen. Labor welfare entails all those activities of employer which are directed towards providing the employees with certain facilities and services in addition to wages or salaries. An employee has an important role in the industrial production of the organization . The personnel management really concern with the management of the people at work management is an art of getting work done by the people. Therefore, it is very necessary the co-operation of the employees force in order to increase the production and to earn higher profits. The Co-operation of employees is possible only when they are fully satisfied with their employer and the working conditions on the job. Which is very essential to the Co-Operation of the employees for this purpose, provision of better working conditions of work place suitable temperature , lighting and in pleasant atmosphere is very necessary to get them to realize that the management thinks of their welfare. Such welfare activities benefit not only the workers but also the management in the from the greater productive efficiency. Samples of 50 were taken to study the employee welfare procedures towards the organization .primary data such questionnaire and collect from the employee. secondary data such company data and collect from the organization generally statistical tools such as percentage analysis ,chi- square test . Through analysis and finding , it is found that most of employees are satisfied the medical facilities from the organization Finally this project gives a complete view of employee welfare measures at urban co-operative store Ltd. + +

## INTRODUCTION

“Welfare is comfortable living and working conditions. Employee welfare means the efforts to make life worth living for workman’

“Welfare is comfortable living and working conditions”. People are the most important asset of an organization, and the accounting profession has to assess and record the value and cost of people of an organization. Once this is accepted, the need for measuring the value for recording it in the books of accounts arises. The value of human assets can be increased substantially by making investment in their training and welfare activities in the same way as the value of repairs/overhauling etc.

While the cost on training development, etc., can be recorded separately and to be within the eventual, the expenditure on welfare activities can be added to the "investment" and the returns judged. Unlike others assets which have depreciation value as year's passes by, value of human assets appreciates with passing years. The value can depreciate by aging process



which is generally hastened up by worries, unhealthy conditions, etc. once this process is slowed down, or at least if the employee is made to feel 'young in spirits' the value of this asset appreciates considerably

### **COMPANY PROFILE**

Cooperatives all over the world have become an effective and potential instrument of economic development the cooperative movement in Tamil Nadu has witnessed over the decade's substantial growth areas of economy.

There is not a single major sphere of economic activity which has not been touched by cooperatives. Cooperatives are also envisaged as an instrument for implementing many important policies like agricultural credit, urban credit, market intervention, price support for agricultural commodities through cooperative stores, public distribution Systematic

### **COOPERATIVE SERVICES**

- A. 12-Hours pharmacy(three)
- B. Super market(two)
- C. Mini-super market(five)
- D. Town ration Shop (31)
- E. Village ration Shop (27)

### **OBJECTIVES OF STUDY**

- > To analysis the various welfare measures provided to the employees in the organization.
- > To find the level of satisfaction of employee about the work environment
- > To evaluate the satisfaction level of employee about the work environment
- > To study and analyze the safety and welfare measures of the employee

### **SCOPE OF STUDY**

- The present study has been undertaken to study find out effectiveness of employee welfare in urban co-operative stores ltd
- To find the practical difficulties involved in welfare measures that can be evaluated through this study
- The study can be used to bring out the solution for the problem faced by the employees availing the welfare measures
- Through the study company would be able to known the satisfaction level of employee on welfare measures.

### **REVIEW OF LITERATURE**

- > Rama Satyanarayana and Jayaprakash Reddy (2012)56 carried out a research to know the satisfaction levels of employees about Labour welfare measures in KCP Limited (Cement Division). For the purpose of the study, convenience random sampling method was adopted. Out of 925 employees, 90 were selected covering almost all

the departments. A questionnaire was used to collect primary data. The results of the research reveal that majority of the employees are satisfied with all the welfare measures provided by the organization. The overall satisfaction level of employees about welfare measures cover under study is satisfactory. However, a few are not satisfied with welfare measures provided by the organization

- > Srinivas (2013) identified welfare facilities and employee's satisfaction level about welfare facilities adopted at Bosch limited, Bangalore. It is found that most of the, welfare facilities like medical, canteen, working environment, safety measures etc., are provided by the company and most of the employees are satisfied with the welfare facilities adopted by the company towards the employee's welfare.
- > Hangiri (2014) revealed the relationship between employee satisfaction level & welfare measures in selected national bank in Hyderabad Karnataka region. It is clear that welfare facilitated employment by bank are not equally satisfactory to all employees. Most of the employees are dissatisfied with the clarity and transparency in communication, training& development, lunch rooms & rest rooms, health checkup camp etc. He recommended some measures but separate lunch room & rest rooms are most important in those amenities because employees are very inconvenient to have their lunch in front of the customer.
- > Bhagat (2015) revealed that cleanliness is the big issue in Nashik MIDC. She suggested that cleanliness should be improved, clean & adequate latrines & urinals at the work place improve indirect motivation to employees

## **RESEARCH METHODOLOGY**

Research methodology is the systematic, theoretical analysis of the methods applied to a field of study

### **DATA COLLECTION:**

Collection of data is an important stage in research in the fact the quality of the data collected determine the quantity of the research

collection of data is done by two methods

1. primary data collection
2. secondary data collection

#### **1. Primary data collection:**

primary data is also known as the data collection for the first time through the field survey such data are collected with specific set of objectives to assess the current of any variable studied. Ex.: Questionnaire

#### **Secondary data collection:**

The secondary data which is needed for my study was collected from the company data base representation basis and the element selection techniques.

#### **Sample design:**

A sample design is a definite plan determined before any data are actually collected for obtaining a sample from a given population. Sampling is used to collect data from limited numbers whereas census is used for large number



sampling method was used.

#### Convenience sampling:

The sampling which along the researcher to carry out his research based on his convenience and respondent's availability of constraints. The research sampling provides case of doing his research

#### Population size:

The overall population size is 134

#### Sample size:

It refers to the number of items to the selected from the universe to constitute a sample. **Sample size: 50**

#### Questionnaire design:

I framed the structured questionnaire for my study with careful and frequent consultation with both the internal as well as company guide

#### Statistical tools:

- percentage analysis
- chi-square test

#### Percentage analysis:

Percentage refers to a special kind of ration percentage analysis test is done to find out the percentage of the response of the respondents. In these tools various percentage are presented by the way of bar- diagram, pie charts in order to have better understanding of the analysis

#### Formula:

$$\text{PERCENTAGE} = \frac{\text{NUMBER OF RESPONDENTS}}{\text{TOTAL NUMBER OF RESPONDENTS}} * 100$$

#### Statistical tools:

#### Chi-square test

This test allows us to determine whether two attributes are independent of each other. In this study chi-square test has been used to test if there is an association between various variables and the overall level of satisfaction of safety and welfare measures.

$$X^2 = \sum \{ (O_i - Z_i)^2 / Z_i \}$$

#### Applying Yates's correction:

$$X^2 = Z \{ (|O_i - Z_i| - 0.5)^2 / Z_i \}$$



TABLE 1  
CHI-SQUARE TEST  
TO TEST THE RESPONDENTS RESPONSE ON SATISFIED WITH WORKING  
ENVIRONMENT & P.F BENEFITS

NULL HYPOTHESIS

There is no significant relationship with work environment and PF benefit

ALTERNATIVE HYPOTHESIS

There is significant relationship with work environment and PF benefits

OBSERVED FREQUENCY

PF & WE	Strong agree	Agree	Undecided	Disagree	Strong disagree	Total
Strong agree	2	14	24	0	0	40
Agree	0	4	8	0	0	12
Undecided	4	10	30	0	0	44
Disagree	2	0	2	0	0	4
Strong disagree	0	0	0	0	0	0
Total	8	28	64	0	0	100

Degree of freedom:  $(r-1) (c-1)$

$(4-1) (5-1) = 12$

Level of significance 5%

Table value = 21.026

Conclusion:

Since, The calculated value of chi square is lesser than table value so null hypothesis is accepted.

### Inference:

There is no significant relationship between work environment and PF benefits.

### **FINDING**

- > It is found 30% of the employees are agree overall medical facilities 14% of the employee are undecided 44% of the employees are disagree 12% of the employee are strong disagree
- > It was found that 20% of respondents are strong agree the medical benefits, 70% of respondents are agree, 10% of respondents are undecided medical benefits
- > It was found that 22% of respondents are strong agree working hours 52% of respondents are agree 16% of respondents are undecided 10% of respondents are disagree
- > It is found that 28% of respondents are strong agree 58% of respondents are agree 14% of respondents are disagree of overtime stipend
- > It was found that 14% of respondents are strong agree, 54% of respondents are agree, 16% of the employee are disagree the leave approach
- > It was found that 44% of respondents are strong agree the travel allowances, 38% of respondents are agree , 18% of the respondents are undecided the travel allowances
- > It is found that 14% of respondents are strong agree the rest & lunch room facilities 36% of the respondents are agree, 8% of the respondents are undecided rest & lunch facilities 42% of the employee disagree
- > It found that 64% of the employees are satisfied the strong agree 36% of the employee are agree
- > It was found that 10% of the respondents are strong agree 48% of the respondents are agree, 14% of the respondents are undecided 28% of the respondents are disagree of complain about working condition
- > It was found that 84% of the employees are strong agree 16% of the employee are agree the ventilation and good environment
- > It was found that 24% of the employees are strong agree 76% of the employee are agree the problem sloving of welfare measures
- > It was found 16% of the employees are strong agree the regularly cleaned 80% of the employee are agree 4% of the employee are undecided
- > It is found that 16% of the employees are strong agree safety measures 20% of the employee are agree 52% of the employee average satisfied 12% of the employee are undecided 12% of the employee are disagree
- > It was found that 40% of the employees are strong agree PF benefits 12% of the employee are agree 44% of the employee are undecided 4% of the employee are disagree the PF benefits
- > It was found that 56% of the employees are strong agree 44% of the employee agree the maternity benefit
- > It was found that 16% of the employees are strong agree 52% of the employee are agree 20% of the employee undecided 12% of the employee disagree the satisfaction of welfare activity
- > It is found that 30% of the employees are strong agree 56% of the employee are agree 14% of the employee are



disagree the foods/snacks/drinks

#### **SUGGESTION AND RECOMMENDATION**

- > Restroom facilities has to be sufficiently provided
- > Management has to improve the quality items of the foods/snacks/drinks which is one of the most important basic amenities and it helps to satisfy the employees
- > Management should provided proper leave to the employee
- > Management additional care to be taken to improve the overtime facilities provided to the employees
- > Management should provided the proper safety measures in the organization will be secured in the job
- > Management should addition care to be taken the medical benefits of the employees
- > Most of the employees are satisfied with the existing welfare schemes provided by the company





## CONCLUSION OF THE STUDY

- > Employee welfare measures are advocated to maintain a strengthen manpower both physically and mentally. The study of various welfare measures brings in to light that the present measures taken by the company.
- > The improvement in working condition are suggested to improve effectiveness of the employee welfare measures like medical facilities, drinking facilities, spittoons, rest rooms and maternity benefits which in turn would build the morale and increase the productivity of the employees.

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